CITY OF HOBART

SUPPORTING INFORMATION

COUNCIL MEETING

OPEN PORTION OF THE MEETING

MONDAY, 29 SEPTEMBER 2025
AT 4.00PM
VENUE: COUNCIL CHAMBER, TOWN HALL
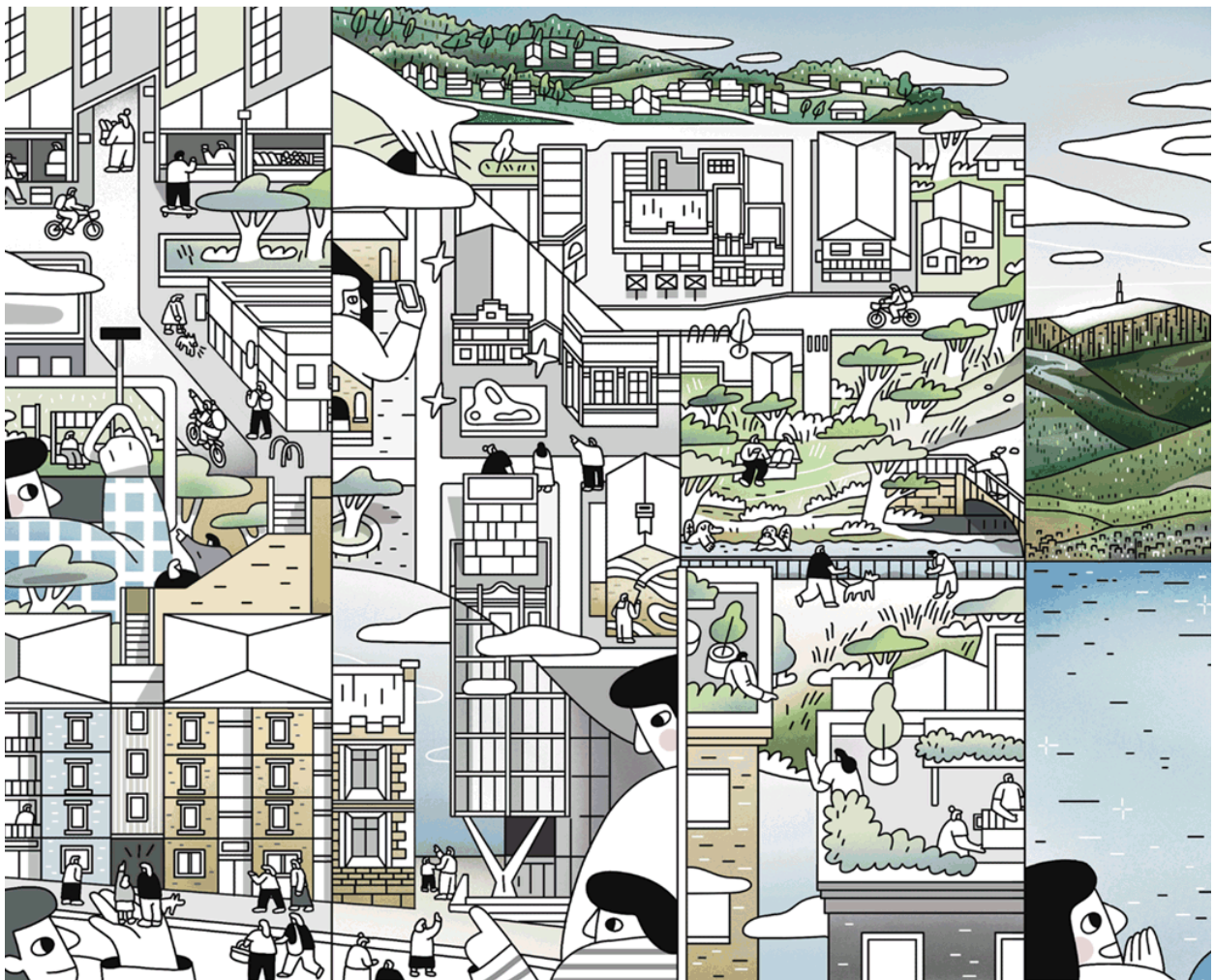
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Hobart Design Guidelines

An urban and building handbook for
designers, developers and the community

September 2025

City *of* **HOBART**

Accessibility

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Acknowledgement of Country

In recognition of the deep history and culture of this place, City of Hobart acknowledges the Palawa (Tasmanian Aboriginal people), and their Elders past and present as the traditional custodians of the skies, land and waterways of Lutruwita (Tasmania).

City of Hobart acknowledges the determination and resilience of the Palawa, who have survived invasion and dispossession and continue to maintain their identity, culture and rights.

City of Hobart also acknowledges all Aboriginal and Torres Strait Islander people who live on the Country of the Palawa.

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Foreword

Hobart is an incredible place to live, work and enjoy. Our city is loved by locals and visitors as a unique place in the world – a city set in a dramatic and pristine landscape on the southern tip of Australia. It was lived in and cared for by the Tasmanian Aboriginal people for thousands of years. It became the nation's second oldest European settlement.

We are a city that is continually evolving to meet our community's priorities and challenges and make the most of future opportunities. We want Hobart to be a city that:

- provides more well-designed housing close to employment and services,
- nestles in a green and biodiverse landscape, with plenty of great open spaces,
- is easier to get around and is less polluted,
- bustles with entrepreneurs, researchers and creative people,
- seeks to mitigate climate change.

All of this can happen in a way that learns from global best practice in architecture and urban design, while also being 'uniquely Hobartian' responding to our history, landscape and people.

That is precisely what Tasmania's first ever city design guidelines seek to achieve. They 'translate' our community's aspirations into practical design guidance for future development.

While the Hobart Design Guidelines are not a mandatory, we hope they will be valued and followed, as they set out a clear and inspiring vision for the wonderful city we proudly call home.

Having already undergone significant change in recent years, Hobart is expected to continue to evolve, mostly because of the need to accommodate a growing population within our existing urban footprint. As a result, our service infrastructure and transport options will need to develop to support a better and more resilient future for our community.

We envision a city that is deeply rooted in its history and culture, and is vibrant, economically thriving, healthy, sustainable, loved by its citizens, and continues to be an exceptional place to live and visit. Urban design is the process by which we create urban spaces that embody these values – places that respond to and reflect the needs of all members of society.

The City of Hobart's Urban Design Advisory Panel provides independent professional advice on urban design for proposed projects across the city. By promoting good design and a high quality urban environment, the panel plays a vital role in Hobart's success – by designing a city where people want to live, work, visit and spend time.

The Panel strongly supports the Hobart Design Guidelines as a key strategic document that advocates for the future design of infrastructure, architecture and public spaces distinct that continue to contribute to Hobart's uniqueness and liveability.

Anna Reynolds
Lord Mayor,
City of Hobart

Scott Balmforth
Chair,
Urban Design
Advisory Panel

Figure 1. A neighbourhood party held in Lefroy Street car park in 2025 is an opportunity for the community to come together. Photo by Jillian Mundy.

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Hobart's people and places

Hobart's origins and eras

Tasmania's capital city is situated on the lands of the Muwinina people of the South East Nation. Their ties to their ancestral homeland, Nipaluna (Hobart), went back millennia before European colonisation. And while now there are no living descends of the Muwinina, other Palawa (Tasmanian Aboriginal people) now inhabit these lands.

Old Hobart Town is nestled between the foothills of Kunanyi / Mount Wellington and the estuary of Timtumili Minanya / River Derwent. The mountain is a constant presence, casting a rain shadow over inner Hobart, acting as a catchment for numerous waterways, and being itself the most popular natural tourist attraction in the state.

The navigable estuary of the river and the fresh water in the Hobart Rivulet, in great part why Hobart was founded in Sullivans Cove. Hobart's foundation, in 1804, making it the second oldest capital city in Australia after Sydney.

Colonial surveyor James Meehan's 1811 plan for Hobart Town shows a skewed grid radiating from Sullivans Cove, with Macquarie Street already a civic avenue and George's Square (a precursor to today's Franklin Square) laid out.

For some 50 years Hobart was the centre of colonial transportation, of convicts from Britain with over 70,000 convicts arriving in what was then called Van Diemen's Land. The period saw forced convict labour and terrible living conditions, as recorded in the now World Heritage-listed Cascades Female Factory.

Landmark buildings remain from the period, several of which were designed by the Colonial Architect John Lee Archer – such as Parliament House, the Treasury Building, and the Ordnance Stores in Salamanca Place. Apart from these salient examples most of the buildings in the early colonial period (from 1804 until approximately 1840) were simple and functional Georgian structures, reflecting the styles and needs of a small British outpost. settlement far from Great Britain.

The Victorian era that followed saw a dramatic increase in the types and styles of buildings. It also saw the delivery of civic infrastructure, including the Queens Domain, established in 1860, and other parks and reserves that are still enjoyed today.

From 1890, the Federation and Inter War eras left a legacy of several iconic buildings, signifying Hobart's transition from a colonial town to a capital city. The iconic GPO (1905), designed by local architect Alan Cameron Walker, remains a significant feature in central Hobart's skyline to this day.

The end of World War II brought the transformation of Hobart's built form. Like most western cities the advent of affordable private vehicles meant that people could now travel into the city from further away and Hobart's neighbourhoods expanded outwards along existing corridors such as Sandy Bay Road. Leading to the once-extensive inner-city tram network eventually closed down.

Office buildings and towers from this period showcased the use of new technologies and architectural styles including Modernism. The Commonwealth Bank building, opened in 1954 at the corner of Liverpool and Elizabeth Streets, demonstrates the possibilities of reinforced concrete.

Despite all of these changes Hobart's growth remained modest when compared to most other Australian capital cities in the following decades

The catastrophic 1967 bushfires demonstrated the city's vulnerability to natural disasters, and the collapse of the Tasman Bridge in 1975 highlighted the limitations of its transport network.

From the late 1970s into the 1990s sections of the waterfront, including Wapping and Salamanca, were regenerated. This is epitomised by the founding of The Salamanca Arts Centre in 1976 and The University of Tasmania's relocation of the Tasmanian School of Art to Hunter Street in 1984. The historic parts of the city were changing.

By 2001 the towering grain silos at Castray Esplanade had been repurposed into luxury apartments. These, and subsequent significant developments on the waterfront, have resulted in Sullivans Cove becoming a prime destination for both local people and visitors to the state.

Since the late 1990s to the late 2010s the city has developed rapidly, driven in large part by cultural and event-based tourism, significantly the Taste of Summer and Dark Mofo festivals. To accommodate this growth, several large hotels have been built in the city, Parliament Square's award-winning The Tasman among the most notable.

Hobart's city structure

Set in an 'amphitheatre', between Timtumili Minanya / the River Derwent to and the top of Kunanyi / Mount Wellington, means that Hobart is defined by its landforms and landscapes.

The oldest and most central streets sit along the course of the Hobart Rivulet towards its original meeting point with the River Derwent. Together with much of the original parts of Sullivans Cove, which are largely early reclaimed land for the port.

The network of creeks flowing from the mountain are another distinguishing feature of Hobart. Starting as natural systems, many have been diverted, channelled and covered. The Hobart Rivulet is a prime example of this, flowing openly through South Hobart it then runs underneath the central city blocks between Liverpool and Collins Streets before emerging not far from the Regatta Grounds. Inevitably the courses of the rivulets reveal themselves in the city streets during major floods events, such as those in 2018.

Hobart's residential neighbourhoods have spread upwards into the hills and valleys, many commanding panoramic views of the city centre and the river, taking in the eastern shore landforms beyond. The steep street networks often providing only one main road in and out, which can see poor traffic flows.

In addition to the topographic layering, there is the layering resulting from the different historic eras of growth. It has slowly led, over two centuries, to an eclectic mix of architecture and urbanism.

The city centre is characterised by a permeable pedestrian network. The structure of streets, as laid out by Meehan and others, was just the beginning. As the original lots were built upon and then subdivided it led to the formation of more streets and laneways.

To this day central Hobart has a considerable number of laneways that provide alternative access and circulation to the inside of the blocks. These have been complemented in the 20th century with a series of arcades that provide an enclosed shopping experience, mostly running east to west several built over the Hobart Rivulet. The Cat and Fiddle Arcade, which opened in 1962, is a prime example of this.

Hobart today

The municipality had an estimated 56,000 residents in 2023. Our population, having grown by 3% since 2018, is increasingly multicultural with 28% of residents having been born overseas. At the same time, our population profile is one of oldest when compared to that of other capital cities.

Typical of most capital cities, Hobart's main economic generators and employers are in professional services, health care, education, finance and public administration. The Hobart municipality alone generates approximately 22% of the Tasmania's gross regional product.

Hobart into the future

As the capital of Tasmania, Hobart is inextricably linked to Greater Hobart in terms of infrastructure, social and cultural capital and its leading economic role. This means that successful urban development within the City of Hobart has benefits for the whole region.

As Greater Hobart is located amidst valuable natural habitat and is close to productive agricultural land, we should build more in our existing urban areas rather than expanding further out. Hobart's extensive reserves and parklands, as well as our bushland neighbourhoods, should be valued and preserved.

The Tasmanian Government's 30-Year Greater Hobart Plan (August 2022) has a target that 70% of all new development be infill within Greater Hobart.

To achieve this our City's extensive reserves, parklands and the 'bushland neighbourhoods' should be preserved. Conversely, within the central city, there are large areas well suited to grow and develop including places around Argyle, Campbell and Melville Streets. They would be great places to live and work given their proximity to existing employment opportunities, education and health facilities, shopping, and many other key services and amenities.

Established business centres and corridors also exist in the 'inner neighbourhoods', such as those along Sandy Bay Road, Augusta Road, New Town Road and Macquarie Street. All provide potential for well- located and well-considered development.

City Centre

CBD, Waterfront, and most of North Hobart

Re-develop the inner city, adaptively reusing existing buildings and adding medium-rise housing, new shops, services and places for business and creativity.

Outer Neighbourhoods

South Hobart, Lenah Valley, Mount Stuart, Mount Nelson

Improve land use by extending houses, building second and ancillary dwellings where feasible.

Inner Neighbourhoods

West Hobart, New Town, Dynnyrne, Sandy Bay, Battery Point, Glebe

Add additional low-rise housing to existing lots, at a transitional scale bridging the city with the outer neighbourhoods.

Bushland Neighbourhoods

Fern Tree, Tolmans Hill, upper reaches of Mount Nelson

Improve access and movement options, carefully consider the risk of bushfires and minimise new development as they are located further away from services and workplaces.

Parks and Reserves

Such as Queen's Domain, Truganini Conservation Area, Waterworks Reserve, Wellington Park

Maintain bushland, parks and reserves for biodiversity and community use. Avoid development here.

City of Hobart local government boundary

Road network

Extent of Mount Wellington Park

Nominal threshold between city and bushland
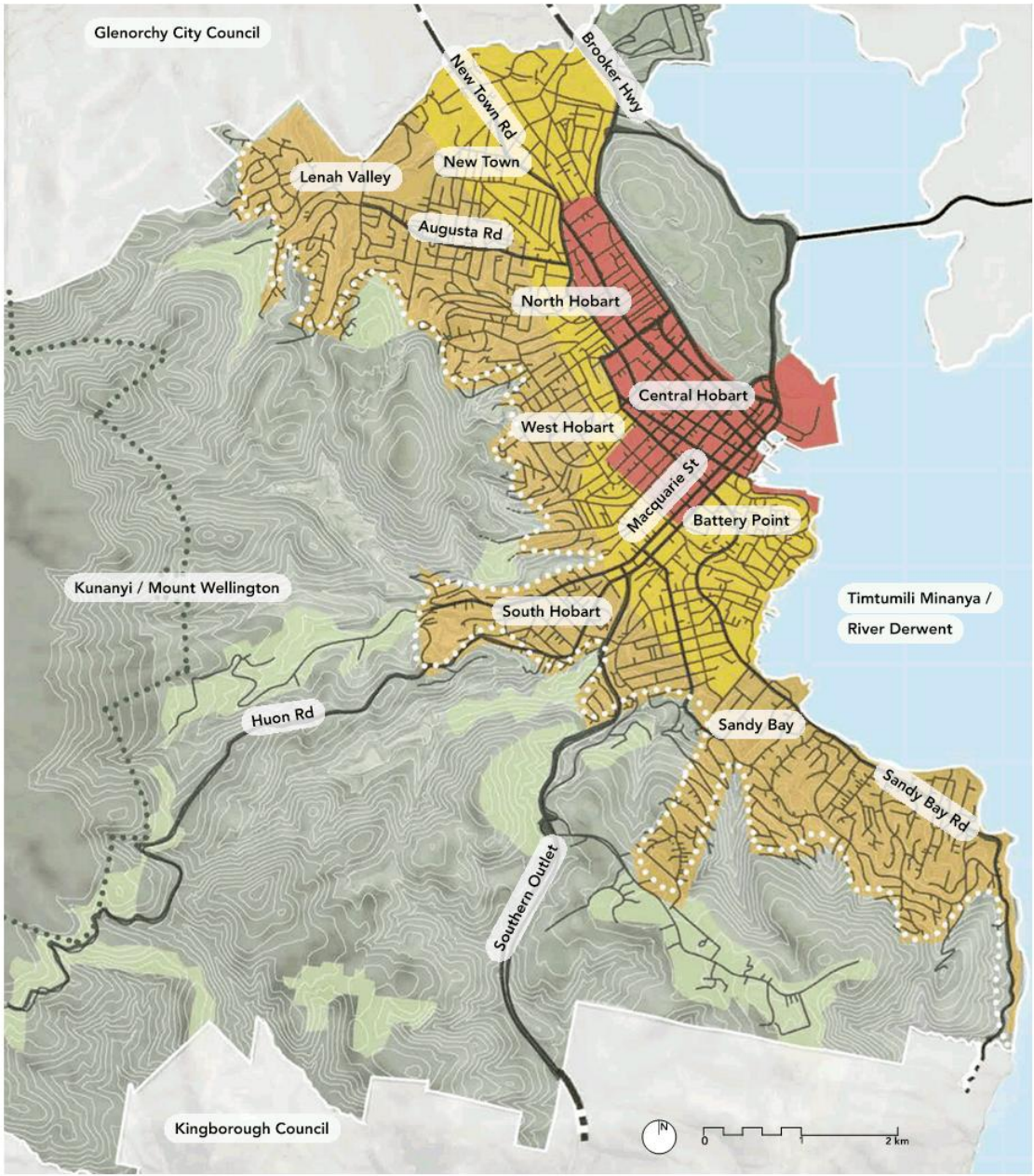
Figure 2. City structure – shows Hobart's urban structure as determined by its topography, natural environment and historical development.

Introduction

What are the Hobart Design Guidelines?

The Hobart Design Guidelines are the City of Hobart's first ever place-inspired design handbook to guide both private and public development in the city. They are based on both our community's aspirations and professional best practice in architectural and urban design.

The Guidelines seek to retain the things we love and that make Hobart distinct, while applying proven architectural and urban design principles and guidelines so we can continue to successfully adapt to new challenges such as climate change. The community's vision for Hobart includes the statement that 'Connections between nature, history, culture, businesses and each other are the heart of our city' (Community Vision, July 2018).

The Guidelines are presented under seven architectural and urban design principles, starting with Country, which considers the city's setting in relationship with a living landscape and deep indigenous history.

The seven principles provide direction for the development of Hobart in ways that recognise its setting and history, support its character, enhance its liveability, and make sustainability possible.

For each principle there are ten or so guidelines offering design approaches and practical advice to realise the aspirations in the principles.

The Guidelines are based on extensive background research and as a response to City of Hobart's existing policy and strategic framework. They further evolved through extensive professional and community engagements from 2023 to mid-2025.

Ultimately the Guidelines are to help developers and government, and their design teams, deliver better houses, accommodation, shops, offices, streets and open spaces that speak of Hobart's character and are aligned with community aspirations.

Why are they needed?

Our city has many exceptional attributes that make it a great place to live, work, visit and enjoy.

To keep it this way, we will need to address key challenges such as:

- limited housing choice and affordability
- employment opportunities to attract and retain young people
- limited space for urban greening and open space
- a geographically constrained road network
- making our generally narrow streets welcoming and accessible
- the significant impacts of climate change.

Good architectural and urban design will help us respond to these complex challenges as we seek to have a well-designed city for all.

Who are they for?

The Guidelines are for everyone with a role, a responsibility, or an interest in the development of our city, including:

A. Developers and their design teams are encouraged to engage with the Guidelines at the beginning of their projects, both to be inspired by them and to specifically consider them in their proposals.

B. City of Hobart staff, including assessors and advisors, will use the Guidelines to encourage better public and private project and development outcomes. In particular, the Urban Design Advisory Panel will use them to promote quality urban and architectural design when advising on development proposals and structure planning.

C. The Guidelines will support decision makers, including the City of Hobart's Elected Members, in their roles in city leadership and planning above and beyond the statutory requirements.

D. We hope that community members and groups will find the Guidelines useful for advocating for better design outcomes for their city. A reference to guide positive change in our city.

Hobart's community aspirations:

"As we grow, we remember what makes this place special"

'Hobart: A Community Vision for our island capital' (2018)

Delivered via design innovation led by:

- An engaged community
- Great developers and builders
- Creative design professionals
- Design advisors (Urban Design Advisory Panel)

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HOBART
DESIGN GUIDELINES

FOR A WELL-DESIGNED CITY FOR ALL

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Underpinning regulations and legislation:

Structure Plans (Neighbourhood Plans)

Strategic planning documents for different parts of
our city, used to ensure development reflects
community visions

Tasmanian Planning Scheme

The requirements for development to manage
amenity impacts, and for the protection of the
environment and built heritage

Law and Rules for Construction

National Construction Code, Australian Standards,
Federal and State legislation ensure safety for our
buildings, infrastructure and compliance with the law.

Figure 3. Guidelines: from aspiration to legislation - shows how the Guidelines bridge the gap between the community aspirations and design innovation, which strive for a better city, with the regulations that ensure minimum standards of safety, amenity and performance are delivered.

How are they informed by other strategies and policies?

The Guidelines sit within a policy framework that has taken shape over the past decade. What follows are some of the key policies and strategies that describe how Hobart is seeking to change and develop in the future. Each has directly informed the Guidelines:

'A Community Vision' (2018) pillars:	City of Hobart strategies and policies	Hobart Design Guidelines - Principles	
1. Sense of place	Country, Culture, People 2025-28 (2025) provides a responsive learning framework to build cultural safety and improve relationships and opportunities with Palawa and incorporates Country as one of three key areas.	1.Country 2.Form 3.Use	4.Movement 5.Amenity 6.Green 7.Resilience
2. Community inclusion, participation and belonging	Hobart: A city for all (2020) provides a framework to understand what access and inclusion means to our community and what are the priority projects, initiatives and partnerships.	**1.Country** **2.Form** **3.Use**	4.Movement 5.Amenity 6.Green 7.Resilience
3. Creativity and culture	Creative Hobart: a strategic framework (2012) articulates a vision for a 'dynamic, vibrant and culturally expressive' city in which creativity promotes Hobart's distinctive character, makes it a destination of choice, and contributes to economic outcomes.	1.Country 2.Form **3.Use**	4.Movement 5.Amenity 6.Green 7.Resilience
4. City economies	City Economy Strategy 2023-2028 (2023) aims to position Hobart as an enviable place to visit, live and do business. This will be achieved through the promoting and leveraging the 'Hobart Difference'.	1.Country **2.Form** **3.Use**	4.Movement 5.Amenity 6.Green 7.Resilience
5. Movement and connectivity	Hobart Transport Strategy 2024 (2024) seeks to provide choices in how we move that are effective, safe, healthy and environmentally friendly.	1.Country 2.Form 3.Use	**4.Movement** **5.Amenity** 6.Green 7.Resilience
6. Natural environment	City of Hobart Street Tree Strategy (2017) shows that away from the mountain and hill reserves, Hobart lacks trees. I has an aspirational target of 40% tree canopy cover in urban areas by 2046.	1.Country 2.Form 3.Use	4.Movement 5.Amenity **6.Green** 7.Resilience
	2040 Climate Ready Hobart Strategy (2024) sets out goals and responsibilities for the City of Hobart and the community in response to the climate and biodiversity emergency.	1.Country **2.Form** 3.Use	**4.Movement** 5.Amenity **6.Green** **7.Resilience**
7. Built environment	The City of Hobart develops master plans, most significantly land use and built form structure plans such as the approved Central Hobart Plan (2023), the North Hobart Neighbourhood Plan (2025) with others under development.	**1.Country** **2.Form** **3.Use**	**4.Movement** **5.Amenity** **6.Green** **7.Resilience**
	Medium Density Design Guidelines (2025), developed by the Tasmanian Government as a key action from the 30-Year Greater Hobart Plan, offer designers, developers, and the community practical advice on achieving high-quality medium-density housing, such as terraces, townhouses and low-to-mid-rise apartments.	1.Country **2.Form** 3.Use	**4.Movement** **5.Amenity** **6.Green** **7.Resilience**
8. Governance and civic involvement	30-Year Greater Hobart Plan (2022), developed by the councils of Greater Hobart and the Tasmanian Government, seeks to guide urban growth, transport, housing and employment in the region into the coming decades.	1.Country **2.Form** **3.Use**	**4.Movement** **5.Amenity** 6.Green 7.Resilience

Figure 4. View along Elizabeth Street from Bathurst Street, showing the eclectic mix of buildings and uses from churches to shop-top housing and a diversity of shops.

How do they relate to the planning scheme?

Development of land in Tasmania is regulated by planning schemes, which set out policies and legal requirements for development, mitigation of amenity impacts, protection of the environment and conservation of built heritage.

Planning schemes have limited capacity to provide design guidance as they are generally more about compliance than they are about encouraging better design outcomes. Instead, these Guidelines are about thinking creatively and innovatively how to design for our local context and with our community's aspirations in mind.

The Guidelines have taken cues from the strategic direction of the draft Tasmanian Planning Policies (March 2023). They include the urban design objective 'to create functional, connected and safe urban spaces that positively contribute to the amenity, sense of place and enjoyment experienced by the community'. Followed by: 'Encourage the use of urban design principles that creates, or enhances, community identity, sense of place, liveability, social interaction and climate change resilience'. These and related urban design strategies, have been captured in the Guideline's.

While the Guidelines are not intended as a regulatory document it is possible that over time, as they are used and refined, the Hobart Design Guidelines will inform future changes to the Hobart Local Provisions Schedule in the planning scheme.

How will they be used?

The Guidelines provide a useful tool for developers (both private and public), design professionals, the community and decision makers to deliver best practice urban and building design outcomes for the City of Hobart.

They will be used in four main ways:

A. to create a common positive language about the future of the city that can be understood and used by everyone from community to developers and government.

B. to inform future strategies and policies, in particular structure plans, by providing clearer direction for building and urban design.

C. to inspire and guide the planning and design of public realm improvements, such as our streets, parks and playgrounds.

D. to contribute to the pre-application process for development applications.

Figure 5. Entrance of luxury hotel Macq 01 on Hobart's waterfront. Designed by Circa Morris-Nunn Chua Architects.

Early in a development, project or strategy the proponent will be provided the Guidelines to consider the principles and guidance, in relation to their proposed contribution to the Hobart. This will happen before any formal processes such as planning scheme amendments, planning applications or formal adoption by Council, occurs.

Key to the pre-application process for significant developments is the independent professional input of the City's Urban Design Advisory Panel. The Guidelines will assist the Panel in providing clear and consistent design advice, helping proponents to contribute to a well-designed city.

The Guidelines are supported by a checklist to guide development proponents in how to apply them. It also provides opportunities for proponents to consider how the Guidelines will be applied in their development or project.

Where will they apply?

The Guidelines cover City of Hobart municipal area, and apply to both the private and public realms.

They will be particularly useful in the areas of the city where development is the most likely.

These areas of change include the city centre, with CBD and the waterfront, and the inner neighbourhoods (figure 2). These are all great places to live, work and visit as they are in close proximity to existing employment, educational and health facilities, major visitor attractions, entertainment and other services and infrastructure.

Structure plans, such as the Central Hobart Plan (2023) and the North Hobart Neighbourhood Plan (2025), will provide specific built form controls, such as building heights and setbacks, and expected open space and movement networks. The Hobart Design Guidelines will complement the structure plans by providing principles and guidelines for individual site development and public realm projects.

Figure 6. Woobys Lane, connecting historic Salamanca Place with the more contemporary Salamanca Square. The lane features the Georgian sandstone warehouses built in the 1830s to store maritime trade goods.

Design Principles

for the Hobart we love, we ask for:

1. Country

A city on country contributing to the health of lands, waters and skies for current and future generations

2. Form

A compact and cohesive city with well-designed buildings and places

3. Use

A creative and productive city with an abundance of workplaces and housing for everyone

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Country is the tangible and intangible, the attachment and connection we have to the place we live, its landscape, its ecosystems, its people – everything under the sky, from Kunanyi /Mountain Wellington to Timtumili Minanya / the River Derwent. Everything we excavate, build, create and plant in Nipaluna (Hobart) is on Country. We want dialogue and understanding with Tasmanian Aboriginal people (Palawa), a city where we can look up to a starry night, where waterways provide natural habitat and community enjoyment, where growth doesn't consume our beautiful landscape.

Our city is distinctive for having retained its historic, small-scale, fine-grained character. New development should increase building density in the heart of the city and the inner neighbourhoods, decreasing the pressure for unsustainable urban sprawl. New buildings and open spaces should be examples of creative, thoughtful design that speaks to Hobart's historical context. Well-constructed buildings that sit comfortably within our townscape and provide opportunities to reconnect fragmented streetscapes. All contributing positively to a well-functioning, compact and cohesive city.

To grow our capital city's economy, we need spaces to be creative and productive. Hobart should have more workshops, studios, offices and laboratories for new and innovative businesses to seed and grow. We need a variety of housing types – for families, retirees, city workers, visitors, and many others in our community. We need social and affordable housing. We should encourage mixed use developments as they can efficiently combine business activity, community uses and housing.

4. Movement

An accessible and connected city, very walkable and bike-friendly

It should be easy to get around our city on foot, on a bike or scooter, or in a bus. Everything we need should be easily accessible, so we don't need to use our cars for everything. We should create more through-site pedestrian links to shorten journeys and provide pleasant experiences. A city that is inclusive because it is designed for all abilities.

Ample micromobility access and parking should be provided throughout. A more walkable city makes that makes for a healthier, happier and better-connected community.

5. Amenity

A caring and nurturing city that feels safe and comfortable

Our city needs to be designed to support and nurture our diverse community. We need good quality apartments and townhouses where we can live in peace and quiet. Our dwellings should have summer shade, winter sun, and a decent view into the landscape. A courtyard garden as our for a daily experience of nature. We are happy with compact housing, but we need enough space to live well and store our belongings. Our city should always feel safe and comfortable at night. We should nurture our nighttime economy to engage people positively in our city after dark.

6. Greening

A green and tree-filled city with plenty of quality public space and restored natural environments

We need more trees, gardens and places to meet and play. More trees will soften the city, provide shade and reduce the urban heat island effect in summer. More parks, forecourts, plazas and roof gardens provide places for movement, gardening, fresh air, gathering, and contemplation. Rewilded watercourses brings nature back into the city, and provide us with beautiful pathways between the city, the estuary, the hillside bushland and the mountain.

7. Resilience

An efficient and robust city with sustainable, durable and adaptable buildings

To become a more self-reliant and adaptable city, we need efficient and resilient buildings that are equipped to deal with a changing climate and a changing world. We should collect and store water and renewable energy on-site to lessen our reliance on centralised systems. Our buildings should be warm in winter and cool in summer, largely on their own. They should be simple, durable, serviceable, and adaptable to our future needs.

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1. Country

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A CITY ON COUNTRY contributing to the health of lands, waters and skies for current and future generations.

Milaythina (Country)-centred urbanism

Country is the tangible and intangible, the attachment and connection we have to the place we live, its landscape, its ecosystems, its people – everything under the sky, from Kunanyi /Mountain Wellington to Timtumili Minanya / the River Derwent.

Everything we demolish, excavate, build, create, plant and grow in Nipaluna (Hobart) is on Country.

These are the traditional lands, waters and skies of the Muwinina people, who did not survive the British invasion, and whose lands where forever changed as a result of colonisation and all that has followed.

When the city grows we cause impacts to Country. The land has been consumed for development and infrastructure; the waterways contaminated, diverted and sometimes blocked off; and the sky polluted with light and emissions.

As a city community, as designers, developers and decision makers, we are responsible for the health of Country here in Nipaluna/Hobart.

We should focus on sustainable and regenerative practices for the land, water and skies. The health of our city as well as our own health, depend on the health of Country.

Planning, design and development can happen on Country in an authentic and regenerative way.

City of Hobart has worked with Tasmanian Aboriginal consultancy Milangkani Projects, along with design consultant REALMstudios, to develop a practical guidance document, Nipaluna (Hobart) A City on Country Framework.

The Framework deeply informs the Hobart Design Guideline's Country principle and guidelines, and both should be considered together.

<u>COUNTRY</u> Design Guidelines

1.1 Seek advice early

From the early stages of a project, proponents should seek and consider the advice of Tasmanian Aboriginal people about how to connect to and regenerate Country and, where appropriate, how to respectfully and authentically celebrate Palawa stories and practices.

City of Hobart officers can assist with the process of starting with Country.

Not every project will need the same level of engagement and consideration but asking questions early will go a long way towards building understanding and trust.

A model to assist in this process is the kanalaritja (Palawa traditional shell necklace), a metaphor for how making a necklace, as a communal and evolving act, is similar to a project life cycle from an Aboriginal perspective. It is provided in the *Nipaluna (Hobart) A City on Country* (page 17)

1.2 Maintain a compact city

An effective way minimise the impact of development on Country is to use the least possible amount of land.

Land that has never been developed should remain so, to decrease the need for new roads, water, sewer, and other infrastructure, and to avoid destroying natural habitat or productive farmland. Land that may have cultural meaning and remains from the Muwinina should remain untouched.

Refer to item 2.02 for additional guidance.

1.3 Darken our sky

'The sky is a library, and every star is a story'
Theresa Sainty

Light pollution is the consequence of excessive artificial lighting at night and has a significant, but generally underestimated, impact on people, wildlife and the climate. In addition to harmful physiological and environmental impacts, the sky-glow above Hobart obscures the stars, and the stories found within them.

Refer to item 5.09 for additional guidance.

1.4 Restore our waterways

Water is the life blood of Country, and Hobart's rivulets and estuarine environments are strongly defining elements of our city. Where possible, developments along their course should be set well back, and the shores and banks dedicated to public open space and environmental restoration.

Refer to item 6.08 for additional guidance.

1.5 Provide access to Country

We can facilitate cultural understanding by enabling the community to care for Country wherever relevant and appropriate. These can be places of ceremony, places of gathering and places of learning for all.

Refer to section Nipaluna (Hobart) A City on Country (page 23, principle 4.1) for additional guidance.

1.6 Incorporate storytelling

Through research and authentic engagement we can learn, and share knowledge, about the people and the environments that were before colonisation.

These narratives, and the knowledge shared, can then be incorporated into the design of a development, infrastructure and open public space.

Refer to item 2.03, and *Nipaluna (Hobart) A City on Country* (page 20, principle 2.3), for additional guidance.

Figure 7. Figure 6. Nighttime view of Nipaluna (Hobart) from then eastern shore of Timtumili Minanya / the River Derwent.

Country case study:
UTAS Riawunna Garden –
a place of welcome and ceremony

The University of the Tasmania (UTAS) established the Riawunna Centre for Aboriginal Education in 1991, with locations in both Sandy Bay, Hobart, and Newham, Launceston. The word Riawunna translating to circle in the language of the people of Bruny Island.

With the consolidation of the UTAS Launceston campuses the Riawunna Centre, and associated garden, sought to find a place in the reimagined Inveresk Campus masterplanned by architects Wardle Studio.

Before any design was undertaken for the Garden landscape architects ASPECT Studios started a dialogue with the staff at the Riawunna Centre and the broader Tasmanian Aboriginal community. This was a process of discovery to understand their connections to Country and the importance of cultural values and practices.

A key outcome of this dialogue was the inclusion in the design of a fire pit and the desire for a level of privacy to undertake cultural practices. These informed the site selection and the Garden's design.

The Garden, completed in 2023, has a curved path connecting three oval spaces. Those at either end designed as grassed places to sit and contemplate. The central space is pre-eminently for cultural practices and gatherings. Key elements in these three spaces were designed by Palawa artists Genie Battese and Lynne Spotswood and then fabricated by T3D Studios.

The central oval has a covered metal ceremonial fire pit in the centre under a shelter. The fire pit is placed in a concrete circle with representations of the local rivers that converge in Launceston. The concrete itself is imbedded with shells from coasts around Lutruwita/Tasmania. The shelter, also made of metal, represents traditional basket weaving and has nine circles, one for each of the Tasmanian Aboriginal Nations.

All three spaces are partly shielded for privacy from the adjoining tram tracks by curved weathered steel screens. These have laser cutouts representing the local river reeds.

The resulting design brings together fire, water symbolism, ceremony and narratives. As significantly is that the design emerged from a deep and meaningful collaboration between knowledge holders, designers, fabricators and artists.

Figure 8.   Central ceremonial space with fire pit, shelter and metal screen at the Riawunna Garden, UTAS Inveresk Campus, Launceston. Designed by Genie Battese and Lynne Spotswood with ASPECT Studios. Photo by John Gollings.

Figure 9. Riawunna Garden with three oval spaces connected by a central path, in between tram tracks and the River's Edge building. Garden designed by ASPECT Studios, building by Wardle Studio. Photo by John Gollings.

Figure 10. Riawunna Garden plan with three oval spaces connected by a central path, and the surrounding landscape. Garden designed by ASPECT Studios, building by Wardle Studio.
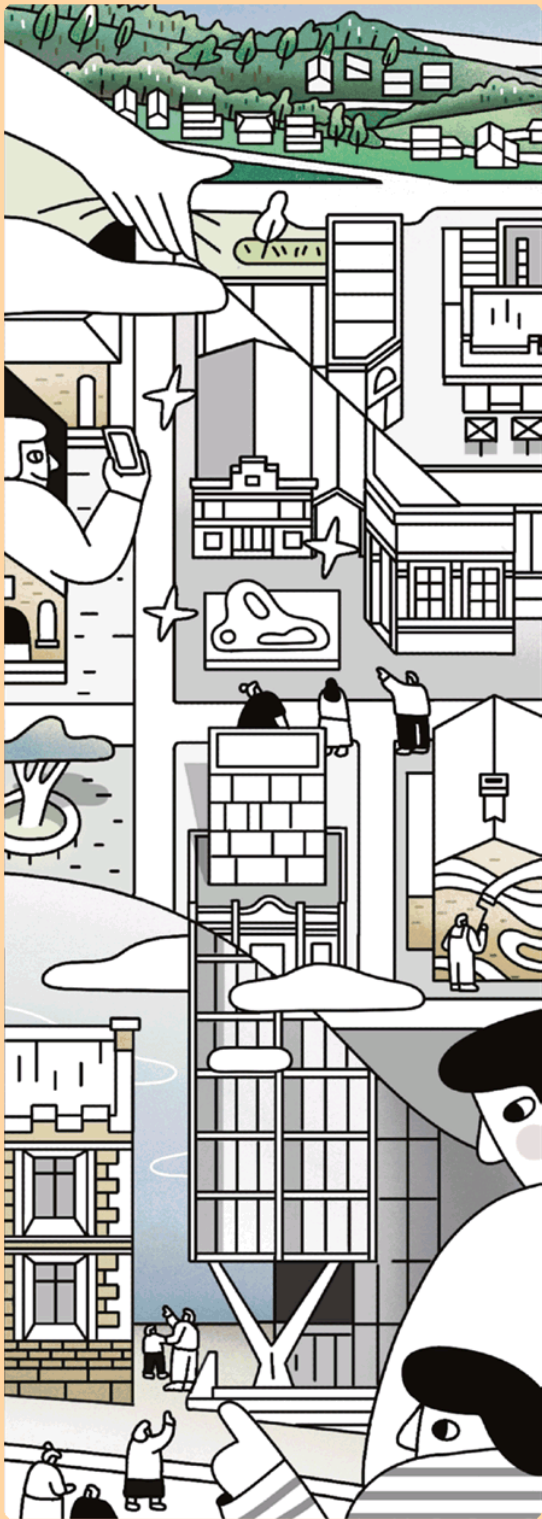
2. Form

A COMPACT AND COHESIVE CITY
with well-designed buildings and places

Hobart has some of the best conserved cultural heritage in Australia and is famously located in a picturesque natural setting.

Many of our older buildings are modest but interesting. Many older houses sit on small lots within walking distance of the city centre or neighbourhood shops, schools and playgrounds.

While being stylistically different, our existing buildings are cohesive in scale and character, resulting in a fine-grained, human-scaled city where the parts work well together. This scale is fundamental to our sense of place and is highly prized by our community.

Rather than filling our river estuary and wild foothills with further urban sprawl, we need to 'grow inwards' by creating a compact, cohesive and thriving city as envisaged in the 30-Year Greater Hobart Plan. A challenging aspect of growing inwards is finding ways of building larger buildings next to older, smaller ones in a way that increases density without diminishing the prevailing character.

Figure 11. Brooke Street Pier, an innovative floating wharf, contributes additional retail and hospitality to Hobart's waterfront. The design of the pier references older wharf structures. Designed by Circa Morris-Nunn Chua Architects with engineering by Gandy and Roberts.

FORM Design Guidelines

2.1 Engage a qualified design team

The design of compact developments can be complex and challenging, so needs the expertise of qualified design professionals. Ideally, designers will have local knowledge and be able to respond to the city's history, architecture, landscape and community aspirations.

2.2 Build densely, intelligently

A compact city minimises urban sprawl, is more walkable and rideable, so people do not need to rely on cars, making it more sustainable and affordable.

We need to make better use of our inner-city land by creating compact and intelligently designed and arranged buildings on previously under-developed sites.

We can:

- maximise amenity for future occupants
- minimise impact on surrounding buildings and open spaces
- make the best possible use of a site for occupants and the city by building as much as is allowable will minimising off-site amenity impacts
- consider contributing back to the surrounding area with open space, pedestrian links, public art and many more to further improve Hobart's liveability.

Figure 12. Behind the 1840 sandstone Parliament House near the waterfront, Parliament Square adds taller, contemporary buildings to this civic historic precinct. The old Parliament building was designed by John Lee Archer; Parliament Square was designed by fjcstudio.

2.3   Respond to context

Infill development resulting from creative and sensitive design can sit comfortably within the townscape, neighbourhood and site context.

Proposed development should demonstrate analysis, reflection and appropriate contemporary responses to context.

We consider:

A. Townscape

- the social history and stories of the site including Palawa, colonial and contemporary
- landform, topography, geology and drainage
- sun angles, weather patterns, wind direction and climate
- the relationship to the wider built and natural form of the townscape, including site location within Hobart's 'urban amphitheatre'.

B. Neighbourhood

- community demographics and local economy
- prevailing land uses
- its changing character, including approved plans and strategies
- celebrated and desirable features, characteristics and nuances.

C. Site context

- past uses, previous architecture, historic landscape and stories
- characteristics, qualities and historic rhythms of the streetscape
- adjoining street widths, space for pedestrians and cars, what is there and how it is used such as seating and planting
- scale, form, massing, setbacks and layout of buildings within and for neighbouring sites
- facade articulation, material detailing, palette and expression of neighbouring buildings.

Figure 13. A three-storey mid-century apartment block in Battery Square is similar in bulk and scale to the neighbouring Victorian house.
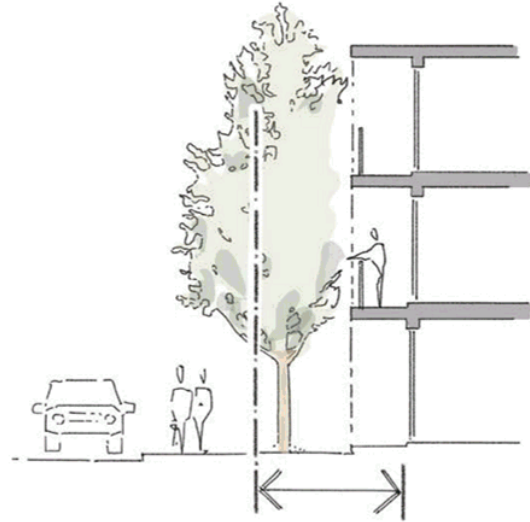
Figure 14. Setting buildings back from the footpath can create space for gardens and street trees, contributing positively to the street.

2.4 Re-imagine Hobart's character on a larger, denser scale

Hobart's local character has historically featured an eclectic mix of older, smaller buildings. They are enjoyed and cherished for their human scale, use of local materials, and often fine detailing and skilled craftsmanship.

Newer, larger buildings should seek to re-imagine and complement this existing local character rather than diminish it.

We can:

- take cues from the form, patterning, detailing and material palette of older, smaller buildings
- reflect the human scale, massing and fine-grain features of the city by not overwhelming existing smaller buildings
- consider how to creatively and sensitively deal with shifts in scale, for example by avoiding large blank walls on new developments.

2.5 Retain and improve quality buildings

The character of Hobart derives from its eclectic stock of buildings from various periods, including those that are not heritage listed. There is also inherent value in the spaces, materials and labour embodied in them. Some buildings will not be fit for future use, while others have the capacity to live on.

We can:

- demonstrate, where demolition is proposed, that it is absolutely necessary.
- consider retaining and adapting existing buildings, incorporating them into new developments
- retain the character of the older building.

2.6 Respect the natural topography

Located on the foothills of Kunanyi / Mount Wellington, many of Hobart's streets and sites are sloping and steep. Conventionally developments have used 'cut and fill', levelling the ground, sometimes with adverse environmental and stormwater impacts.

We can:

- design buildings to match the topography by stepping or breaking them along the slope and building parallel to the contour lines
- maximise the onsite use of any excavated soil to decrease its transportation and disposal.

Figure 15. Shops in small buildings on Elizabeth Street have been designed to the human scale. Parklets provide pleasant outdoor dining spaces while still retaining ample space for pedestrians. This was an initiative of the City of Hobart.

2.7 Interface well with the street and public open spaces

How a building or non built-up lot interacts with the street and public open spaces has a significant effect on the broader public realm.

We can:

- consider prevailing street and building patterns
- if complementary to the existing or future desired character, set buildings back to create gardens to the street
- provide visual connection from the building to the street and public open spaces to enable passive surveillance
- provide easy access from the street to ground floor commercial uses such as shops and restaurants
- extend awnings over footpaths to provide shade and shelter for people entering or passing by the building
- create comfortable entryways (see 4.03)
- consider the full-grown canopy size of any trees so awnings, and other parts of the building, can be designed to allow them to grow.
- avoid blank facades
- respond, for corner sites, to Hobart's tradition for entryways and visually prominent architecture on main street junctions.
- provide visual interest and fenestration when interfacing with public open spaces to increase the perception of safety.

2.8 Incorporate public art, historical interpretation and other civic gestures

New development can bring depth and meaning to the public realm through the inclusion of public art, historical and cultural interpretation and other civic gestures.

We can:

- research the historical and cultural stories of the site and surrounds
- support artists and designers to provide publicly accessible art, interpretations or other civic gestures.
- in the early stages of planning, bring together a range of stakeholders – including developers, designers, community groups, artists and city planners – to consider suitable art or other types of commissions.

Form case study:
Berea Street – density in historic areas

Central Hobart and the inner neighbourhoods have many historic streets and buildings. These are also the areas where new infill developments will benefit most from existing infrastructure, employment and services.

Over the decades some larger lots have been subdivided, and older buildings demolished for new. The result is an eclectic mix of form, style and function.

A good example of successful variety in building forms and uses is Berea Street, a narrow street, approximately 6 metres wide, in the inner city. Berea Street runs between Liverpool and Collins Streets, with an approximate South-East to North-West orientation.

The street has many historic buildings, some well over a century old, the majority of which are heritage listed. The mostly warehouse-type buildings sit at the Berea Street intersections with the larger and busier Liverpool and Collins Streets. These warehouses are occupied by commercial businesses and community uses, which benefit from the access and exposure the location provides.

The inner part of the street contains mostly newly built residential uses. These buildings are generally two storeys, both attached and detached. Most enjoy a small street setback and/or a rear courtyard.

The newer developments are similar in height and scale, but with contemporary styling.

The detailing and construction of most of the Berea Street buildings is simple and robust, from the older stone buildings, through brick and timber, to contemporary concrete construction.

This diversity in style, form and function showcases how development can happen within the city's older areas in a way that responds to context while providing for a more compact and cohesive city.

Figure 16. An 1858 map of Hobart Town by map maker Richard Jarman with Berea Street highlighted in a red box.

Figure 17. A cross-section of Berea Street from Collins Street to Liverpool Street. The buildings in red are newer, with those in yellow being historic. It illustrates different architectural styles and the mix of residential and commercial uses.

Figure 18. A photo from 2 Berea Street towards the North-West, showing the architecture of different periods and the relationships of the various buildings to the simple, asphalted street.

3. Use

A CREATIVE AND PRODUCTIVE CITY
with an abundance of workplaces and housing for everyone

Our city is our island capital; a thriving home of niche industries, renowned hospitality venues and entertainment events, and small businesses. Our city contains some of Tasmania's best-loved cultural institutions, vital educational and public services, and cutting edge scientific and medical research facilities. As a result, the city is home to a significant number of artists, authors, musicians, scientists, educators, medical professionals among many others.

As we grow our city, we need to think about how we intend to use it. While visitor accommodation is important for tourism, it should not prevent land uses that contribute to our economy in other ways. We need to build the city which can best support our economy. But above all, we need to provide more affordable and accessible housing for our diverse community.

Figure 19. The Commons apartments were conceived as a zero emissions co-housing development. Some public open space and shop spaces are provided at street level, with communal resident facilities such as a laundry on the rooftop. Designed by Core Collective Architects for Small Giants Developments.

USE Design Guidelines

3.1 Build more housing for everyone

Hobart has an urgent need for housing. Developers should consider housing to accommodate diverse types of households – young people, downsizing empty-nesters, families, the city's key workers – and all types of needs, including social housing, affordable private housing, short and long short-term rentals.

Property development is a form of social investment.

We can:

- develop housing for young and old, single people and families, people who are able bodied and those living with disabilities
- provide ancillary dwellings, generally a low-cost and low-impact way of increasing urban density

- collaborate with Homes Tasmanian and other community housing organisations to provide affordable and social housing
- provide open space, community facilities and transport infrastructure across all Hobart neighbourhoods to prevent an uneven and unfair distribution of infrastructure.
- provide medium density dwellings within walking distance of existing shops, open space and services
- design medium density dwellings incorporating the best practice in the Medium Density Design Guidelines.

Figure 20. The large windows at Pigeon Whole Bakers in Argyle Street bring activity to an otherwise uninteresting streetscape. Designed by Core Collective Architects.

Figure 21. Hobart has a well-established nighttime economy, particularly during events such as the now iconic Dark Mofo winter festival.

3.2 Prioritise mixed use development

New housing development should not displace high-level services in the city. Conversely, low-intensity, commercial uses with low public benefit could make way for housing.

We can:

- design apartment buildings with businesses on the ground floor
- where available develop shop-top spaces for other uses such as housing
- provide legible, safe and functional access for both commercial and residential uses
- allocate any parts of a site with poor housing amenity (e.g. insufficient sunlight) to more suitable uses
- consider how laneways and arcades can be used as business fronts and for different types of housing.

3.3 Use street frontages productively

The vibrancy, and associated sense of safety, in our city's main streets greatly depends on the uses and treatments of street frontages.

We can:

- incorporate ground floor uses that activate the street, such as shops and hospitality venues
- avoid blank frontages by locating or screening plant rooms, service cupboards and parking away from the street or screened with active uses
- avoid long expanses of glass that are not see through and with no access doors as they have been found to have poor legibility and can feel like a blank wall.

Figure 22. Our streetscape and our community benefit from public art and artist-run spaces. Picture of Bathurst St mural *Everyone is beautiful* by Sarah Wells.

Figure 23. Good Grief Studios occupies a former automative workshop on the corner of Bathurst and Argyle Streets.

3.4 Design for flexibility

Interiors should be able to respond to changes in occupant needs. For example, during COVID many people set up home offices, which has resulted in more people working from home.

We can:

- create spaces that can be joined or separated in response to changes in occupant needs

- explore how building design can incorporate small flexible workspaces with residential and other uses.

3.5 Enable the nighttime economy considers residential amenity

Hobart's nighttime economy is an important part of our identity and contributes significantly to the tourism industry activity. Essential services such as hospitals operate day and night. Nighttime activity and residential uses must be considered together.

We can:

- ensure hospitality and entertainment venues have good acoustic and operational separation from nearby housing

- for new residential uses ensure they are designed with good acoustic insulation from nearby nighttime uses

- design places for nighttime uses that feel safe for both their patrons and nearby residents.

3.6 Provide infrastructure for events

Our city is home to several year-round markets as well as countless community events and festivals. Some, such as the weekly Salamanca Market or the annual Taste of Summer, are renown throughout Australia.

We can:

- incorporate infrastructure and services that allow for public uses when a development includes or interfaces with existing public open space

- include provision of three phase power, potable water and toilets to support public outdoor events.

3.7 Create 'third' places for all

Places that are not home or work can be enjoyed by everyone and help create a sense of community.

Our city enjoys and continues to add these 'third places' where people can find their own space as well as connect with others.

In designing buildings and spaces, we should consider the needs and wants of different age groups, cultures, interests and abilities.

We can:

- create places that are age-friendly, with comfortable seating, quiet areas, and spaces for socialising

- integrate opportunities for physical exercise for different interests and abilities

- create places where young people can gather, connect with others and enjoy activities

- consider cultural practices and languages to make third places inclusive for our diverse community.

Figure 24. Basketball half court in the Hytten Hall UTAS Hobart Apartments on Elizabeth Street. The court is located on the edge of an undeveloped site and is available to the public. Design by nettletontribe. Photo: Natasha Mulhall.

Figure 25. La Sardina Loca, a small bar and restaurant set in an historic courtyard and accessed from Elizabeth Street through a short laneway.

3.8   Design for reuse

Buildings should be capable of being used for a number of different purposes and adaptable to future changes in use.

We can:

- provide sufficient floor to floor height for a change in use; consider for example that parking structures with low ceilings limits their adaptability and that commercial uses generally need more floor to floor height than residential uses

- use structural grids, such as columns and beams, that allow for the reconfiguration of the floor space

- consider the additional load of potential future uses in the design of the structure.

3.9   Allow use of vacant buildings and land

Buildings and sites often sit unused pending a new development.

Vacant spaces may offer ideal opportunities for trialling new business ideas and giving exposure to start-ups; housing public displays, art exhibitions and performances; or providing studio and teaching spaces for artists and other creatives.

We can:

- investigate making vacant buildings and sites and open spaces available for temporary uses.

3.10 Provide spaces for co-working and making

Our city economy benefits from small business, start-ups, makers, artists and not-for-profit organisations all needing affordable, well-designed and well- located workspaces, including meeting facilities such as those at the Salamanca Arts Centre

We can:

- allow for flexible workspaces in offices and mixed-use developments, with private work areas and places to meet, gather and share ideas

- explore opportunities for creative studios in large flexible spaces such as former warehouses.

Use case study:
The Rox – sensitive, mixed-use development

Designed by Core Collective Architects and completed in 2021, The Rox Apartments in Hobart is an inner-city mixed-use development that includes 15 high-quality apartments of various sizes, and flexible commercial space at street level.

The simple, stepped form of the rendered, brick-clad building responds thoughtfully and deferentially to the heritage-listed Roxburgh House next door.

A mix of two- and three-bedroom apartments of varying sizes and arrangements offers a variety of dwellings.

Private terraces are sited for solar access and views and are softened by the integrated planter boxes.

The generously proportioned ground floor commercial space is accessed from a small forecourt that sensitively separates The Rox and its heritage neighbour.

On street level, generous timber-framed windows create good visibility from and into the street and a deep awning offers protection from sun and weather.

The commercial space is occupied by a car dealership and a small restaurant, which operate at different times of day, a good example of commercial symbiosis that extends the usefulness of a single space.

While presenting as an entirely new building, part of The Rox is, in fact, an adaptive reuse of a building that formerly housed a cleaning supplies shop.

1. Restaurant - refer to 3.02
2. Retail with good visual connectivity to the street - refer to 3.03
3. Awning to provide weather protection to passers by - refer to 2.06
4. Shop-top residential - refer to 3.02
5. Private outdoor space on roof terraces - refer to 6.04
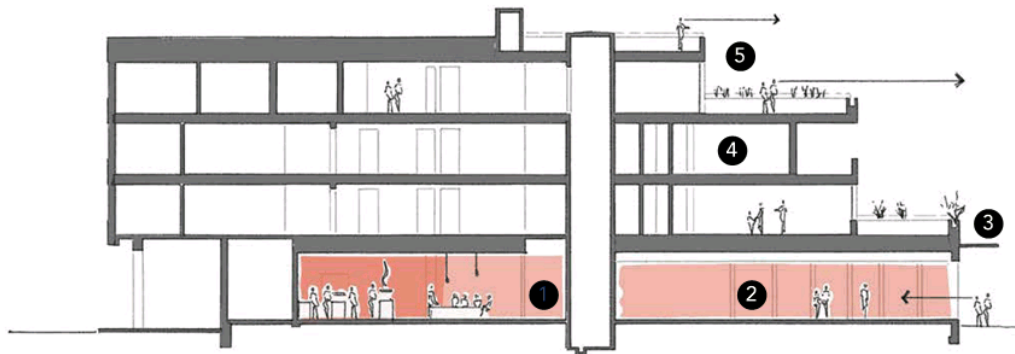
Figure 26. Cross-section of The Rox, parallel to Brisbane Street, illustrating how the building accommodates different uses.
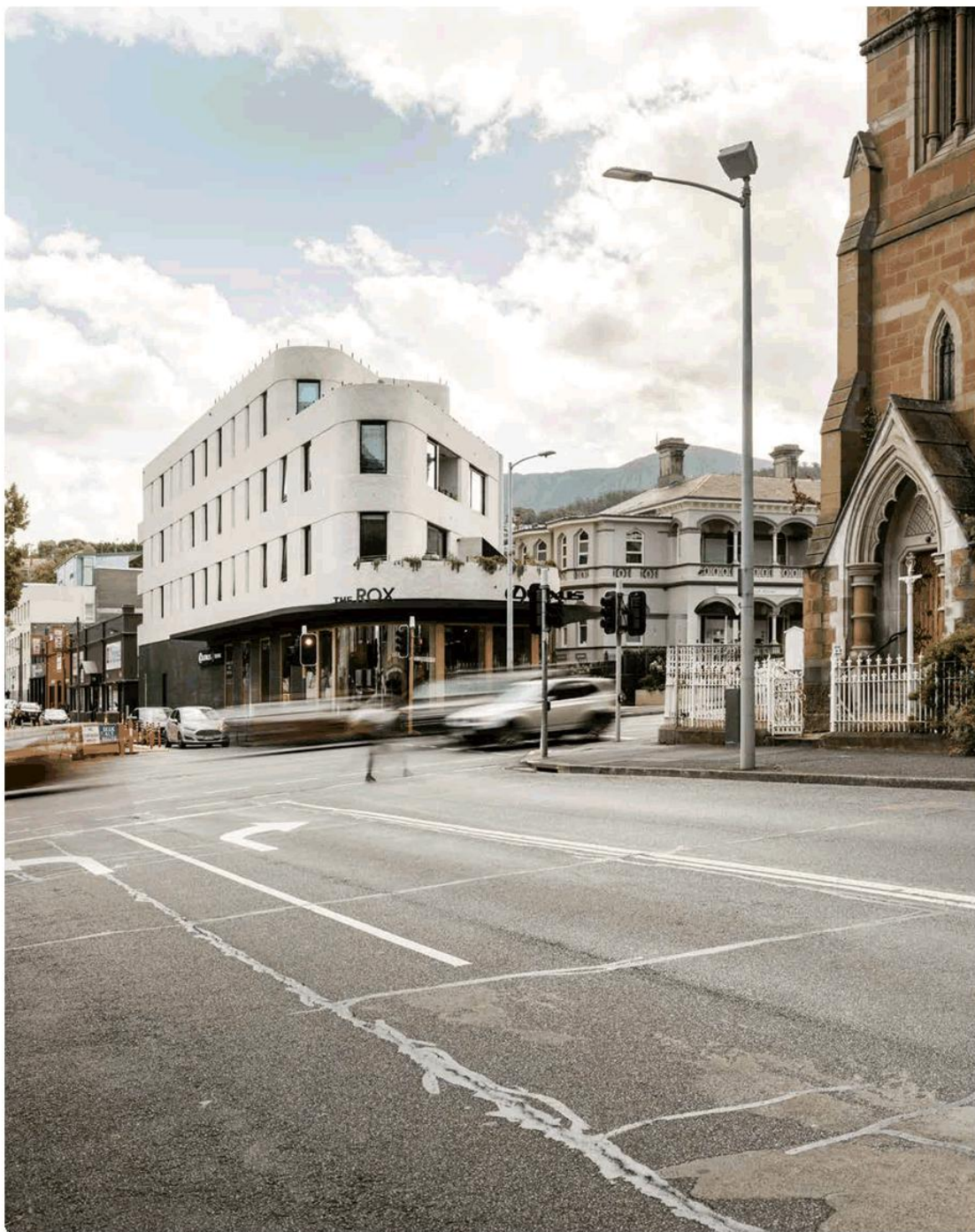
Figure 27. A photo of The Rox Hobart looking along Brisbane Street crossing Elizabeth Street. This project contributes to housing density while responding to the scale and form of its surroundings including the heritage-listed Roxburgh House next door on Elizabeth Street.
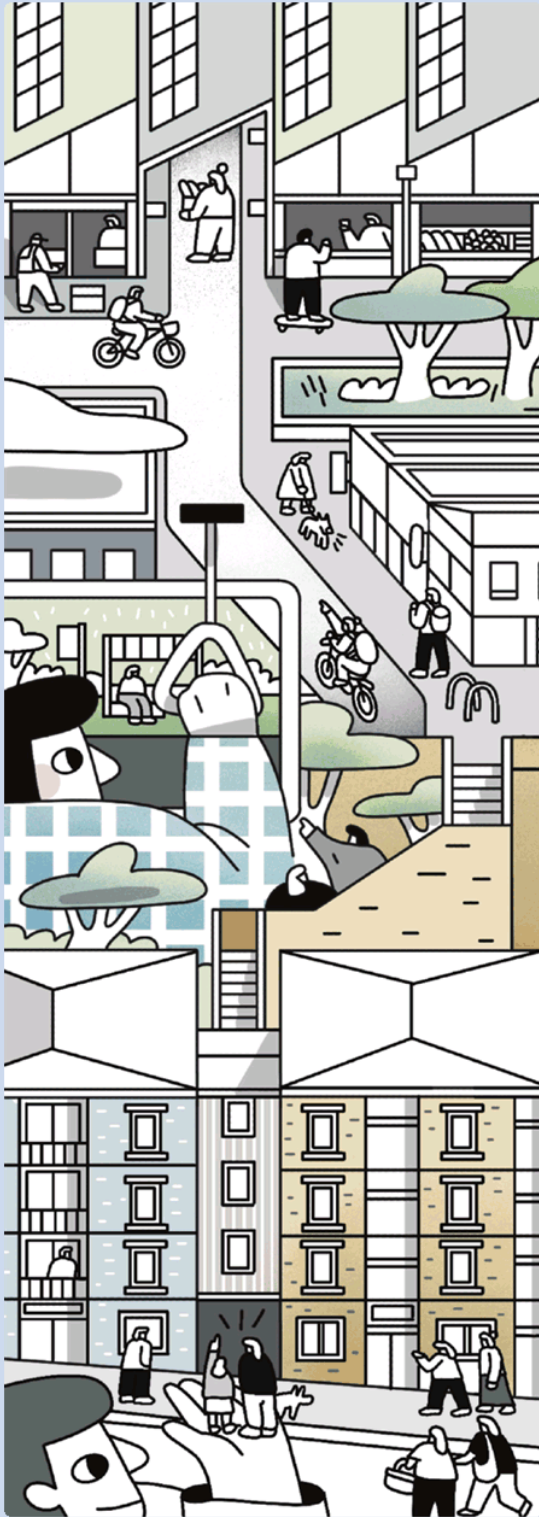
4. Movement

AN ACCESSIBLE AND CONNECTED CITY,
highly walkable and bike-friendly

In our compact and well-resourced city, inner city residents can find most of their everyday living needs within walking or cycling distance.

With 50% of Hobart's carbon emissions coming from transport we need to find ways to decrease our reliance on private cars.

We need to encourage active travel. Walking, cycling and scootering improve city amenity and community wellbeing through reduced road congestion, improved air quality and increased physical activity. A choice strongly supported in the Hobart Transport Vision 2024 vision.

New development should seek to add to the city's opportunities for active travel, to its pedestrian and cycle infrastructure. Convenient through-site links and improving the quality and accessibility of existing streets will encourage a walkable city. Internal circulation, within private open space and in and out of buildings should be easy, safe and pleasant. Together with ample micromobility parking, it will all make for a city with great active travel.

Figure 28. Built in 1839, Kelly's Steps is an historic through-site link between Salamanca Place and Battery Point, in Hobart.

Movement Design Guidelines

4.1 Create through-site links with internal spaces

Despite its small size, our city is arranged in large urban blocks within a widely spaced grid of streets. With significant volumes of traffic flowing through the city centre, and given our mostly narrow footpaths, it can feel hostile to pedestrians and cyclists. Laneways, arcades and courtyards offer places of retreat and exploration.

Hobart would benefit from more permeable city blocks with through-site links and internal spaces as short cuts. These through-site links or laneways also provide places for small businesses that are generally more affordable and away from the traffic.

We can:

- provide publicly accessible through-site links for both daytime and nighttime access
- design for good passive surveillance
- avoid areas of entrapment
- limit areas to daytime access where safety could be a major concern at night.

4.2 Design for different abilities

Inclusiveness is fundamental to good design as only cities that are designed for everyone are functional and welcoming.

We can:

- ensure the siting, layout and circulation of a building or space enables everyone to move around comfortably and safely
- aim for a proportion of our new dwellings to meet at least a silver level under the Livable Housing Design Standard (Australia, 2022) to enable dwellings to better meet the needs of the community, including older people and people with mobility limitations.

4.3 Create comfortable entryways

Building entryways are extensions of the public realm and should be pleasant, safe and convenient to move through. Transitional spaces between the street and internal circulation can help achieve this. The design of entryways is context dependent and could, for example, be a glazed lobby with a recessed front door or an entry forecourt.
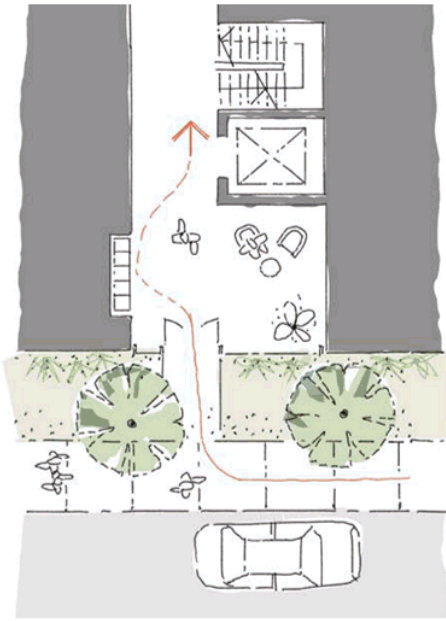
Figure 29. Building entryways should provide generous circulation space and include places for siting.

Figure 30. Generous micromobility parking at the Institute of Marine and Antarctic Studies on Castray Esplanade, Hobart.

We can:

- provide good sightlines, sufficient outdoor lighting and minimise the risk of entrapment
- provide ample space for people to stop and chat and to manoeuvre prams, deliveries, etc.
- consider space for seating for people to wait

4.4 Provide generous internal circulation

Internal circulation areas, such as hallways, stairwells and lobbies, are civic spaces that allow people to move comfortably into and between places. As they are usually small, they need to be carefully designed.

We can:

- provide weather protected circulation spaces
- consider designing open circulation spaces when they front to an internal courtyard, as they can provide fresh air, natural light and passive surveillance
- enhance the amenity of circulation spaces with comfortable seating and design elements such as plants and art works.

4.5 Provide ample micromobility access and parking

We want Hobart to be a micromobility-friendly city, where cars are not needed for everyday journeys.

We can:

- provide convenient, secure parking for micromobility vehicles in or near buildings considering the likely number of building occupants and visitors
- ensure micromobility parking is weather protected, step-free and close to entryways
- provide end-of-trip facilities such as change rooms and showers
- provide electric charging facilities, and places for vehicle repair or maintenance.

Figure 31. Salamanca Mews provides a pleasant through-site link between Gladstone Street and St Davids Park. It has places to sit, access to the surrounding apartments and a well-landscaped environment.

4.6 Improve and de-clutter footpaths

Movement within the city must be safe and convenient for everyone, especially those who are less mobile.

High quality footpaths are essential for people using wheelchairs or walking with assistance, wheeling delivery trolleys, or pushing prams or strollers.

The City of Hobart may contribute to a new development with footpath upgrades and other public realm improvements such as street furniture.

We can:

- coordinate with the City of Hobart so that new streets meet the appropriate standards and the public realm design requirements.
- integrate footpaths with the street network to be continuous and avoid dead ends
- provide footpaths on both sides of the street
- ensure footpaths are sufficiently wide and level for all users to pass safely and comfortably

- add street trees and plant them in deep soil, so they grow faster and live longer
- include seating in comfortable locations and at frequent intervals to enable people to rest.
- place civic infrastructure such as seating, signage and bins away from footpath traffic wherever possible. A-frame signs and loose furniture should be avoided other than in areas away from the path of travel.

4.7 Enable shorelining

Vision impaired pedestrians using canes may use the edges of buildings, fences and kerbs to navigate within built up areas, this is known as shorelining. This technique helps people find specific places, identify where paths intersect, or maintain a desired direction.

We can:

- provide clear, continuous and unobstructed ground floor building edges against which vision impaired or blind pedestrians can shoreline.
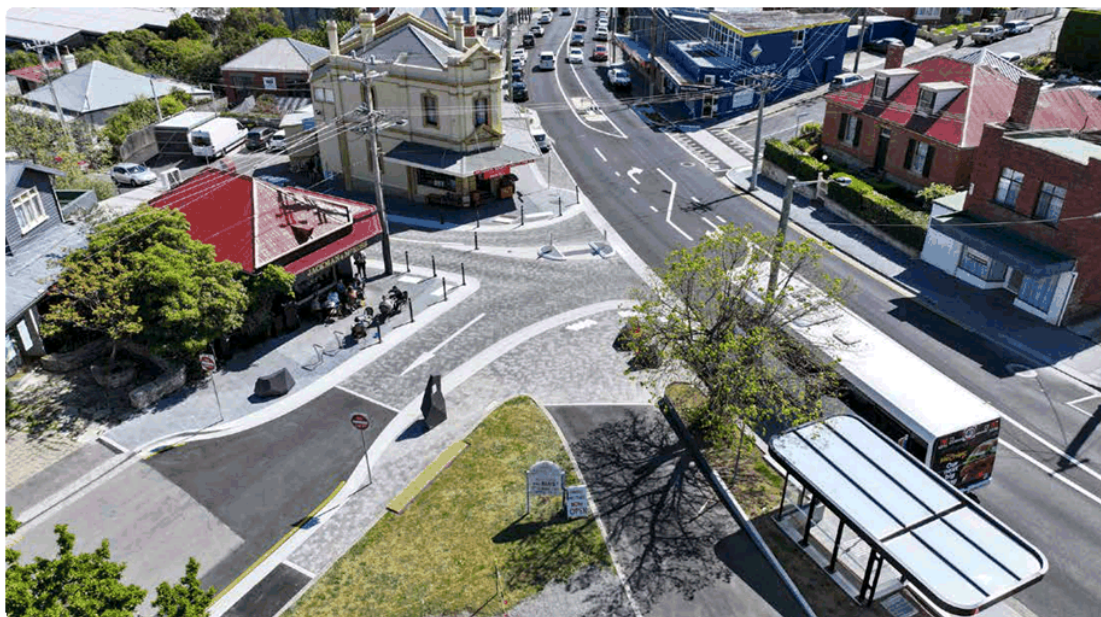
Figure 32. The streetscape upgrade on New Town Road, in Hobart, includes a new bus shelter, a raised pedestrian threshold, bike parking, planting and seating, which is also a visually engaging artwork. Design and project delivery by the City of Hobart.

4.8 Minimise the impact of car parking

Off-street parking requirements, particularly on small sites, can result in a ground plane dominated by parking spaces, driveways and vehicle crossings. This can have a deadening effect on the public realm.

Car parking is also expensive as it occupies areas that could otherwise be developed, reducing affordability.

We can:

- minimise on-site parking spaces, for example by including car share schemes in new developments

- sleeve or cover parking fronting a street or park with other uses, such as shops and offices, and/or landscape

- separate vehicle and pedestrian entryways, or recess vehicle entryways

- use quality garage doors that operate quietly and conceal parking areas from other uses

- use only necessary lighting, controlled by sensors and minimise light spill into other areas to decrease light pollution

- include electric vehicle charging infrastructure in new developments and refurbished buildings. This is preferable to on street charging solutions that add clutter and decrease useable street space.

4.9 Ensure pedestrian amenity and safety at crossovers

Crossovers are at vehicle entryways, are usually a concrete ramp with an increased cross-fall when compared to the rest of the footpath. These are typically constructed in materials that are visually different to the footpath at either side. Although pedestrians have priority of movement, the design of crossovers often implies the opposite.

We can:

- reduce the width of crossovers to the minimum required for vehicles to access the building or site

- ensure the cross fall of crossovers is as minimal as possible to make it easy for all pedestrians to cross

- highlight pedestrian priority over crossovers by using the same or similar materials to the footpath on either side.

Movement case study:
Mathers Place – refuge and connection

A unique and charming urban condition can be found in Mathers Place, a pleasant and interesting open space between Liverpool, Bathurst and Criterion Streets in Hobart's city centre.It is accessible at all times from all three directions.

A narrow pedestrian walkway, Mathers Arcade runs between Liverpool Street and Mathers Place. The arcade is protected from rain and hot summer sun by a glazed roof. The arcade houses small shops and eateries that are not often found in Hobart's larger streets.

A narrow open laneway runs into the area from Criterion Street, providing access to amenities at either end.

Mathers Place is an open courtyard with trees, grass and seating. It is a popular lunch spot and meeting place and is frequently used for community events.

Mathers Lane links the open spaces of Mathers Place to Bathurst Street, where the Farm Gate Market is enjoyed on Sundays.

A colourful mural on the side of a café, a blackboard for free expression close to Mathers Arcade and a billboard dedicated to rotating art and idea sharing, on the State Library's wall, provide visual interest to the otherwise blank walls.

The community buildings Criterion House and Mathers House are operated by the City of Hobart and offer a range of spaces and services, the city's Positive Ageing program among them.

Criterion Street shops and cafes, the Playhouse Theatre and the State Library add further interest and activity in this compact precinct.

A sense of safety is created at night by quality lighting, some activated buildings and a high level of presentation and cleanliness.

Figure 33. Cafe seating, a raised garden and tree canopy make Mathers Place a quiet, shaded haven, away from city bustle.

Figure 34. Lined with small shops and eateries, Mathers Arcade is a sheltered through-site link in an inner-city block.
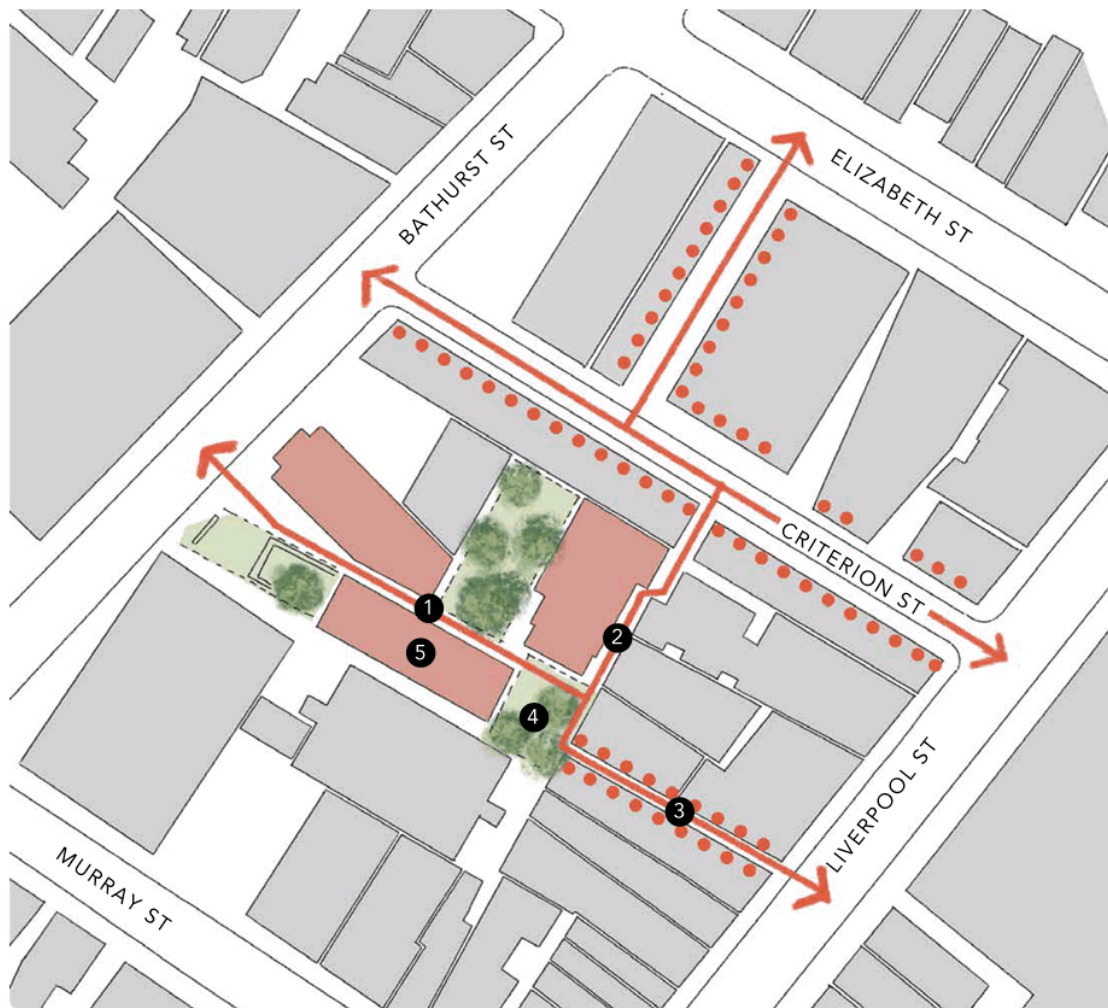
1 Mathers Lane - refer to 4.01
2 Criterion Lane - refer to 4.01
3 Mathers Arcade - refer to 4.01
4 Mathers Place - refer to 6.01
5 Mathers House - refer to 3.08

Figure 35. A plan Mathers Place shows its interconnecting laneways and arcades that provide pedestrian access, open spaces, and business opportunities in the centre of the city. It also shows how this part of the city is connected to adjoining blocks providing strong inner-city permeability.
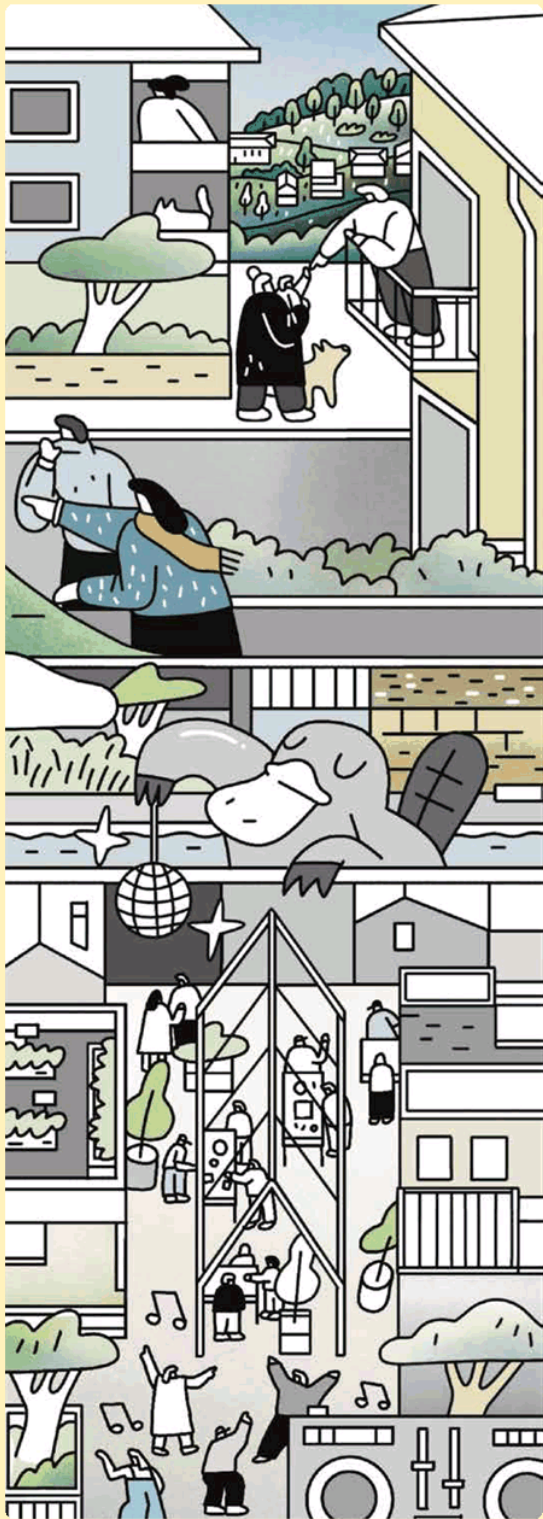
5. Amenity

A CARING AND NURTURING CITY
that feels safe and comfortable

Amenity refers to the qualities, conditions and factors that combine to make a place or building accessible, useable or harmonious, and pleasant. Good amenity contributes to a sense of wellbeing among residents and visitors, and makes for a better, more liveable city. Poor amenity can have significant negative impacts on the functioning of neighbourhood and on people's health.

Most detached dwellings in low density urban settings achieve amenity by being set apart from the neighbouring buildings. Occupants typically enjoy good lighting, natural airflow, and private open space such as backyards. Many enjoy vistas to the city's built and natural landscapes.

Dwellings in higher density settings rely on good design strategies to achieve this amenity, many of which are contained in the Medium Density Guidelines (2025), which is a great complementary resource.

Likewise, offices need to be designed for good natural light, flexible uses, reasonable sound attenuation and outlooks.
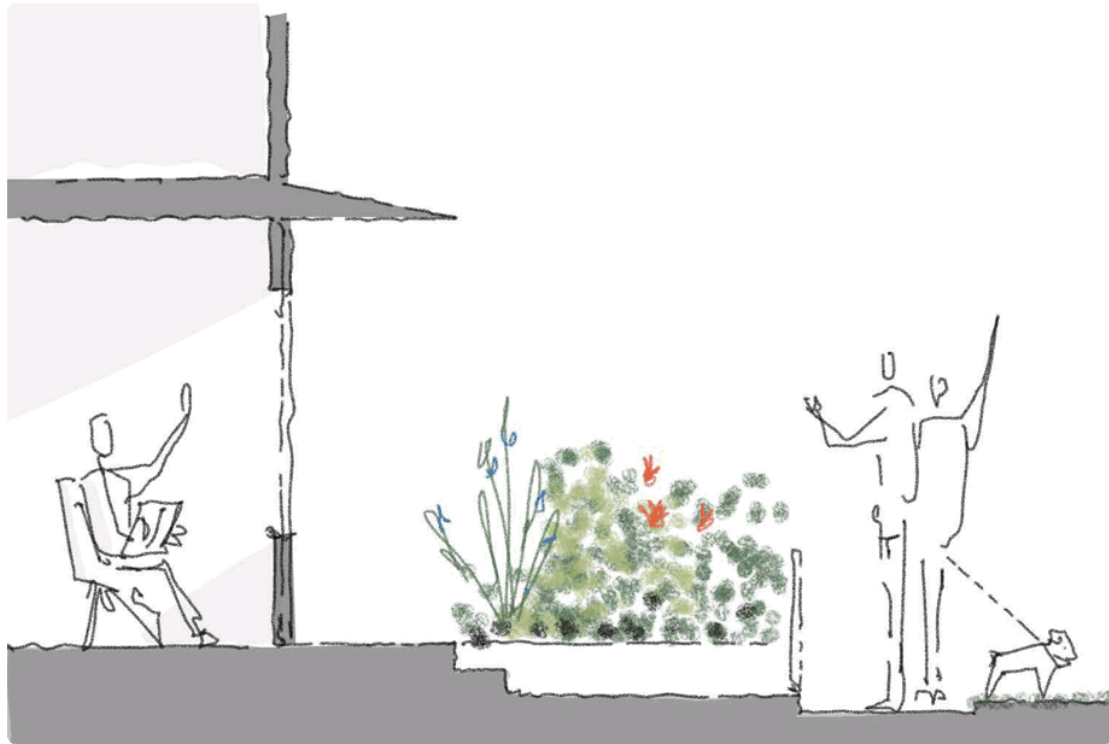
Figure 36. Views from ground floor apartments to the street contribute passive surveillance and opportunity for chance encounters. However, these habitable spaces should still be designed to afford privacy to the occupants.

AMENITY Design Guidelines

5.1 Share sun and views with your neighbours

Developments should consider impacts on existing and potential future neighbours.

We can:

- configure new buildings so sun and views can be shared with the occupants of nearby buildings and nearby open space
- undertake solar access and view studies to optimise the proposed building envelope to balance amenity impacts on nearby buildings and open space and development capacity on the site.

5.2 Design for safety

The city should feel safe and comfortable during day and night. New development should use Crime Prevention through Environmental Design (CPTED) strategies.

We can:

- ensure spaces are sufficiently well lit to allow us to see the faces of people approaching us, but not over-lit to cause glare and light pollution
- provide for good passive surveillance with clear lines of sight from dwellings into circulation areas, and private and public open spaces.
- control access and clearly delineate between public and private areas.
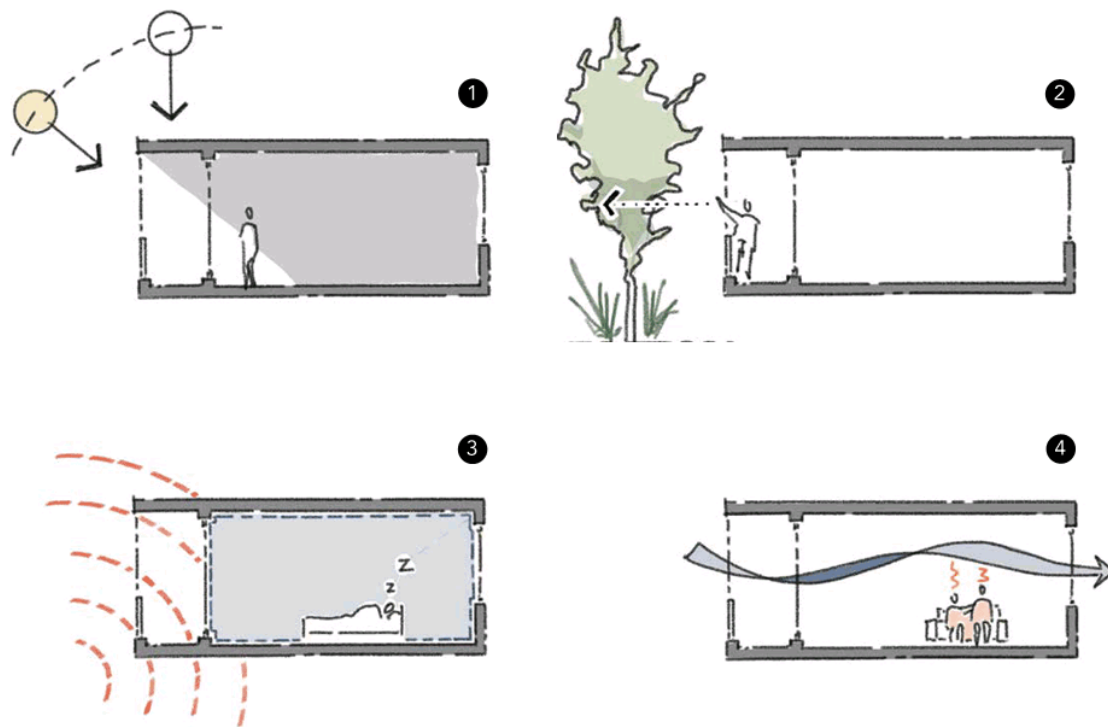
Figure 37. An illustration of designing for shade in summer and sun in winter (1); views to trees and gardens (2); acoustic separation (3); and cross-ventilation (4).

5.3   Provide storage, utility and comfort

Comfortable, well-provided dwellings enhance the experience of higher-density inner city living. By providing ample storage, utility and comfort, inner city apartments can be more attractive to families than a home in the outer suburbs.

We can:

- provide adequate living space and storage, with good bathroom and cooking facilities to meet daily needs

- consider how rooms might be configured and furnished by a range of different households

- consider the inclusion of small home office space, separate to bedrooms and main living areas.

5.4   Provide natural airflow

Natural ventilation and airflow are important for the health of building occupants. This is particular useful in Hobart because it has several months of mild weather and generally very good air quality.

We can:

- design dwellings to be naturally cross-ventilated, with operable windows on more than one external wall

- install windows that can be locked slightly open for both trickle ventilation and security.
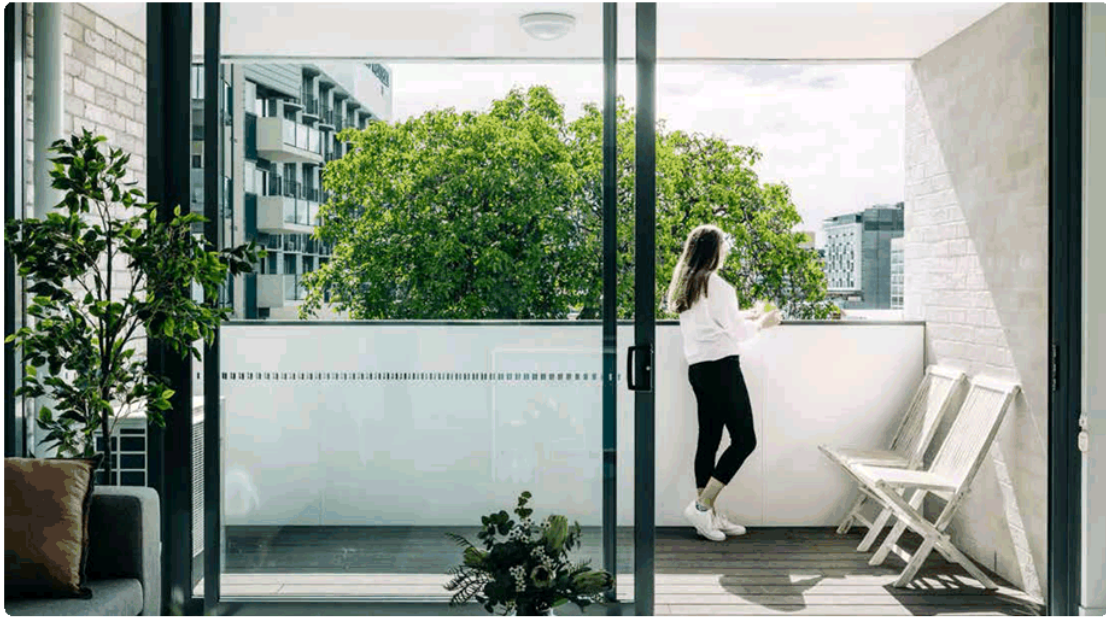
Figure 38. Inner-city apartments with sunny, private outdoor space and access to gardens. Goulburn Street Housing designed by Cumulus Studio.

5.5 Provide for both sun and shade

All developments should adopt passive solar design principles.

We can:

- design buildings to admit winter sun for warmth and to shade against overheating in summer
- undertake sun angle analysis, and fit awnings, slats and louvers to suit
- design buildings so that living spaces face north
- as much as is reasonable preserve solar access to adjoining neighbours

5.6 Provide visual and acoustic privacy

Dwellings should be afforded good visual and acoustic privacy. This also helps mitigate any conflicts of use with local businesses and our city's vibrant night life.

We can:

- design dwellings to have some outlook without others being able to see into private areas,
- consider how dwellings are viewed from above, as Hobart's topography means that neighbouring hillsides can look down into private areas
- ensure acoustic separation between and within dwellings
- shield mechanical plant and locate it away from bedrooms and adjoining lots to minimise disturbance from noise and vibration
- ensure suitable visual and acoustic protection for residential developments near bars, restaurants and music venues.
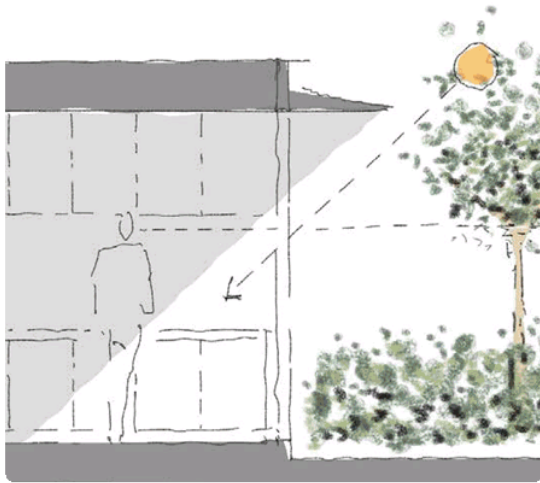
Figure 39. A view from a private room into a small courtyard greatly improves amenity of the dwelling or office.

Figure 40. Well-furnished, naturally lit, small spaces like this reading nook can enhance a dwelling. House in Lower Jordan Hill Road. Designed by Taylor and Hinds Architects.

5.7   Provide quality private outdoor space

Outdoor spaces associated with private dwellings should contribute usefulness and amenity for residents and their visitors.

We can:

- provide outdoor spaces for people to sit, talk, eat and drink, garden, read, work, or just enjoy the view

- follow further guidelines under Design principle 6: Greening.

5.8   Design for views

Regardless of location or orientation, dwellings, offices and other uses should have a pleasant outlook.

We can:

- try to incorporate mountain or river vistas into new buildings

- anticipate that views could be compromised by a nearby new development

- use views into courtyards and gardens for dwellings with no other outlooks

- consider also designing for privacy; a view out should not always be a view in.

5.9   Control lighting

While good lighting is important for nighttime safety it needs to be carefully designed. If we can provide our city with a 'dark sky' we will get better sleep, disturb animals and plants less, see more stars, and reduce our energy consumption.

We can:

- ensure lighting is warm (less than 3,000K), well controlled, and provides luminance sufficient for safe access and to be able to see peoples' faces

- minimise the use of glary and coloured lighting

- use sensors or timers to activate lighting only when needed

- engage suitably qualified consultants to ensure lighting not only meets Australian Standards, but also avoids over-lighting and helps create an attractive and safe nighttime environment.

Amenity case study:
Brisbane Street Housing – simple, peaceful apartments

Designed by Morrison & Breytenbach Architects, the Brisbane Street Housing development is a great example of simple, peaceful and durable inner-city apartments.

Set on either side of a leafy courtyard, two buildings provide 35 spacious one- and two-bedroom apartments in 40 Brisbane Street, Hobart, two blocks away from the heart of the city.

The pedestrian entry to the building is through a generous, landscaped forecourt that leads to an attractive slatted timber gate.

Vehicle access and parking is separate providing increased safety.

Each apartment is accessed from a covered external walkway with sufficient space for micromobility parking.

Each apartment receives sun, achieves natural ventilation and has a view into the landscape.

Materials and finishes are simple and robust, with services easily accessed for maintenance.

Figure 41. A well-designed entryway features attractive plantings, a low wall suited to seating, and sufficient space to move through or to stop and talk. Designed by Morrison & Breytenbach Architects.

1. Communal courtyard - refer to 6.02
2. Entry court - refer to 4.03
3. Generous open air circulation spaces - refer to 4.04
4. A separate parking area - refer to 4.08
5. Example of solar access - refer to 5.05
6. Cross ventilation - refer to 5.04
7. Solar hot water storage - refer to 7.06
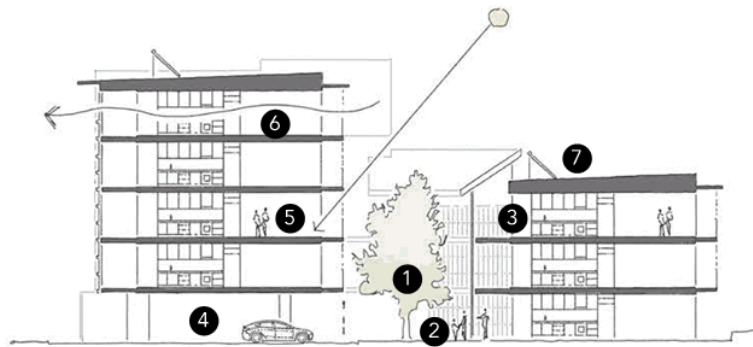
Figure 42. A cross section through the two buildings, roughly west to east, reveals how the apartments relate to the central courtyard.

Figure 43. The communal courtyard offers bike parking, raised garden beds and trees to look out onto. Designed by Morrison & Breytenbach Architects.

6. Greening

A GREEN AND TREE-FILLED CITY
with plenty of quality public space and restored natural environments

While our city enjoys a considerable amount of surrounding bushland, there is limited tree canopy within the urban areas. Trees make an important contribution to our economy, climate resilience and quality of life, which is why the City of Hobart is pursuing 40% tree coverage by 2046.

Our community's health and wellbeing benefits from urban trees and accessible green open space. Biodiverse ecosystems depend on restored, supported and expanded natural habitat.

Wherever possible, new developments should contribute trees and gardens to the public realm, as open space accessible to the public, and to communal and secluded private space.

Hobart is also a blue city. We live on the edge of Timtumili Minanya / the River Derwent and near a multitude of smaller waterways including rivulets. The waterways offer significant environmental and open space opportunities for new, sensitive developments.
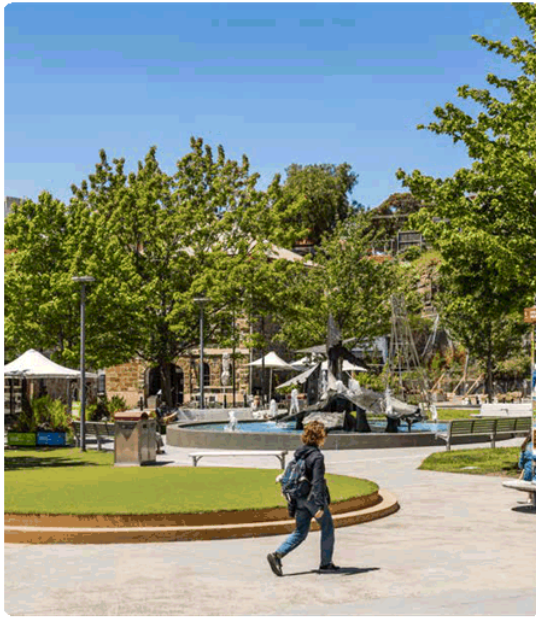
Figure 44. Salamanca Square offers shady tree canopy in summer, plenty of seating and an attractive fountain.

Figure 45. A through-site link connects Hytten Hall UTAS Hobart Apartments (student accommodation) to Elizabeth Street. Designed by nettletontribe.

GREENING Design Guidelines

6.1   Provide public open space

Development on larger lots should include an amount of publicly accessible open space. Forecourts, plazas, courtyards, laneways and pocket parks are acts of civic generosity that connect to and extend the public realm offering places to rest, socialise, find refuge from summer heat and enjoy.

We can:

- coordinate with the City of Hobart to identify sites and/or streets where open space contributions can become part of the strategic network of public open space

- design public open space and surrounding buildings to allow for winter sun

- incorporate CPTED strategies, such as good passive surveillance and lighting focused on paths, so that people feel safe day and night

- incorporate elements to provide amenity such as drinking fountains, seating, public art, landscaping, shelter, etc.

6.2   Include courtyards and gardens

Building occupants and visitors benefit from access to both private and communal courtyards and gardens with quality landscaping.

Flowers, vegetables, herbs, shrubs and larger trees can enhance front and back yards, internal courtyards, patios, balconies and rooftops.

We can:

- include shade for summer, and a winter sun access

- incorporate quiet spaces for people to sit, and other spaces for children to play

- consider if some private spaces can be publicly accessible

- design and manage these spaces to feel safe by using CPTED strategies, such as good passive surveillance and targeted quality lighting

- construct for the structural load of landscaping and deep soil tree plantings at full growth

- include drought tolerant plants, and irrigation as needed

Figure 46. Red Square at Macquarie Point, Hobart, is a pop-up open space with a brewery and food trucks. It incorporates moveable timber planter boxes and picnic tables. Photo by Hobart Brewing Company.

- consider views into these spaces from surrounding streets and buildings
- provide separation and privacy screening between private, communal and public open space.

6.3   Allow for sport and play

By providing for physical activity and social interaction, specialised outdoor spaces can enhance the wellbeing of users and the broader community by providing opportunities for physical activity and social interaction for young and old.

We can:

- incorporate into open spaces simple, safe, easy to
- maintain and flexible areas for sport and play
- consider community demand for specialised facilities and equipment such as small sports courts and outdoor gyms
- allow for sport and play that doesn't unreasonably disturb building occupants or neighbouring uses.

6.4   Include open space on roofs

Our city rooftops can be seen from uphill neighbourhoods as well as from taller buildings, so are integral to our townscape.

Rooftops offer opportunity for additional open space in the city centre, where it is most needed.

We can:

- improve vistas from above by creating functional and well-designed rooftops
- consolidate rooftop plant and equipment to maximise the available space for other uses
- design rooftop gardens with productive beds, grasses, flowers, bushes and even trees
- explore opportunities for beekeeping and other insect habitat
- incorporate shelter and places to sit
- consider possible additional uses for rooftops such as bars, community gardens, barbecues, viewing areas, communal laundries.

Figure 47. Trees, shrubs and grasses in large raised planters soften the hard edges in Parliament Square. Design by fjcstudio.
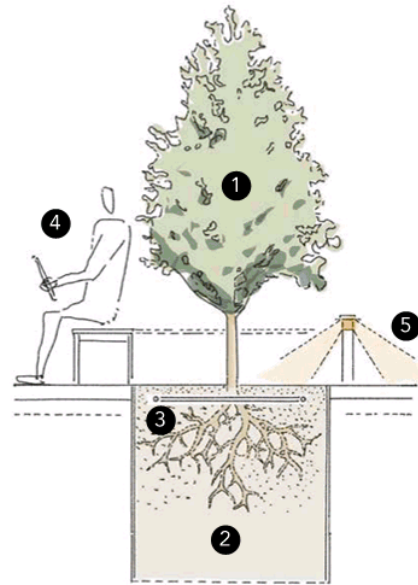
Figure 48. Drought tolerant trees (1) require deep soil for root growth (2), and irrigation when newly planted (3). Landscaping can include places to sit (4) and subtle lighting (5).

6.5 Protect and increase trees

Tree canopies moderate the temperature of the city, provide shade for people and reduce the rate of soil evaporation, thereby improving the drought resilience of other plants. Trees soften areas of concrete and asphalt, creating privacy and pleasing vistas.

We can:

- seek specialist horticultural and/or arborist advice on retaining existing trees and selecting new trees for planting
- accommodate healthy established trees in new developments where possible
- plant as many new trees as possible
- select suitable species based on the site, drought tolerance and specialist horticultural and arborist advice
- consult with infrastructure owners to ensure trees do not conflict with roads and services
- consider planting deciduous trees for solar access in winter
- plant trees in high-quality deep soil to facilitate their health and growth
- ensure they can be properly maintained, including pruning, watering, etc.

6.6 Provide deep soil for planting

Deep soil areas are those with significant depth of soil that can accommodate full grown plantings, including mature trees. They are important for the health of plants as they provide conditions that are more similar to natural environments.

We can:

- consider early in the design process how areas of deep soil can be maximised
- ensure the obstructions above areas of deep soil don't limit the growth of trees
- use the areas of deep soil to plant as many trees as possible.

6.7 Include planters

Deep soil planting can't always be provided in all sites and developments. In these places, planter boxes can create visual amenity and provide opportunities for planting that would otherwise not exist.

We can:

- include raised planter boxes for compact gardens in apartment terraces and rooftop. Select plants suited to the types of landscaping found in small gardens such as herbs, vegetables and flowers.

Figure 49. The Hobart Rivulet near Degraves Street in South Hobart has been altered with stone retaining wall, but the watercourse otherwise retains much of its natural form.

- choose planters that can be easily maintained, including their watering and drainage

- If they are movable ensure they can be secured safely and, when needed, moved with minimal effort.

6.8   Slowdown and improve stormwater

Water sensitive urban design (WSUD) is the design of urban stormwater infrastructure to improve water quality in the environment. These strategies can decrease and improve the quality of runoff, improve the natural water cycle in catchments and support green space and landscaping by getting water into the ground.

We can:

- use water-absorbing soft landscaping

- use permeable options when paving, concrete or asphalt is needed

- incorporate rain gardens and stormwater detention swales.

6.9   Restore and engage with waterways

Our waterways are important ecological, geographic and cultural features of our city.

Some parts of our waterways have been restored and sustain wildlife, while other parts are lost to culverts and flow under our city.

Some are already iconic recreation spaces, such as the Hobart Linear Rivulet Park in South Hobart and Long Beach in Sandy Bay, while others are opportunities waiting to happen.

We can:

- allow for open space and walkways on sites adjacent to waterways to improve public access and act as a buffer against flooding

- use waterways as through-site pedestrian and micromobility links in the city

- face developments onto waterways to increase passive surveillance and make places feel safer

- integrate developments adjoining Timtumili Minanya / the River Derwent into the existing waterfront and provide public access.

Greening case study:
Kingston Park – a place in nature to walk, cycle, meet and play

Designed by Playstreet for Kingborough Council, Kingston Park is a wonderful example of public open space as the setting for an inclusive, adventurous playground with interconnecting trails and a raft of other public uses.

Kingston Park is the centrepiece of the long-term planning and delivery of the *(Former) Kingston High School Site Development Plan.* It demonstrates the value of the public and private sectors working together to develop a town centre into a quality mixed-use precinct with open space at its heart.

A radical departure from conventional playgrounds, Kingston Park is arranged around a path that leads to nine distinct area of play, each designed around the theme of an endemic animal. The whole design is deeply imbued with a consideration for Country.

The park incorporates Dark Sky approved lighting fixtures to minimise glare, light spill and skyglow. This minimises both impacts on wildlife and disturbance to surrounding residents, while remaining safely lit.

Custom designed play equipment is embedded in the landscape and is designed to challenge and engage children.

The project was also an opportunity to further restore Whitewater Creek, improve the existing walking trail, and provide the community and visitors with an amenable place in nature near the town centre.
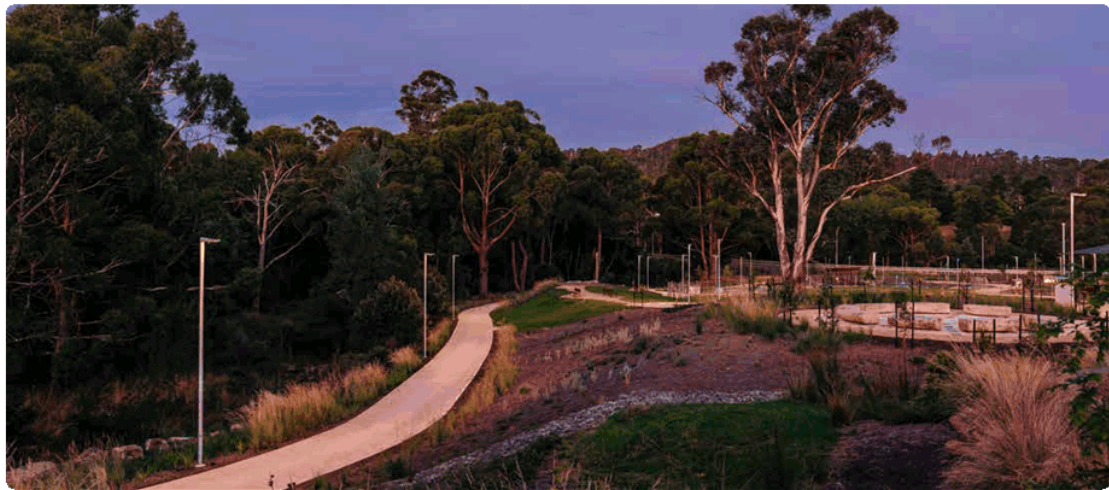
Figure 50. Whitewater Creek Track connects Kingston's northern neighbourhoods with the commercial centre. It accommodates walking and cycling along the restored Whitewater Creek, and intersects with the Kingston Park Playground area. The track employs Dark Sky fixtures providing safety at night while minimising glare and light spill.

Figure 51. Kingston Park Playground is designed to encourage problem solving and physical activity. Designed by Playstreet.

1 Play space - refer to 6.01

2 Community lawn - refer to 3.09

3 Kingborough Community Hub - refer to 3.08

4 Youth area - refer to 6.03

5 Path network - refer to 6.08 & 1.04

6 Whitewater Creek restoration area - refer to 6.07

7 Exercise and event lawn - refer to 3.06

8 Community amphitheatre

9 Stone gathering circle

10 Future development - refer to 1.06
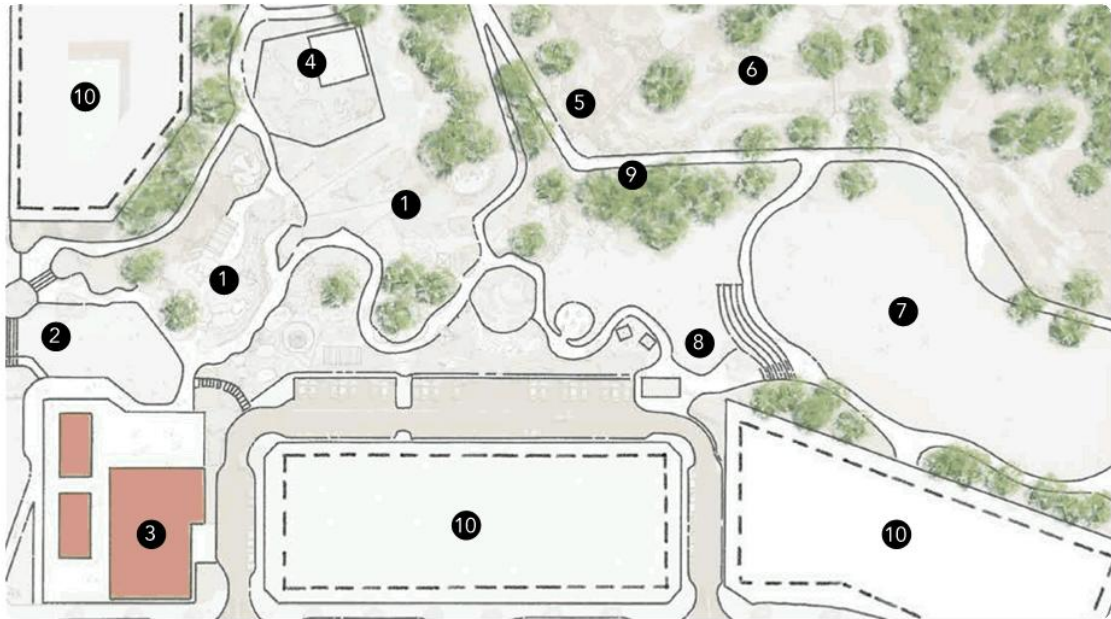
Figure 52. Kingston Park Master Plan, Kingborough Council. Designed by Playstreet.
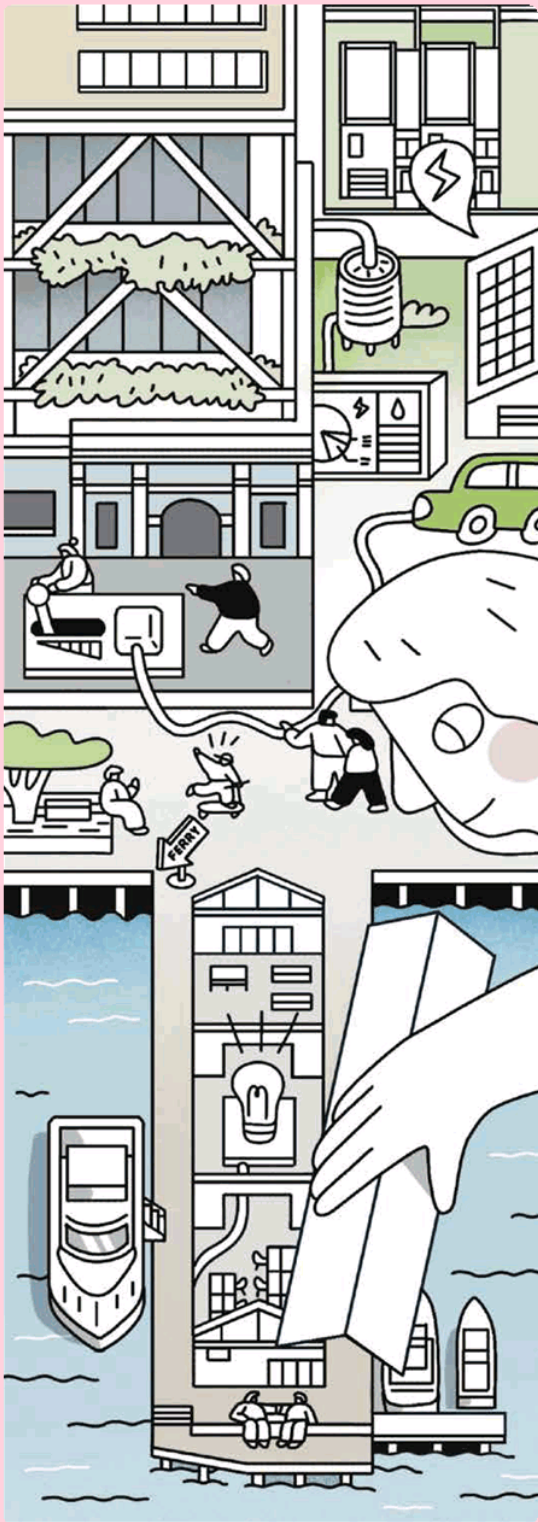
7. Resilience

66

AN EFFICIENT AND ROBUST CITY
with sustainable, durable and adaptable buildings

Resilience and resourcefulness are strong components of our community identity. Our isolation and small population require these to survive and thrive.

We need to be well-prepared and well-resourced for the changing climate. We are already seeing the impacts of climate change with drought, bushfire, storms, floods, strong winds, storm surges and sea level rise.

The buildings, infrastructure and open space that make up our city must be energy efficient, durable, and caring of Hobart's people.

The 2040 Climate Ready Hobart Strategy (2024) is our city's plan for climate action and helps guide the development of our built environment. Our aim for a resilient, zero emissions Hobart requires high-performance buildings that are robust, efficient, and adaptable, and help us reduce our resource consumption.

Figure 53. Murdolo Apartments on Macquarie Street, Hobart, are an example of an old building with a contemporary extension and robust detailing. Designed by Rosevear Stephenson.

RESILIENCE Design Guidelines

7.1 Design for longevity, repair, repurposing, disassembly and reuse

The design and construction of buildings should consider their service life and how they could contribute to the circular economy.

We can:

- design new buildings with a long service life to maximise the value of embodied energy and resources
- design buildings capable of being repurposed, modified and repaired
- design buildings that can be disassembled into reusable components.

7.2 Use robust detailing and durable, sustainable materials

Architectural detailing and materials should contribute to building sustainability and resilience.

We can:

- seek to maximise the lifespan of a building and its components
- use materials that are environmentally friendly, durable, sustainable sourced and, ideally, locally obtained
- minimise failure risk and calls for maintenance
- incorporate eaves, flashings and other details that protect from the weather
- use robust fittings and fixtures
- provide for maintenance and servicing
- avoid complex proprietary systems that rely on the availability of imported spare parts
- avoid reliance on sealants and adhesives that can fail
- avoid factory-finished materials that cannot be readily restored on site.
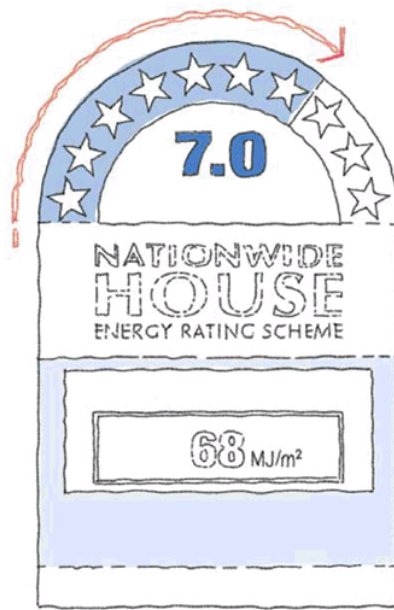
Figure 54. New and renovated houses should be designed to achieve at least a 7-star NatHERS energy rating.

Figure 55. Illustration showing how buildings can be energy efficient. Collect water (1). Shade windows from summer sun (2). Provide cross-ventilation (3). Include high levels of insulation (4). Include thermal mass to regulate internal air temperature (5).

7.3 Maximise thermal efficiency

New buildings should be designed to require little or no mechanical heating or cooling to maintain thermal comfort for the occupants.

Buildings should incorporate passive solar design as the primary means of optimising thermal efficiency and comfort.

Bulk insulation, taped air and weather barriers, and high-quality glazing reduce unwanted heat gain or loss.

We can:

- incorporate the highest possible levels of thermal insulation and air-tightness in buildings.

- orient and size windows to allow low winter sun to penetrate into living spaces and heat them

- fit durable and adjustable shading over windows to reduce solar penetration during summer

- incorporate high thermal mass that is insulated externally but exposed to habitable spaces to stabilise internal air temperatures in buildings

- aim for at least 7-star NatHERS ratings (above the minimum 6-star requirement in Tasmania).

7.4 Optimise water efficiency

Water is a precious resource and should be used thoughtfully and efficiently.

We can:

- incorporate rainwater storage tanks for flushing toilets and irrigating gardens, thereby reducing the stormwater entering our municipal system

- plant drought-tolerant gardens

- minimise hard paving

- use high efficiency rated water fittings and appliances.

7.5 Electrify buildings

We are moving away from burning fossil fuels and wood to heat our buildings.

Using only electricity in our buildings is better for the health of the occupants, reduces energy bills and avoids greenhouse gas emissions when powered by renewable energy.

We can:

- choose electrical heating and cooling, and cooking equipment

- choose equipment and appliances with high energy efficiency ratings.

Figure 56. The design of these apartments is in keeping with the surrounding terrace houses. Roofs are angled northward for the solar hot water collectors and to provide summer shading above windows. Designed by Morrison & Breytenbach Architects.
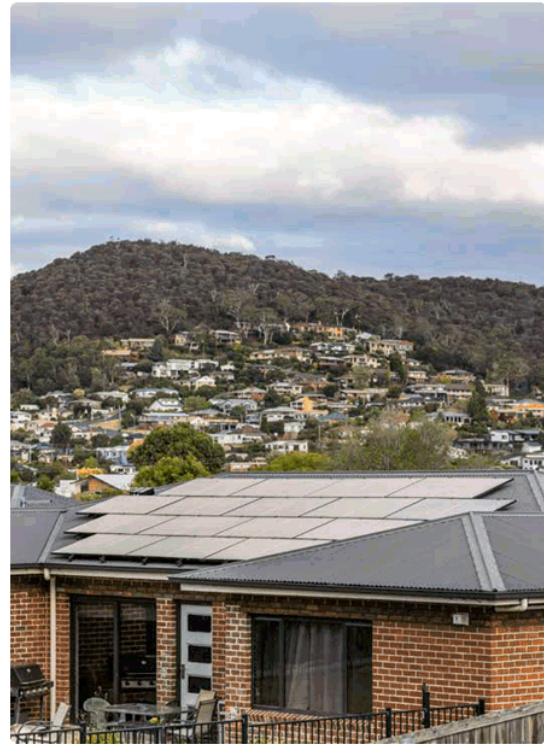
Figure 57. Rooftop solar heating and photovoltaic panels on a house in North Hobart.

7.6 Collect and store renewable energy

To reduce cost of energy bills and have more resilient and distributed energy generation Buildings should incorporate solar photovoltaic panels for renewable electricity. There are also other useful technologies that can complete energy generation such as batteries.

We can:

- include electric vehicle charging in new and refurbished buildings
- explore the installation of large batteries to store renewable energy
- design for bidirectional charging between electric vehicles and households
- investigate community-based renewable energy solutions including batteries, micro-grids and virtual power plants.

7.7 Prepare our city for the impacts of climate change

Our buildings and open spaces need to be capable of performing under future adverse environmental conditions as we are already seeing a greater frequency and severity of bushfires, heatwaves, floods and storm surges.

We need our city to be able to withstand these adverse effects of climate change.

A. Bushfires

We can:

- design and maintain buildings and landscaping for bushfire resilience, considering for example that wind-borne embers can ignite fires well away from a fire front
- consider preparing properties in accordance with the Tasmanian Fire Service Bushfire Safety Guide, even outside of Bushfire Prone Areas
- seek the advice of accredited bushfire hazard practitioners.

Figure 58. Buildings that are sound and solid should be retained and repaired. This old car bodyworks was converted into a design studio. Design and photograph by 1+2 Architects.

B. Heatwaves

We can:

- use good thermal insulation and internal thermal mass to keep rooms cool during heatwaves
- use awnings and external blinds to shade windows
- use drought-resistant landscaping strategies for more resilient open spaces
- provide shaded outdoor space for the summer months
- collect and store rainwater for irrigation.

C. Flood risk

We can:

- use on-site stormwater detention such as water storage tanks
- incorporate good surface drainage around building thresholds
- increase our use of water-permeable surfaces
- use flood risk areas for public open space rather than for buildings.

D. Sea-level rise and storm surge

We can:

- design for projected sea level rise, the increased impacts of storm surges, and changes to the groundwater and salinity
- use areas at risk of sea-level rise and storm surge for public open space rather than for buildings.

Resilience case study:
St Lukes Health – less carbon in our buildings

Situated in central Launceston, the new state headquarters of St Lukes Health designed by Terroir, are Tasmania's most sustainable multi-storey development to date.

The building hosts office spaces, end-of-trip facilities, a cafe, and versatile commercial and community spaces, all intended to foster a healthy community.

The building is capped by an expansive 'outdoor room' on the upper two levels that incorporates a Tasmanian native garden – a 'landscape in miniature' to be experienced in conjunction with the wider Launceston landscape beyond.

The project employed mass timber construction, which successfully removed 7,665 tonnes of carbon from the atmosphere. A life cycle plan informed the configuration of the timber structure, to enable re-engineering and re-purposing at the end of its current use.

The timber structure minimises the need for additional interior cladding materials such as plaster.

According to a study by industry and institutional experts, the building has an embodied carbon 55% below a 'high embodied carbon' office building.

The development retains the existing structure and facades of the locally listed heritage warehouse at 83-93 Cimitiere Street. Significantly the interior structure, including the timber trusses, were refurbished and the new building was carefully 'inserted' mostly in the adjoining less notable warehouse.

This new development retains the scale and rhythm of the original streetscape while allowing for a contemporary office building bringing additional vibrancy and activity to this once-industrial precinct.

1 89-93 Cimitiere Street, a heritage warehouse - refer to 2.05

2 Internal space, reception area with cafe, as shown in figure 58 - refer to 4.03

3 Mass timber structure that is fast to assemble on site, stores carbon and can be re-purposed - refer to 7.01 and 7.02

4 Double storey 'outdoor room' with greenery and places to sit - refer to 6.04
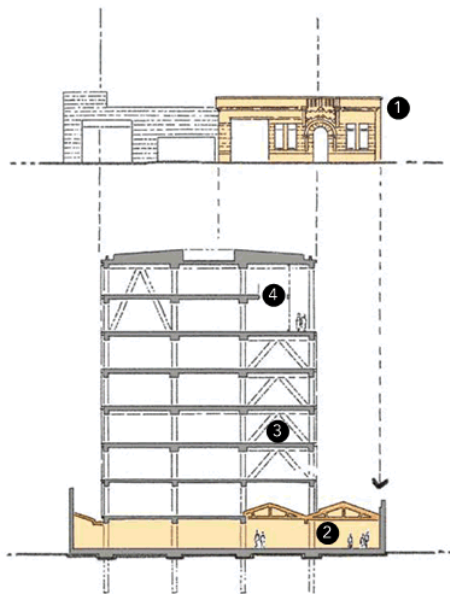
Figure 59. The new building retains the facade of the heritage warehouse at 89-93 Cimitiere Street and reuses some of the structure, including the expressive wooden trusses.

Figure 60. A repurposed section of the heritage warehouse at 89-93 Cimitiere incorporates St Lukes reception area as well as a cafe open to the public.

Figure 61. St Lukes Health state headquarters incorporates the front facade and some of the internal structures of the historic warehouses that characterise this inner-city streetscape, while helping regenerate the former industrial area. Designed by Terroir.

Glossary

Active Transport

A method of personal travel that requires physical activity. Examples include walking and cycling.

Amphitheatre to the Cove

The layering of rising ground from the water plane to the landform horizon, climbing away from the earlier rivulet outfalls as the low point into Sullivans Cove, incorporating adjacent hills and ridges, especially to the west and northwest, and also flanked by distinct headlands.

This concept assists in understanding Hobart's distinctive townscape and how development should respond to it.

See also: Urban amphitheatre, Townscape

Source: Hobart Interim Planning Scheme (2024) (page 29)

Amenity

Any quality, condition or factor that makes or contributes to making the locality, place or building harmonious, pleasant or enjoyable.

Source: Tasmanian Planning Scheme (2025) (page 7)

Ancillary dwelling

A small building, no bigger than 60 m2 and must share all services, access and parking with the main dwelling.

Source: Hobart Interim Planning Scheme (2024) (page 29)

Building Envelope

A three-dimensional space within which buildings are to be built.

Source: Tasmanian Planning Scheme (2025) (page 7)

Bulk insulation

Thick insulation that prevent the transfor of heat through conduction or convection. This enables buildings to retain heat inside the home when it is cold, and to block heat when it is hot.
Source: Tasmanian Planning Scheme (2025) (page 7)

Milaythina (Country)

Milaythina is the palawa kani (Tasmanian Aboriginal language) word for Country.

We are Country; Country is us.

Country is not necessarily just nature. In fact, Country is both the tangible and intangible. She is what we see; but also what we know to be – what we feel.

It holds everything within the landscape, including Sky, Earth, Sea and Fresh Water Country, as well as people, plants, animals, and the stories that connect them. From the mountain top of Kunanyi from where lightening came, the life-sustaining rivulets of clear, fresh water that flow into Timtumili Minanya; and our Star Ancestors that we have looked to since the beginning of time.

Source: Nipaluna (Hobart) A City on Country (2024) (page 10)

Crime Prevention Through Environmental Design (CPTED)

A multi-disciplinary approach that uses urban and architectural design, and the management of built and natural environments to improve the sense of safety and decrease the opportunity for crime.

Source: Crime Prevention Through Environmental Design – Guidelines for Queensland (2021) (page 4)

Crossfall

The transverse sloping of a road toward the shoulder, kerb or gutter on either side.

Deep soil

An area of well-drained topsoil that extends a significant depth below the surface without encountering barriers such as rock, clay, sand or man-made structures. Deep soils can hold more moisture and nutrients than shallow soils of similar structure.

Source: Deep versus Shallow Soils - A Look into Soil Amendments and Benefits (2016)

Fine grain

The urban quality created by a predominance of small buildings and a variety of uses and activities. They can assist in providing opportunities for a greater number of more affordable tenancies. It contrasts with more monolithic 'coarse grain' structures or buildings.

End of trip facilities

Facilities for people who engage in active transport when they arrive at or near their destination. Can inlude showers, changing rooms, toilets, lockers and bike storage.

Source: Bicycle Parking Facilities - Guidelines for Design and Installation (2016)

Greater Hobart

A geographic area defined by the Australian Bureau of Statistics that incorporates the municipalities of Glenorchy, Brighton, Clarence, Sorell, Hobart and most of Kingborough. It had a total population of 247,000 in the 2021 Census.

Source: Australian Bureau of Statistics - Greater Hobart (2021)

Human scale

The design of places to be naturally suited to human anatomy and senses. Generally, in towns and cities, this refers to environments that are easy to interact with while we are either walking or sitting.

Infill

The development of new dwellings within an existing urban area.

Source: Towards Infill Housing Development (2019)

Livable Housing Design Standard

A set of technical provisions for dwellings to best meet the needs of the community, particularly older people and those with mobility limitations. They also provide for adaptability as an occupant's needs change during their lifetime.

These are nationally agreed guidelines.

Source: Livable Housing Design Standard (2022)

Legibility

A core principle of urban design, legibility means the possibility of organising an environment within an imageable and coherent pattern.

This is the vital for people to understand and successfully 'navigate' cities and towns.

Source: Subjective and Objective Dimensions of Spatial Legibility (2011)

Liveability

Liveable communities are safe, socially cohesive and inclusive, and environmentally sustainable. They have affordable housing linked via public transport, walking and cycling infrastructure, to employment; education; shops and services; public open space; and social, cultural and recreational opportunities.

Source: Australian Urban Observatory (2025)

Medium density

Development involving dwellings such as terraces, townhouses and apartment buildings up to six stories. Medium density housing can lead to greater housing diversity, increased affordability and the consolidation of infrastructure.

Source: Medium Density Design Guidelines (2025)

Micromobility

Forms of transport in small vehicles designed for short, lightweight travel and usually powered by human or low- power electric motors. The term most commonly refers to scooters and bicycles.

Passive solar design

Uses solar energy to keep buildings warmer in winter and cooler in summer through appropriate building orientation, choice of materials and design of windows, thereby minimising dependency on mechanical systems, electricity and fossil fuels.

Passive or natural surveillance

The condition achieved through maximising visibility over public spaces through clear sight lines, effective lighting and having active edges along buildings. Passive or natural surveillance makes people feel safer and reduces crime.

Source: Crime Prevention Through Environmental Design – Guidelines for Queensland (2021)

Permeability

1. The ease of movement by people into and out of buildings and through the city.

2. The capacity of a material to let water and other liquids through.

Private realm

Privately owned places that are typically enclosed, where access and use can be restricted to individuals or groups such as workers of a company or family members.

Public realm

Publicly owned places that can be accessed and used by everyone.

Rewilding

A form of ecological restoration aimed at increasing biodiversity and restoring natural processes.

Source: Rewilding Cities - How Bringing Nature Back to Cities is Good for our Health (2020)

Screening / Sleeving of car parking

A method of placing community spaces, offices, retail or residential units around the exterior edges of a car park to hide it from view.

Source: Multi-Level and At-Grade Commuter Car Parks - Urban Design Guidelines (2024)

Shorelining

A strategy adopted by visually impaired people who use a cane that involves following the edges of structures in the built environment, such as walls and footpaths. It allows users to determine a clear, logical path of travel.

Source: Blind Citizens Australia Pedestrian Safety Policy (2022) (word doc)

Streetscape

The visual quality of a street, created by road width, street planting, characteristics and features, public utilities constructed within the road reserve, the setbacks of buildings and structures from the lot boundaries, the quality, scale, bulk and design of buildings and structures fronting the road reserve.

Source: Central Hobart Plan (2023) (page 137)

Thermal mass

The ability of a material to absorb, store and release heat and thereby stabilise internal air temperatures.

Third places

A term from sociology that refers to social environments we use and inhabit in addition to our two principal social environments, which are our homes (first places) and workplaces (second places). Examples include public squares, parks and reserves, sportsgrounds, shops, libraries, cafes, bars, and restaurants.

Townscape (also Cityscape)

The urban form of the city and the visual quality of its appearance, it includes the urban landscape and visual environment of the city. As a concept it strives to give order to the form of the city, the pattern of landscape and development of the urban landscape.

See also: Amphitheatre to the Cove; Urban amphitheatre

Source: Hobart Interim Planning Scheme (2024) (page 40)

Urban amphitheatre

The setting of central Hobart including the layered rise of landforms rising from the water plane datum to the landform horizons.

Considering Hobart's setting within an urban amphitheatre helps understand its distinctive character (townscape) and how development should respond to it.

See also: Amphitheatre to the Cove; Townscape/Cityscape

Source: Hobart Interim Planning Scheme (2024) (page 41)

Urban design

Urban design is concerned with the arrangement, appearance and function of our suburbs, towns and cities. It is both a process and an outcome of creating localities in which people live, engage with each other, and the physical place around them.

Urban design involves many different disciplines including planning, development, architecture, landscape architecture, engineering, law and finance.

Source: Creating Places for People - an Urban Design Protocol for Australian Cities (2011)

Urban sprawl

The rapid and unrestricted growth of cities and towns into undeveloped or rural areas. It results in an increase in traffic congestion, energy use, and the destruction of native habitats.

Water-sensitive urban design (WSUD)

An approach to urban stormwater management that integrates natural hydrological and ecological systems into urban planning, design and management. WSUD can be implemented at any scale from single projects on individual lots, to interconnected waterway projects at a regional or landscape scale.

References

Australian Building Codes Board	Livable Housing Design Standard (2022)
Austroads	Bicycle Parking Facilities - Guidelines for Design and Installation (2016)
Blind Citizens Australia	Blind Citizens Australia Pedestrian Safety Policy (2022) (word doc)
City of Hobart	2040 Climate Ready Hobart Strategy (2024)
	Central Hobart Plan (2023)
	City Economy Strategy 2023-2028 (2023)
	City of Hobart Street Tree Strategy (2017)
	Country, Culture, People 2025-28 (2025)
	Creative Hobart: a strategic framework (2012)
	Hobart: A city for all (2020)
	Hobart: A community vision for our island capital (2018)
	Hobart Interim Planning Scheme (2024)
	Hobart Local Provisions Schedule (2024)
	Hobart Transport Strategy 2024 (2024)
	North Hobart Neighbourhood Plan (2025)
	Urban Design Advisory Panel (2025)
Commonwealth of Australia	Creating Places for People - an Urban Design Protocol for Australian Cities (2011)
	Nationwide House Energy Rating Scheme (2022)
Elsevier	Subjective and Objective Dimensions of Spatial Legibility (2011)
Milangkani Projects + REALMstudios	Nipaluna (Hobart) A City on Country (2024)
RMIT University	Rewilding Cities - How Bringing Nature Back to Cities is Good for our Health (2020)
State of New South Wales	Multi-Level and At-Grade Commuter Car Parks - Urban Design Guidelines (2024)
State of Queensland	Crime Prevention Through Environmental Design – Guidelines for Queensland (2021)
Tasmanian Government	30-Year Greater Hobart Plan (2022)
	Bushfire Safety Guide (2022)
	Medium Density Design Guidelines (2025)
	Tasmanian Planning Policies (2023)
	Towards Infill Housing Development (2019)
Tasmanian Planning Commission	Tasmanian Planning Scheme - State Planning Provisions (2025)
Tutko Landscape	Deep versus Shallow Soils - A Look into Soil Amendments and Benefits (2016)
University of Tasmania	Riawunna Centre for Aboriginal Education (2025)

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Figure 62. Opened in 2019 the Bridge of Remembrance provides a pedestrian pathway across the busy Tasman Highway, linking the Queens Domain and the Cenotaph. The bridge provides a spectacular gateway into the city centre from the north and east. Designed by Denton Corker Marshall.
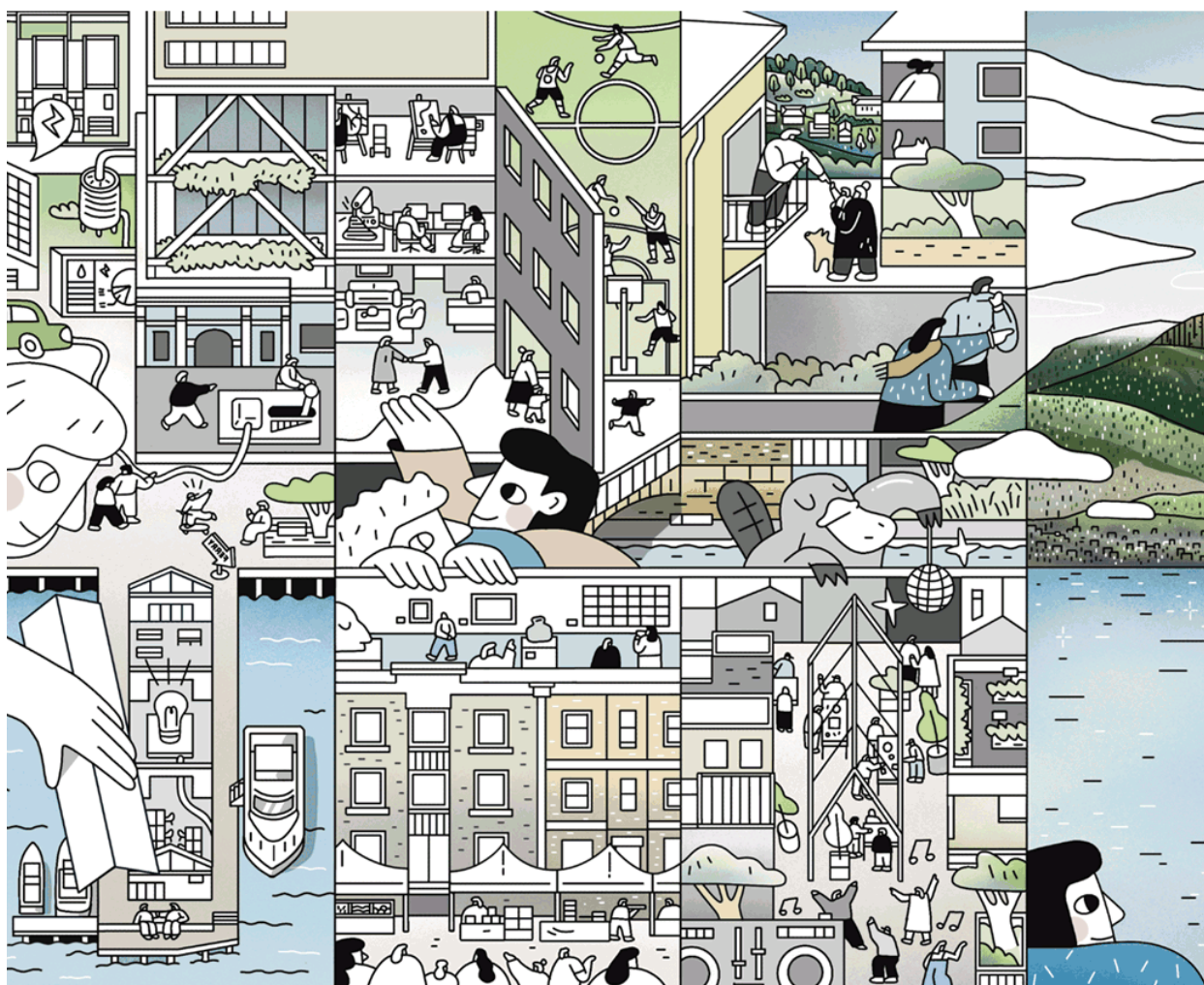
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City of **HOBART**

Engagement Summary Report
Hobart Design Guidelines

Date of Report: September 2025
Prepared By: The City of Hobart Community Engagement Team

HDGs – Engagement Report

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Executive Summary

What we did

This engagement project aimed to inform community members about the Hobart Design Guidelines, the principles contained in them, and to generate opportunities for the community to provide feedback and preferences on the guidelines.

The engagement period ran from **May 6 – 17 June 2025**, and included:

- **196 survey participants (in person and online)**

- **85 people participated in an external presentation or workshop**

Engagement activities included online and in-person surveys, written submissions, forums, 'city-walks', a pop-up, workshops and stakeholder meetings.

What we heard

- **Community support** for Hobart Design Guidelines: 71% of survey participants support the Guidelines.

- **Urban Greening** was the most popular principle: "A landscaped and tree-filled city with quality public space".

- Participants emphasised **inclusive design** on city streets: wider footpaths, greenery, building height, transport access, and parking.

- Maintaining **character and liveability**: community wants thoughtful development that preserves Hobart's character, including medium density growth and sensitivity to neighbourhood impacts.

- Questions were raised about the Guidelines' enforceability and integration with planning regulations.

- There is a desire for clearer, more usable and inclusive features that expand the guidelines accessibility.

- Challenges were raised about peak-time traffic, parking, and unreliable public transport as key functioning elements of a well-designed city. Participants want better mobility and less congestion.

Next Steps

This engagement report will inform final changes to the Hobart Design Guidelines. It will also accompany the finalised Hobart Design Guidelines to a 'Hobart workshop', before going to a Council meeting for endorsement, at which point, the Hobart Design Guidelines implementation will begin.

CITY OF HOBART
ENGAGEMENT SNAPSHOT
HOBART DESIGN GUIDELINES

SEPTEMBER 2025

HOW WE ENGAGED

Throughout the engagement period, activities included: face-to-face and online surveys, forums, a pop-up, immersive walks, forums, presentations, workshops, written submissions and an interactive activity.

196 Survey participants

85 Attendees across 9 external presentations or workshops

95 Public Forum attendees

9 Written submissions

WHAT WE HEARD — Which principles do you think are the most important?

24% Green: A green and tree-filled city with plenty of quality public space.

20% Movement: an accessible and connected city, walkable and bike-friendly

18% Liveability: a compact and cohesive city, and thoughtful development that preserves Hobart's character

Do you support the ideas in the Hobart Guidelines?

71% Support

29% Not in support or unsure

131 Additional comments

ENGAGEMENT TOOLS

751 Linkedin views

350 Fold out brochures distributed

43 Interactive activity participants

31 'City Walks' Attendees

City of **HOBART**

HDGs – Engagement Report

1. Introduction

1.1 Project Background

One of the key priorities of the Central Hobart Plan- a key document reflecting the community's aspirations for the city- is to develop 'Urban Design Guidelines'.

The Hobart Design Guidelines, once finalized, are set to be the City of Hobart's first ever place-inspired design handbook to guide development, both private and public. They are based on established professional best practice and our community's aspirations for the future of the city.

The Guidelines are about capturing what makes Hobart distinct, then applying proven architectural and urban design principles and lessons so we can continue to successfully adapt to new challenges, such as climate change, while retaining what we love, which is a sense of "connection to nature, history, culture, businesses and each other' (Community Vision, page 23).

The guidelines aim to help developers and their design teams deliver better housing, shops, offices and open space that speaks of Hobart's character and are aligned with community aspirations.

1.2 Project Timeline

Year	Activity
2022	- 'Soft' launch workshop to begin conversation
2023	- 11 workshops and several individual meetings on principles - Initial workshop with the Urban Design Advisory Panel - Urban Design Guidelines draft Principles Framework
2024	- Stage 2 internal engagement with Urban Design Advisory Panel, Executive Leadership Team, Council Workshop, Portfolio Committees and staff workshops
2025	- Draft Hobart Design Guidelines (HDGs) key stakeholder (industry) and public consultation - **September 2025: seek adoption of the HDG's by Council**

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1.3 Project Team

Name	Project Role	Team
Jaime Parsons Roy Liu	*Project Lead – Principal Advisor Urban Design* *Project Support – Graduate Urban Design Officer*	Place Design, Sport and Recreation Group
Abby McKibben Monty Jacka	*Manager* *Media and Marketing Communications*	Strategic Communications and Marketing
Dominica Roebuck Isabela Izidro	*Sr. Adv. Community Engagement* *Community Engagement Lead*	Community Engagement

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Engagement Background

1.3.1 Engagement Objectives

The engagement objectives define why the City of Hobart is doing engagement. In considering the IAP2 spectrum, the engagement team decided that the highest level of engagement that could be promised for this project was 'consult'.

The reflection of this engagement promise to the community is:

We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.

The community engagement project for the Hobart Design Guidelines aimed to:

Inform community members about the Hobart Design Guidelines, and the principles contained in them.

Generate opportunities for different cohorts in the community to indicate their thoughts, feedback and preferences on the guidelines.

Create events and experiences that enable diverse community members to understand the purpose and impact of the guidelines.

To understand community priorities for implementation of the guidelines.

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1.4 Engagement Limitations

There are some limitations that should be acknowledged in the context of this report.

- The community engagement team has reported on information that has been shared by participants, and they have interpreted the information to represent the views of participants as accurately as possible.

- The engagement period offered numerous opportunities for participants to contribute. Some individuals may have participated in multiple activities, such as completing the survey and joining a presentation. Consequently, their views might have been recorded more than once.

- There were some examples where participants did not respond to all survey questions. This means some questions have fewer responses than others. Demographic data was captured in the survey, but not in any other engagement activities.

- Those who chose to participate in the engagement opted in. This report reflects that engagement. Many efforts were made to gather the views of multiple stakeholders, it is important to note that the information in this report doesn't reflect a representative sample.

- Despite some efforts from the engagement and project team, there were gaps in diverse community representation on this project (see 4.3). Community engagement done well means that the City is hearing from, and speaking with representatives from the entire community. The Hobart Local government area has a rich and diverse community, and it is pivotal that future community engagement on this project makes an informed, continual and culturally safe effort to engage 'hardly reached' communities.

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2. Engagement tools

A diverse range of engagement tools were utilized during the engagement period.

Engagement Period: 6 May– 17 June 2025

Tool	Description
Your Say Hobart	An online webpage for the Hobart Design Guidelines was established on Your Say Hobart (https://yoursay.hobartcity.com.au/hobart-design-guidelines). This webpage serves as a comprehensive resource, providing project information, the survey, a downloadable copy of the guidelines, and a lifecycle of the project including engagement activities. The website was also updated. Throughout the engagement period, the Hobart Design Guidelines Your Say page received 1,374 views, 908 visits (clicked on at least one interactive tool), and 195 unique visitors (engaged in the survey or virtual guestbook)
Posters	A poster was developed, including a QR code to the survey and webpage. This poster was distributed at every pop-up.
Social media promotions	**Facebook** Post 1: 8 May 2025 3k reach 114 engagements 626 link clicks Post 2: 15 May 2025 14k reach 436 link clicks **LinkedIn** Post 1: 8 May 2025 2.7k reach 671 engagements 605 link clicks Post 2: 10 June 2025 1.6k reach Video views: 991

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	132 engagements 100 link clicks
'Your Say' newsletters	Roughly in the middle of the engagement period, one newsletter was sent out to Your Say subscribers, notifying them of the Hobart Design Guidelines Engagement project and providing opportunities to participate. The first newsletter was sent to 3,484 people, with approximately 2,371 of these readers opening the newsletter (68%). 311 people (8.8%) clicked on a link contained in the e-mail. The second newsletter was sent to 3,263 people, with approximately 1,900 opening the newsletter (54%). 240 people (6.8%) clicked on a link contained in the email.
Fold out brochure	A fold out engagement brochure was produced by the Marketing and Communications team for distribution throughout the engagement period. This brochure contained a QR code, and a summary of the seven key principles. Approximately 300 brochures were distributed throughout the engagement period.
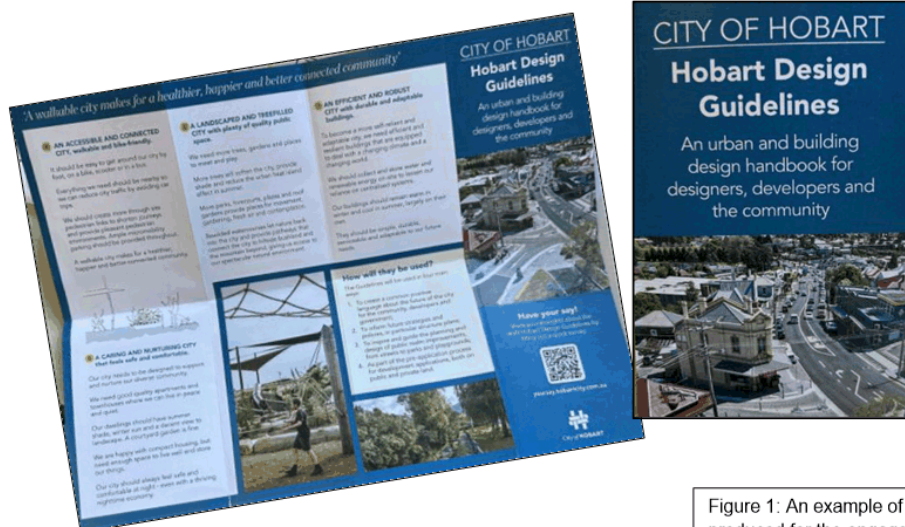
Figure 1: An example of the fold-out flyers produced for the engagement period.

3. Engagement activities

This table provides details about the engagement activities undertaken to seek feedback on the Hobart Design Guidelines.

Tool	Description
Online survey	The online survey was the main method for gathering feedback on the strategy. It contained 13 key questions, with some demographic questions at the end. It was accessible via the Hobart Design Guidelines Engagement Your Say Page. Throughout the engagement period, the online survey received **187 responses online**.
Intercept survey	The intercept survey was a secondary method for gathering face-to-face feedback on the strategy. It contained the same 13 key questions and demographic questions. It took approx. 5-7 mins to complete on an I-pad. **9 responses** were completed at a pop-up.
Public and Professional Forums	There were two forums throughout the engagement period, where the project team led the audience through a presentation of the guidelines. The forums also featured some light engagement, including a 'mentimeter' tool (digital engagement) and Q&A session. The public forum at Shambles Brewery attracted **35 attendees**. The professional forum at Brickworks attracted **60 attendees**.
'City Walks'	The Place design team created their own engagement event titled 'City Walks', which provided community members with the opportunity to experience the guidelines in a practical way. There were three guided walks throughout the engagement period, held in the below locations: - Midtown and surrounds - CBD edge and the rivulet - Salamanca and Sullivans Cove In total, **31 participants** registered and participated in the City Walks.
Pop-Up	Throughout the engagement period the project team, along with the Community Engagement team, delivered one pop-up on May

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	11 at. This featured an opportunity to complete the survey, read through some project materials, and speak to the project experts. There was a total of **30 in-depth conversations** at the pop-up.
Interactive Map	As part of the online Your Say page, there was an interactive map where participants could pin drop locations, and add comments in response to prompting questions. There was a total of **9 contributors** to the interactive map, and 64 place based contributions between them.
Interactive Activity	The project team developed an interactive paper based activity that embedded the design guidelines into a mock development scenario. Participants were to imagine they were reviewing development applications from locations in the city, using the design guideline principles to assess the application. **43 participants** engaged in this activity, which was primarily offered in the workshops and committees.
Committee Presentations (convened by the City)	Presentations about the Hobart Design Guidelines, and information about the engagement period, were held with the below City of Hobart established committees: • City Heritage Committee • City Transport Committee • Place and Wellbeing Committee • City Economy Portfolio Group • Climate Sustainability and Biodiversity • Access Advisory Committee • LQBTQIA+ Committee • Urban Design Advisory Panel July 8 There were **75 attendees** across these presentations.
Committee Workshops (external)	The Project Team delivered a presentation and workshop to the below committees: • Council of Hobart Community Associations: Monday May 2. There were **10 attendees** to this presentation.
External submissions and meetings	The Project team received 7 submissions from representative bodies and professionals:

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_____

- Homes Tasmania
- Streets People Love Hobart
- Australian Institute of Architects
- University of Tasmania (Human Geography and Planning)
- Niche Planning Studio
- Council of Hobart Community Associations
- South Hobart Sustainable Community

In addition, debrief meetings and responses were provided to the organisations below, creating an opportunity for the submissions and other feedback to be considered more deeply by submitters and City of Hobart staff:

- Homes Tasmania
- Australian Institute of Architects
- Niche Planning Studio
- Department of State Growth

Staff engagement	The project team ran multiple workshops which gave staff the opportunity to give feedback from their field of expertise on the guidelines. - 29 July: Workshop (16 attendees) - 31 July: Workshop (9 attendees)

4. Summary of participants

Feedback via the Your Say Hobart project page survey (face-to-face using iPads and online) was received from **196 participants.**

Approximately **75 attendees** participated in a presentation or focus group regarding the strategy, which may have resulted in them completing a survey.

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4.1 Age
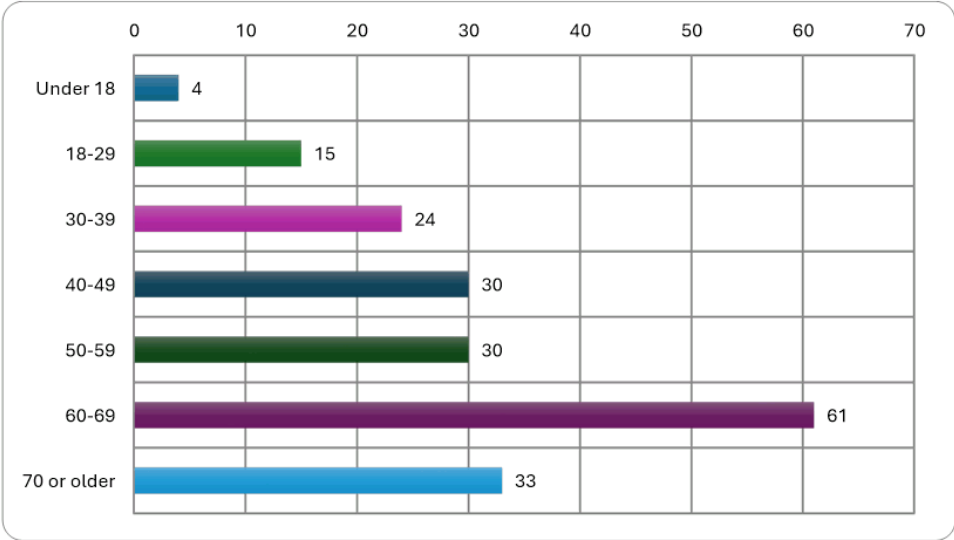
Figure 2. Question 'Please tell us your age range' (n=187)

As shown in Figure 1, there was a spread of age groups represented in the survey. The largest proportion was represented by age 60–69 years (30%), followed by 70+ (16%) and equally proportionate 40-49 (15%) and 50-59 (15%).

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4.2 Connection to city

The following questions were only responded to by participants in the online survey (187 participants).

4.2.1 Ratepayers

Figure 2 shows a high percentage of online survey participants (74%) answering yes to 'Are you a City of Hobart ratepayer?'
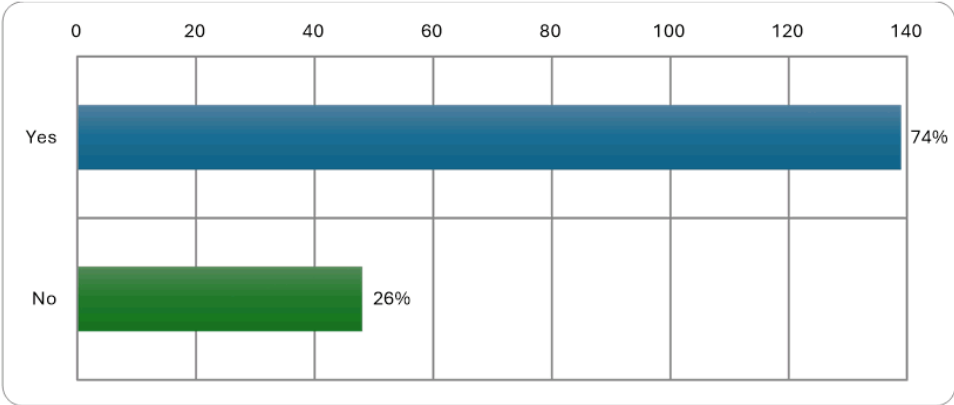
Figure 3. Question 'Are you a City of Hobart ratepayer' (n=187)

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4.2.2 Hobart life

To the question, "How do you participate in Hobart life" a significant percentage of survey respondents not only live in Hobart, but participate in a range of other ways by 'working' (79%), 'playing eg leisure, recreation, entertainment' (77%) and shopping (71%).
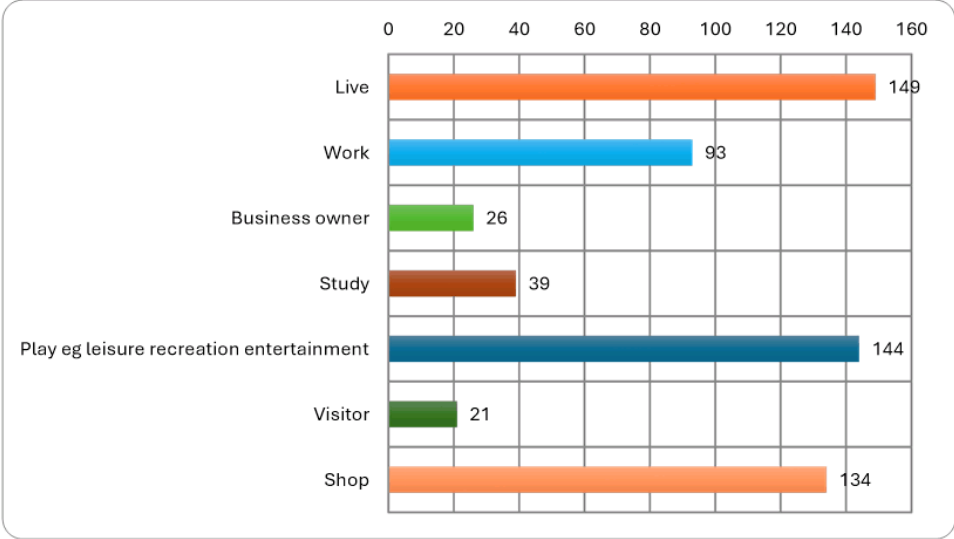
Figure 4. Question 'How do you participate in Hobart life?

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4.3.3 Local Government Area

A high percentage of online survey participants live within the City of Hobart Local Government Area. The suburbs receiving the highest representation in the online survey included:

City of Hobart Suburb	Percentage
Sandy Bay	20%
West Hobart	15%
South Hobart	11%
Hobart	10%
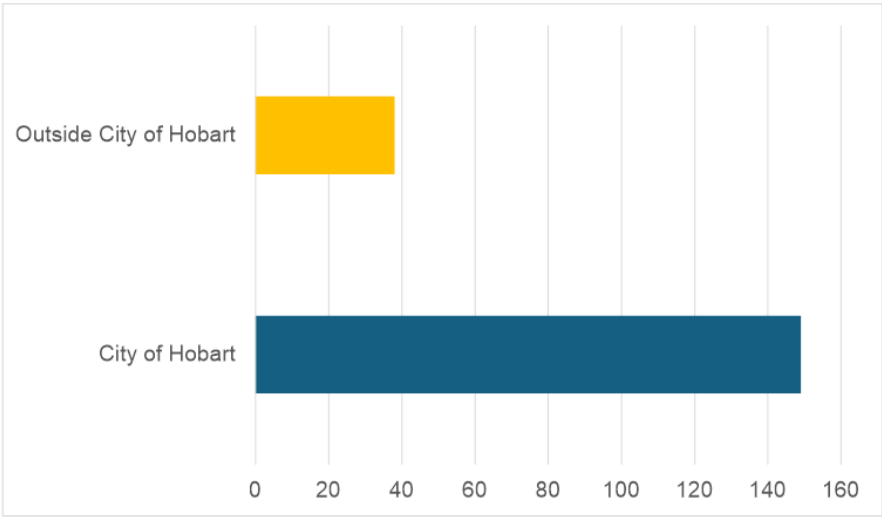
Figure 5. This is a graph summary of the question 'Suburb'. (n=187)

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4.3 Representation from 'Hardly Reached' communities

All community engagement that is done well has been informed by a rich and diverse community. Their varied skills, experience and knowledge comes together to provide unique insights that shape the future of projects like the Hobart Design Guidelines.

The term '*hardly reached*' communities refers to groups or individuals who face barriers to engagement with mainstream services. The term 'vulnerable' or 'marginalised' could also be used. There are 7 key groups identified in the cities Social Inclusion Policy, and the Community Inclusion and Equity Framework. This is a non-exhaustive list of groups whose needs must be considered and carefully designed for in engagement projects from the outset.

- Palawa (Aboriginal) People
- Children and Young People
- People experiencing homelessness
- LGBTQIA+ communities
- Multicultural communities
- Older people
- People with disabilities

One of the limitations in this engagement project was the lack of broader engagement with '*Hardly Reached*' groups. The Community Engagement team attempted to coordinate engagement activities in the below ways which was unsuccessful:

- TAFE Migrant Language English Program

The below 'Hardly Reached' groups were engaged with the project team.

'Hardly reached' group	Engagement Activity
People with lived experience of disability in Hobart	Access Advisory Committee
Elderly people	Council of Hobart Community Associations Meeting
LGBTQIA+	LQBTQIA+ Committee

Any future engagement must consider a deeper focus for 'Hardly Reached' groups.

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5. Engagement Data

The following findings summarise the feedback and ideas collected throughout the entire engagement process. Percentages are approximated based on nearest figure.

For a more detailed breakdown of data, speak to the Community Engagement Team.

5.1 Hobart Design Guidelines Survey

5.1.1 Question 1

Participants in the survey were asked 1-2 key questions associated with each of the seven principles. The first question asked about participants perspectives on the principle 'Form: A Compact City'. When asked how important it was for Hobart to *'stay compact'*, approximately 81% (159 participants) answered either 'very important' or 'important'

Very important	51%
Important	30%
Neutral	9%
Not very important	6%
Not important at all	4%
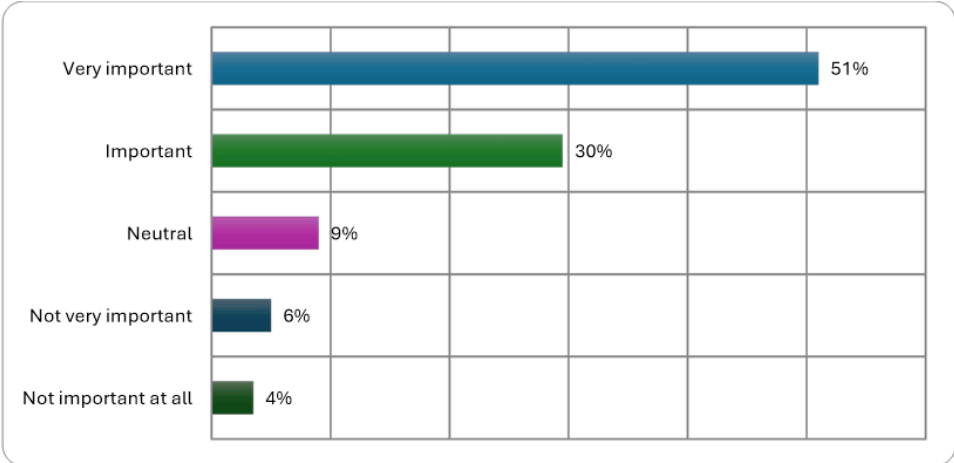
Figure 6. Respondents to Question 1: "An idea in the Hobart Design Guidelines is to make the city more compact by building more in the CBD and inner suburbs, instead of spreading out. The Guidelines say buildings and public spaces should be designed to fit into their surroundings. How important is it for Hobart to stay compact?"

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5.1.2 Question 2

The second and third question asked about participants perspectives on the principle 'Use: A Creative and Productive City'. When asked how important it was for Hobart to *'have more housing options, including social and affordable housing'*, approximately 82% (165 participants) answered either 'very important' or 'important', while approximately 10% (20 participants) answered not important at all, or not very important.

Very important	61%
Important	21%
Neutral	8%
Not very important	5%
Not important at all	5%
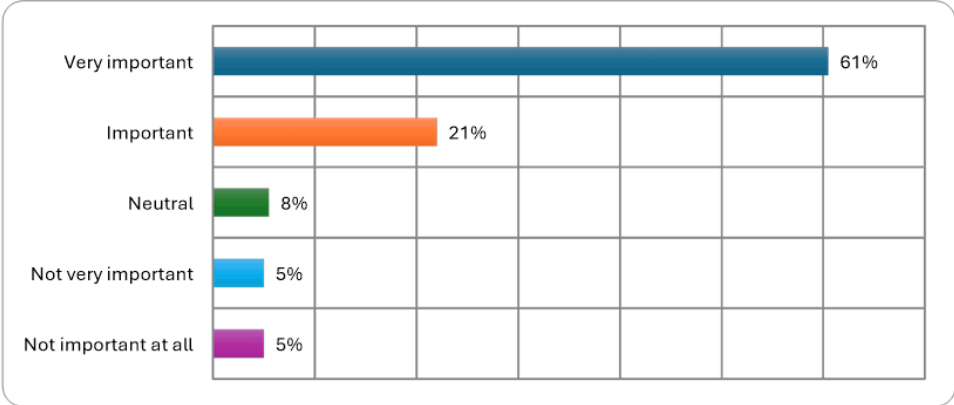
Figure 7. Respondents to Question 2: "…Another important idea in the guidelines is to have lots of space for workplaces, like studios and offices, and to build more types of housing, including social and affordable housing. It also suggests mixing some housing and workplaces in the same buildings. How important is it that Hobart has more housing options, including social and affordable housing?"

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5.1.3 Question 3

When asked how important it was for Hobart to *'have more buildings that contain both housing and workspaces'*, approximately 63%% (124 participants) answered either 'very important' or 'important', while approximately 23% answered neutrally. 14% (26 participants) answered not important at all, or not very important.
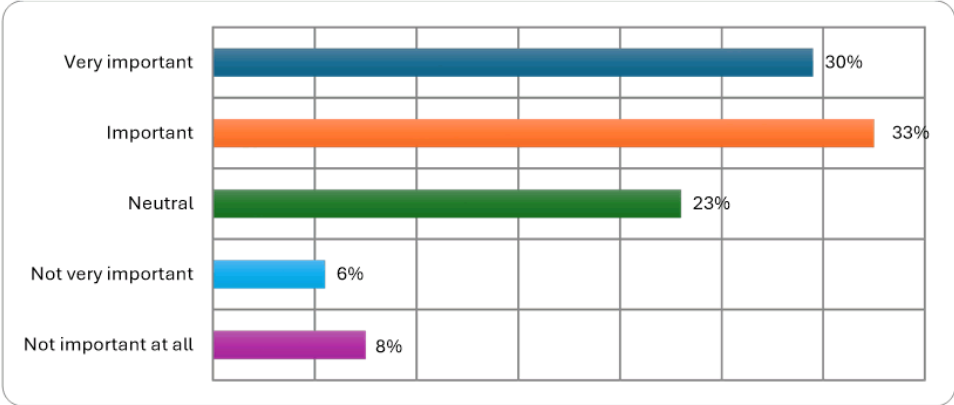
Figure 8. Respondents to Question 3: "How important is it that Hobart has more buildings that contain both housing and workspaces?"

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5.1.4 Question 4

The fourth question asked about participants perspectives on the principle 'Movement: An Accessible and Connected city'. When asked how important it was for Hobart to be *'made easier to get around for people who aren't driving'*, approximately 12% (22 participants) answered 'not very important' or 'not important at all', while approximately 82% (162 participants) answered either 'very important', or 'important'. 6% (12 participants) answered neutrally.
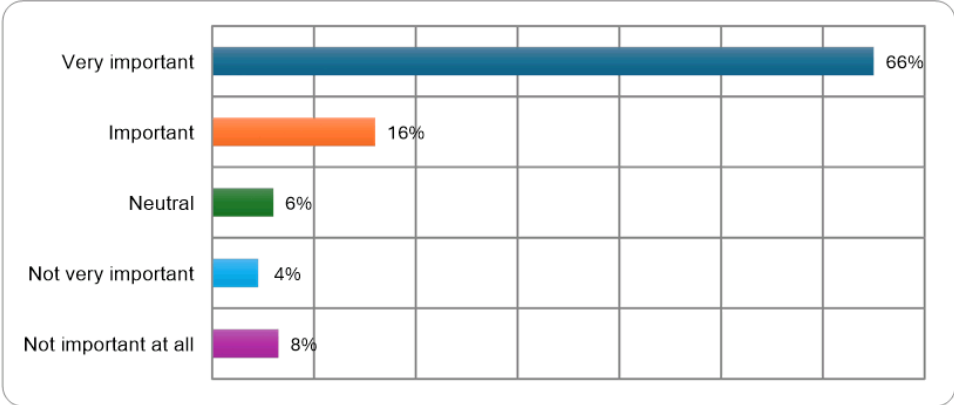
Figure 9. Respondents to Question 4: *"The Guidelines also suggest making it easier for people to walk, cycle, scooter to get around the city, reducing the need for car trips. They suggest making shortcuts for pedestrians and providing more parking for bikes and scooters within buildings. How important is it that Hobart is made easier to get around for people who aren't driving?"*

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5.1.5 Question 5

The fifth question asked about participants perspectives on the principle 'Amenity: A Caring and Nurturing City'. When asked how important it was for amenity features to be *'prioritised in buildings and public spaces'*, approximately 4% (7 participants) answered 'neutral', 'not very important' or 'not important at all'. while approximately 96% (197 participants) answered either 'very important', or 'important'.
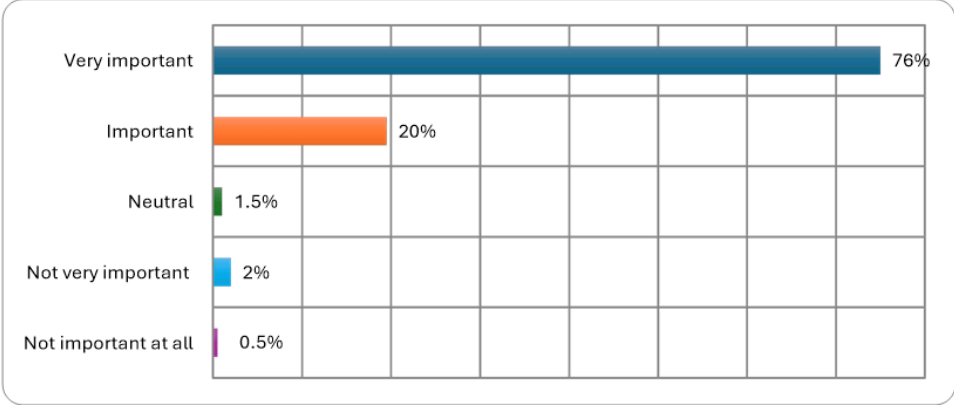
Figure 10. Respondents to Question 5: "Also there is an idea in the Guidelines that buildings and open spaces should be designed to feel safe, comfortable and supportive for a wide range of people. For example, it suggests that buildings should prioritise features like natural light, gardens, enough living space and a safe environment at night. How important is it that these kinds of features are prioritised in buildings and public spaces?"

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5.1.6 Question 6

The sixth question asked about participants perspectives on the principle 'Green: A Green and Tree-filled City. When asked how important it was for Hobart to have *'more trees, gardens and public spaces'*, approximately 91% (180 participants) answered 'important' or 'very important', while approximately 6% (10 participants) answered either 'not very important', or 'not important at all'. 3% (6 participants) answered neutral.
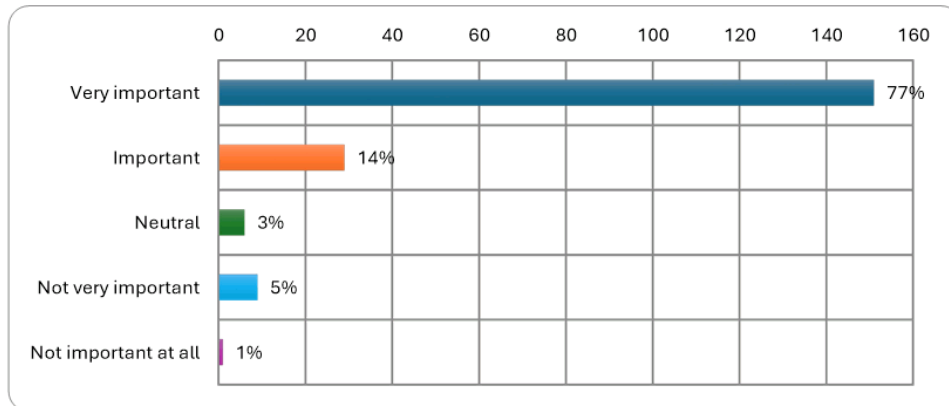
Figure 11. Respondents to Question 6: "There is an idea to increase the number of trees, gardens, parks and public spaces in and around the city. It also suggests creating areas like roof-top gardens, plazas and rewilding watercourses to help connect the city to nature. How important is it that Hobart has more trees, gardens and public spaces?"

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5.1.7 Question 7

The seventh question asked about participants perspectives on the principle 'Resilience: An Efficient and Robust City'. When asked how important it is that the buildings in Hobart are *'designed to be resilient, efficient and adaptable*, approximately 91% (180 participants) answered 'important' or 'very important', while approximately 4% (7 participants) answered either 'not very important', or 'not important at all'. 5% (9 participants) answered neutral.
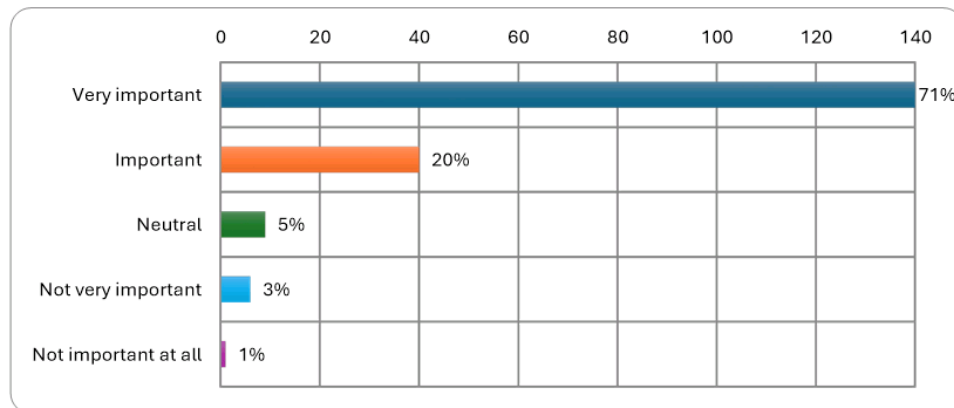
Figure 12. Respondents to Question 7: "The guidelines also suggest that we create buildings that are efficient, durable and adaptable to a changing climate and the users future needs. It suggests, among other matters, that buildings should be able to collect and store water and renewable energy, and stay warm in winter or cool in summer with minimal energy use. How important is it that Hobart's buildings are designed to be resilient, efficient and adaptable?"

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5.1.8 Question 8

The eighth question focused on one of the key foundational elements of the Hobart Design Guidelines, that being '*Milaythina (Country) centred urbanism*'. Participants were presented with a range of design guidance 'strategies' in the below question:

'In Hobart, everything we build or change happens on Country – the land, water and sky of the Muwinina people (Tasmanian Aboriginal people from the South East Nation). Country is more than just a physical place. It includes the stories, connections, and care that have existed here for thousands of years. This means using land wisely, reducing pollution, restoring waterways, and designing in ways that reflect Aboriginal knowledge and culture. What are the best ways this can be achieved?'

Select up to 3 from the strategies below.
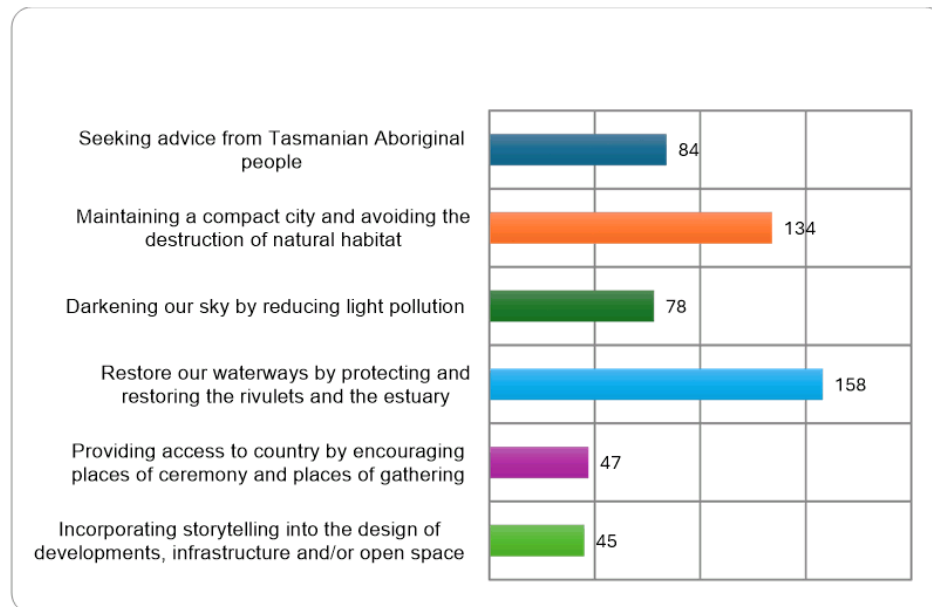
Figure 13: Respondents to Question 8.

The two most popular responses to this question were 'Restore our waterways by protecting and restoring the rivulets and the estuary' (27% of responses) and 'Maintaining a compact city and avoiding the destruction of natural habitat' (23% of responses). The least popular answers for this question was 'incorporating storytelling into the design of developments' (8% of responses) and 'providing access to country by encouraging places of ceremony and places of gathering' (9% of responses).

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5.1.9 Question 9

The ninth question asked "Do you support the ideas in the Hobart Design Guidelines?". A high majority of participants (71% of respondees) answered 'Yes', in support of the guidelines, whilst 9% of responses answered 'No' (approximately 16 responses). Approximately 20% of participants answered 'Unsure'.
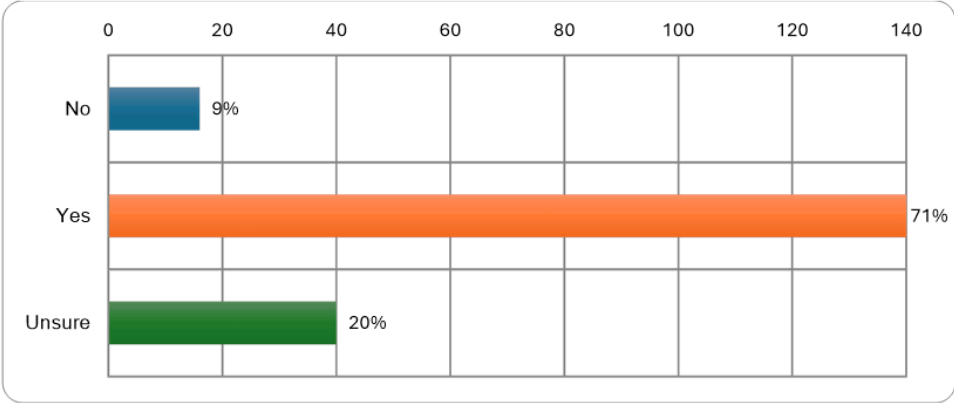
Figure 14: Respondents to Question 9.

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5.1.10 Question 10

The tenth question received 551 answers, and asked participants to nominate their top three principles. The most selected principle was 'Green: a green and tree-filled city' with plenty of quality public space (24%), followed closely by 'Movement: An accessible and connected city, walkable and bike-friendly' (approximately 20% of responses) and 'Form: A compact and cohesive city with plenty of workplaces and housing for everyone' (approximately 18% of responses). The least selected principles were 'Resilience: An efficient and robust city with durable and adaptable buildings' (approximately 9% of responses) and 'A city of country' (approximately 4% of responses).
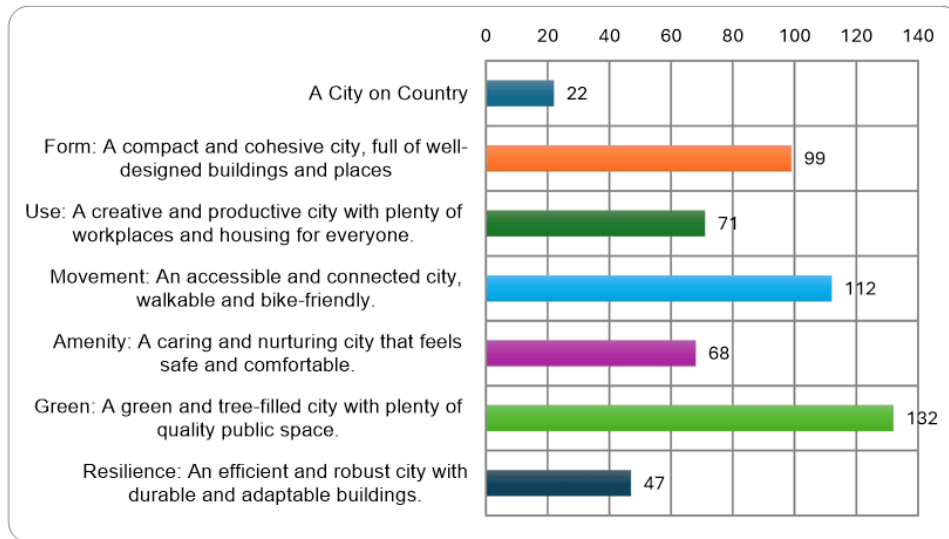
Figure 15. Respondents to Question 10, "Which principles in the Hobart Design Guidelines do you think are most important? (choose your top three?)

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5.1.11 Question 11

The eleventh optional question asked participants "*Is there anything missing from the Hobart Design Guidelines that you would like added? If there is, why do you think it is important for the future of Hobart?*" Out of 196 responses, 131 added a response to this question.

Some of these responses are captured below.

"Concerned about the lack of mention and engagement with property developers as key stake holders. Profitability of these sites will drive new supply of commercial and residential property - concerned that increasing the overall environmental, social, and aesthetic requirements of property development will continue to put cost pressures on…"

"I would like to see an aspirational timeline added suggesting when (ideally) key principles and aspects of the Design Guidelines could be introduced into legislation (LEP/LPS). The sooner our Planning System comes to terms with these progressive and laudable guidelines, the better our environmental, social and economic future will be, for all life…"

"Tree planting must take priority ,particularly larger tree species (long term much great canopy spread and effectiveness) . Road engineering must make tree retention and create more underground and overground space for these trees, so an engineering / design about face..."

"I think there needs to be a focus on affordable entertainment options in order to provide options for youth. Also building active street fronts to promote safety like what they have in Melbourne…"

"New buildings must adhere to a height, must not block views of Mt Wellington, cenotaph, mess around with TSO, views of our working harbour. Buildings must be attractive and fit in tune with our heritage buildings and Hobart as a unique city. Keep the dark sky. Encourage arts actively, encourage kindness to each other. Be safe, healthy and attractive."

"Housing, housing, housing. Not just social but multi story inner city apartments for city workers. Bring the people into the city to live and business/ restaurants/ culture will follow."

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5.1.11 Survey Mapping Tool

'Your favourite buildings, streets and open spaces'

Purpose: This online activity was designed to create a quick interactive way for participants to give feedback, without having to go through the longer survey. It provided the opportunity for online participants to identify their favourite locations in the city. A series of questions prompted them to identify the design elements influencing their experience of the space. Participants did not have to be registered to use this tool.

Participants were asked to tag places on the map, within the Hobart Local Government Area, that suited the below categories:

- Favourite buildings
- Favourite streets
- Favourite open spaces

Participants were asked follow up questions, including:

- What aspects do you find the most attractive, useful or functional?

Findings:

- **75 pins** across Hobart region.
- **14 participants**
- The **most popular area** for pins was the Salamanca area, followed by the Hobart CBD, the waterfront area, and Liverpool Street.

Figure 16: Interactive mapping tool from YourSay page, active from 6 May to 19 June.

- Some of the key places mentioned in responses:
  - → Central areas that prioritise pedestrian access and pleasant pedestrian experience are preferred (e.g. Paths around Salamanca waterfront)
  - → Smaller 'pocket parks' like the South Hobart Rivulet feature, as well as small courtyards, community gardens
- Some of the key aspects that users notes as attractive, useful or functional include:
  - → Wide footpaths with aesthetic features and intentional layout (urban greenery in particular), close to the river also.

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→ Buildings (old and new) that have a particular character, maintaining their heritage within the urban landscape

Some participants also took the opportunity to express concerns around greater development and housing affordability in Hobart. Some examples of responses:

- *"Renaturalisation of the beach and New Town Rivulet… will make them even better parks in the city"*
- *"[Sandy Bay is] one of the densest parts of Nipaluna/Hobart, it has a grid with old multi-storey cottages… and some commercial (where former tram lines went)..Being dense relatively, however, means it's still very low density, which is at the core of the city's housing affordability issues."*
- *"Mathers Lane, cute little laneways, great environment for small businesses, little courtyard works great especially during the market, one of not many spaces I will let my kid run free in the CBD…"*
- *"Salamanca is a great open space that prioritises pedestrian access over vehicles, which is a big step in the right direction for Hobart. Now we just need a better pedestrian connection to the city."*

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5.2 'Future Hobart' Forums

Purpose: During the engagement period there were two forums, a public forum and a professional forum, held at the Shambles Brewery and Brickworks respectively.

The public forum was open to the public and actively promoted on City of Hobart's website and social media channels.

The purpose of these forums was to give a broad overview of the guidelines in the context of Hobart as a future city, and the strategic context from which they've arisen.

Both forums presented a panel of industry leaders, including planners, architects, developers, and other professionals whose work and approach shapes the future of design in the city.

Figure 17 (From left to right): Neil Noye, Director Strategic and Regulatory Services, opening the first forum and a range of engagement materials on display

Figure 18 (From left to right): Speaker panel at the professional forum, attendees watching the presentation

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While the first forum was targeted to members of the community who had an interest in design, and wanted to learn more about the guidelines, the second forum was more targeted for designers, planners, developers, government and institutions.

At these forums, members of the project team facilitated a presentation on the guidelines as well as a Q&A.

Findings:

The 'Future Hobart' Forums were a fantastic opportunity for the project team to present the design guidelines publicly and with professionals, to see how they would be received, and what sort of questions would be asked of them. Attending the

At the public forum, the panel consisted of architects, business academics, a Palawa researcher, architect, urban developer and a Regional planner. There was lots of informal conversation after the event, in particular conversation around what makes a city friendly for young people. There was strong support for the principles and what the guidelines are trying to achieve.

In the professional forum, the panel consisted of representatives from the Planning Institute, the Australian Institute of Architecture, the Australian Institute of Landscape Architects, and the chair of the Urban Design Advisory Panel. There was discussion around the importance of including developers in the conversation, a desire to make the guidelines statutory tools, and how to overcome the constraints of the planning scheme to make a better designed city. There was a strong desire for a greener city expressed.

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5.3 'Future Hobart' City Walks

Purpose: The purpose of the City walks was to give the Hobart Design Guidelines a grounding in a practical, accessible experience. They were designed for anyone who had an interest in design and urban planning. They involved three walks, in three separate locations, running for approximately one hour. These locations were chosen for their unique design and aesthetic. The project team attended these walks, and using their expertise, shared insights around how the city could be designed to deliver buildings, streets and public spaces that reflect what makes Hobart special.

The three locations were:

- City Walk 1 – Midtown and surrounds: Thursday 12 June (12 participants)
- City Walk 2 – CBD edge and the Rivulet: Monday 16 June (6 participants)
- City Walk 3 – Salamanca and Sullivans Cove: Monday 16 June (12 participants)

Findings:

The City Walks were an exploratory, creative opportunity for participants to understand the Hobart Design Guidelines in practice. The Project Team led these walks, choosing unique locations as 'conversation starters'. The team would walk to different locations, and stop there, sharing knowledge, prompting reflection, and touching on the Hobart Design Guidelines as a platform to embed intentional design in the city.

Some of the key locations that attracted the most group conversation were:

→ The interstitial space between the Rox and Roxburgh House, talking about how contemporary architecture can respond to context.
→ Elizabeth St's Midtown, and its reinvention as a 'human scaled' destination.
→ The diversity of uses and connecting spaces at Mathers Place
→ The integrated active travel and engaging street design in Morrison Street together with iconic Brook St Pier

Figure 19 (From top to bottom): Participants in the city walks on Harrington Street, participants at the Rox building.

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5.4 Interactive activity

Figure 20: Interactive engagement activity reflecting the Hobart Design Guidelines (focused on the K&D site between Brisbane and Melville street.

Purpose: The purpose of this activity was to make the Hobart Design Guidelines into a practical example, to see how they could impact future development in Hobart. The project team created these materials, selecting two hypothetical locations that could be developed in the next ten years. At the conclusion of learning about the design guidelines in a workshop setting, participants were asked to go through this activity, and select the top five guidelines that they believed were the 'most important' for each site. There were some supplementary questions probing participants to reflect on why they chose specific principles.

31 participants engaged in this activity throughout the engagement period.

Findings:

The most popular design principle in this activity, across all workshops, was *'Use: A creative and productive city with plenty of housing for everyone'*. Other most selected principles in this activity included *'Green: A landscaped and tree filled city with plenty of*

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quality public space' and *'Form: A compact and cohesive city full of well-designed buildings and places'.*
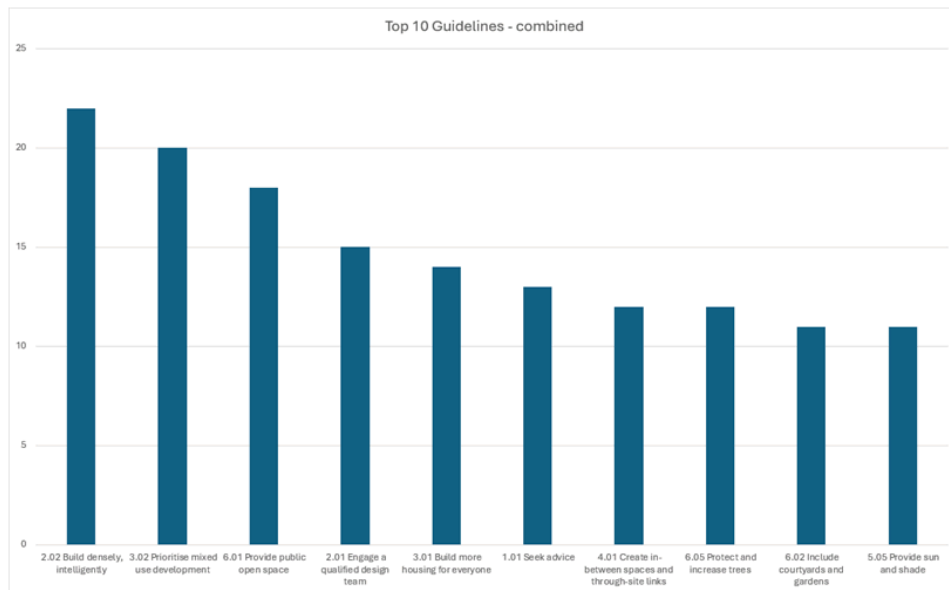
Figure 21: Most popular guidelines from the interactive activity.

The main themes that arose in response to the question "Why did you choose these [principles]?" were:

→ Balancing functional design with aesthetic design is important, considering public amenity.
→ Sustainability and future-proofing must be achieved together. Plan for long term-use and adaptability, maximise potential of larger sites, but also ensure they have high standards for the environment/ climate change adaptation.

Some of the key design considerations suggested by participants in this activity:

→ Preservation of Heritage buildings in the context of development
→ Keeping environmental efficiency top of mind (including climate change adaptation)
→ Designing for integration. with the surrounding neighbourhood and streetscape in mind
→ Balancing cost and benefits in projects to ensure economic viability

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Figure 22: Margaret Taylor from Mt Nelson Community Association speaking to the activity at the Council of Hobart Community Association Workshop in early June.

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5.5 Submissions

Throughout the engagement period, organisations and committees were invited to share submissions in regard to the Hobart Design Guidelines, what they achieve and how they could be improved.

The below sent through written submissions. Analysis of their submissions are included in the Summary of findings.

- **Homes Tasmania**
- **Council of Hobart Community Associations**
- **Streets People Love Hobart**
- **South Hobart Sustainable Community**
- **Australian Institute of Architects**
- **University of Tasmania (Human Geography and Planning)**
- **Niche Planning Studio**
- **Urban Design Advisory Panel**

Note: There were 2 general complaints that came through the Customer Service Centre, regarding the guidelines. All submissions were considered for the overall analysis in the summary of findings.

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5.6 Presentations

The following groups, committees and organisations were delivered an adapted summary of the Hobart Design Guidelines.

Date	Group
November and December 2024	Staff Workshops
8 April 2025	City Heritage Committee
15 April 2025	Place and Wellbeing Committee
29 April 2025	City Economy Committee
7 May 2025	Access and Advisory Committee
13 May 2025	City Transport Committee
21 May 2025	Future Hobart Public Forum
27 May 2025	Climate, Sustainability and Biodiversity Committee
2 June 2025	Council of Hobart Community Associations Workshop
4 June 2025	Future Hobart Professional Forum

The presentations featured some or all of the below:

- General overview of the context / story behind the design guidelines and how they have emerged
- Introduction of the draft Hobart Design Guidelines
- Interactive activity (See 5.4)
- Interactive 'mentimeter' to capture participants experience of urban design in Hobart, including the questions:
- *What examples in your neighbourhood demonstrate a 'well designed city'?*
- *What makes this particular place 'well designed'?*

- Discussion questions regarding the guidelines:

- *Where do you think the guidelines are successful?*
- *Where are the missing gaps in the guidelines?*
- *Do you have any clarification questions for the guidelines?*

Figure 22: Members of the Council of Hobart Community Association group participating in a mentimeter engagement

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→ **Key Findings:**

Each committee focused more on the principles that were relevant to their area of interest, and were able to give specific feedback on how the guidelines should address those areas.

There were various suggestions regarding how to make the design guidelines more accessible, and the response to the interactive activity was positive in this regard.

→ **Appreciation of good-design:**

When prompted to reflect on the elements that make a well-designed city, participants often referenced green space, as well as pedestrian friendly paths and spaces in urban areas that create inviting, welcoming neigbourhoods. Participants acknowledged the links between these design features and how they achieve accessibility, emphasizing the importance of urban design that puts people at the center.

→ **Gaps in the guidelines:**

Some participants questioned the legitimacy of 'guidelines' to be able to achieve anything substantial, having no statutory power or binding nature in the context of future development proposals.

Some contributors to the workshops suggested that the role of neighbourhood pollinators (bees, insects, butterflies, moths) could feature more in the principles, as their thriving is inextricably linked to the biological flourishing of our neighbourhoods.

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One participant in the Council of Hobart Community Associations workshop suggested that the guidelines could focus more on 'streets' and 'streetscapes' as central to bringing communities together, *"understanding the whole street…this needs to be reinstated as a way to bring everyone and everything together…"* (Participant, CHCA workshop).

→ **Opportunities for the guidelines:**

Some contributors to the workshops suggested that more visual indications (pictures, diagrams) of what the guidelines are trying to achieve would be helpful, making some of the more abstract concepts imaginable in the context of Hobart and the neighbourhoods that make it up.

Some participants referenced the medium-density infill guidelines that the State Government have recently completed, and questioned whether or not these would be equally applicable.

In the Council of Hobart Community Associations workshop, one participant suggested that the City of Hobart consider sharing the Hobart Design Guidelines with other Local Government Areas.

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5. Conclusion

5.1 Summary of findings

The below includes a non-exhaustive list of some key findings that emerged in the survey and broader engagement period. All of these findings indicate opportunities and areas of focus that the Hobart Design Guidelines can respond to:

Social license for 'good design'

71% of survey participants answered 'Yes' to the question **"Do you support the ideas in the Hobart Design Guidelines"**. The intent and overall format of the Guidelines received strong support from the professional forums and submissions. The submissions from broader community groups, as well as face-to-face engagements, garnered similar and recognition for the impact of good design.

Urban Greening

The most popular principle in the survey was principle number 6, '*A landscaped and tree filled city with plenty of quality public space*'. Participants throughout the engagement period continually referenced an appreciation for existing green urban spaces (eg. 'Pocket parks' like the Rivulet, Domain) in the city, and also acknowledged wanting more. Links between these urban green spaces and the broader health of the community was referenced. These findings reflect similar sentiments that emerged in the engagement period for the upcoming Urban Tree Strategy.

Streets for everyone

When speaking about good design, participants often prioritized design elements (footpath width, greenery, appropriate building height, proximity to active transport modes, access to parking) that make moving through public space (in whatever mode) more enjoyable, useful, safe and user-friendly for everyone- particularly vulnerable groups such as adults over 60, young people, and people with a disability. Participants referenced current spaces that are achieve this (eg. Salamanca area) as well as spaces that need to consider this more.

Climate Ready and Resilient Hobart

A high amount of participants, particularly in the submissions, resonated with the importance of incorporating climate change resilient impacts into city design. The results of Question 7 shows participants support for the 'Resilience' principle, and there was a further range of comments from submissions and survey contributions across all of the principles that spoke more broadly about features of a 'climate resilient city', from

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comments regarding electrification of vehicles (including public transport), to design features of climate resilient architecture (eg. Surface permeability, biodiversity corridors, transport links) and communities. These findings have strong links to the 'Climate Ready Hobart' strategy. (Priority 1.1, 5.2, 6, 6.1, 6.2 and 1.1)

Maintain character and 'liveability' as the city evolves

It was evident in the sentiment analysis of comments that community care about future built development in Hobart, and the impact it will have on the aesthetic and growth of the city, as well as the various communities within. Some people are conscious of how these changes are playing out in different neighbourhoods, and acknowledged that they want these changes to happen thoughtfully (eg. Prioritise medium-density), even if they are inevitable.

Non-statutory

Throughout the workshops and in the sentiment analysis of comments, there were questions around the 'legitimacy' and 'power' of the guidelines to affect change. There were also questions from the participants about the links between the guidelines and zoning and whether they can be incorporated more concretely into planning regulation (eg. Local provision schedule). Some participants expressed concern that developers only achieve 'bare minimum', and therefore would not engage with the guidelines. It was noted in some of the submissions that the Department of State Growth have released Medium Density Guidelines, and that the city should consider how to reference and or incorporate these.

Make the guidelines more practical and accessible

It was particularly evident in workshops and other face-to-face engagement that any opportunity to make the guidelines more practical should be considered- not only from an accessibility perspective, but to encourage their active use. Some suggestions were to increase the use of imagery and diagrams, plainer English language, and incorporate easy-to-use checklists.

Urban congestion

A high amount of participants indicated that a well-designed city is a city where people can move through and around freely, without congestion. For example, many participants in the sentiment analysis spoke about the difficulty of congestion when driving into and parking in Hobart at peak times. Similarly, participants referenced the lack of public transport options, as well as the unpredictability of the current bus timetable.

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5.2 Next Steps

Based on the comprehensive engagement project conducted by the City's Community Engagement Team, the following recommendations are proposed to ensure the community's feedback is effectively integrated.

1. **Debrief with the Community Engagement Team**: The Hobart Design Guidelines Community Engagement Team will meet with the project team and conduct a debrief, considering the engagement objectives.

3. **Complete draft 'Hobart Design Guidelines'**: The project team will finalise the draft Hobart Design Guidelines, considering the findings of this engagement report in the principles and how they might influence the actions and principles of the strategy.

5. **Guidelines presented to Council with engagement report:** The finalised guidelines will then be presented to Council for endorsement. At endorsement, implementation of the Hobart Design Guidelines will begin.

6. **Close the Loop:** The Community Engagement Team will contact those who participated in the engagement period, and share how their feedback was incorporated. An official launch of the Hobart Design Guidelines will occur. The Community Engagement Team will also conduct a broader reflection on the challenges and successes of this engagement project, to share more broadly within the organization.

City of Hobart

Policy

Title: City of Hobart Volunteer Awards Policy

Category:

Date Last Adopted:

1. Purpose

The purpose of this policy is to define the criteria and process for the determination and delivery of the annual City of Hobart Volunteer Awards.

2. Scope

This policy applies to all City of Hobart staff in the Community and Economic Development Network who have responsibility for volunteers within their programs, or who are involved in supporting City of Hobart volunteers and ultimately aims to support all volunteers registered with the City of Hobart.

This policy does not apply to the City of Hobart Bushcare program that operates its own recognition process for the annual Bushcare Golden Secateurs Award.

3. Award Category

The City of Hobart Volunteer Awards formally recognise and celebrate the valuable contribution of volunteers who are registered with the City of Hobart and who participate in and help to deliver the full range of activities, events, projects, programs, services and venues facilitated by the City. The Years of Service Award recognise volunteers for their ongoing commitment by acknowledging significant milestones for their years of volunteering.

3.1. Years of Service Award

Volunteers will be recognised for their ongoing commitment and dedication at the following service milestones:

- 5 Years of Service

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- 10 Years of Service
- 15 Years of Service

Legacy Awards

- 20 Years of Service
- 25 Years of Service

Program Coordinators are responsible for tracking volunteer service years.

Eligible volunteers will be identified and confirmed by each Program Coordinators prior to the annual awards.

4. Coordination and Timeframe

The Inclusive City Program Officer is responsible for coordinating the City of Hobart Volunteer Awards process, including:

- Liaising with all Program Coordinators to ensure timely submission of nominations for the Years of Service Awards.
- Managing the overall timeframe for nominations, selections, and preparations for the awards event.
- Organising the annual Volunteer Reception held in December to coincide with International Volunteer Day, including all administrative and logistical arrangements.

5. Annual Volunteer Recognition Event

The event will celebrate the achievements and contributions of all volunteers across all Community and Economic Development volunteer programs. Award recipients will be acknowledged at the annual Volunteer Reception.

Elected members invited to attend the volunteer reception.

6. Responsibilities

In addition to the Responsible Officer, noted in Section 9 of this Policy:

- **Inclusive City Program Officer:** Coordinates the awards process, manages timelines, supports Program Coordinators, and organises the Volunteer Reception.
- **Program Coordinators:** Track volunteer service, submit nominations, and ensure volunteers are informed about the awards process.
- **Business Support Team:** Provide support for the Annual Volunteer Reception, and support Volunteer Coordinators in the consistent implementation of this Policy.

7. Review

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This policy will be reviewed annually or as required to ensure it remains current and effective.

8. Legislation, Terminology and References

City of Hobart Volunteer Management System

Responsible Officer:	Director Community and Economic Development
Policy first adopted by the Council:	
History	
Amended by Council	Not applicable
Next Review Date:	
File Reference:	

City *of* **HOBART**

That Members note that a number of Tasmanian councils have taken action to foster inclusion and equal opportunities for LGBTIQA+ people, including establishing formal consultation mechanisms for consulting with the local LGBTIQA+ community, flying rainbow flags on days of significance to LGBTIQA+ communities, and developing local LGBTIQA+ action plans.

This includes Brighton, Burnie City, Clarence City, Derwent Valley, Glenorchy City, City of Hobart, Huon Valley, Kingsborough, City of Launceston, and Meander Valley.

This is because LGBTIQA+ people experience higher levels of discrimination, stigma, mental health risk, housing risk and other disadvantages over their life course, including at young ages as demonstrated by the University of Tasmania's *Telling Us The Story* [1]Report, the *Tasmanian Report*[2], La Trobe University's analysis of Tasmanian LGBTIQA+ [3]data from national surveys, and the current Inquiry into Discrimination and Bullying in Tasmanian Schools. [4]

LGAT has previously progressed work to support LGBTIQA+ communities. For example, on 5 June 2025, in conjunction with Equality Tasmania, it delivered the Pride and Progress Forum in Launceston. The forum highlighted the practical ways that councils can build inclusion with the LGBTQIA+ community at a local level. It brought together community members, local leaders, and advocates to share their voices, experiences, and insights on creating a more inclusive and supportive environment for everyone.

The City of Hobart has been a leader in this work and has for many years provided visible and practical support for LGBTIQA+ community members. Among many other actions this has included the implementation of the LBTIQA+ Commitment 2021-2023 and the establishment of the LGBTIQA+ Reference Group. Very clear feedback from the Hobart community and relevant services is that the leadership demonstrated by the Council has had a positive impact on the lives of LGBTIQA+ community members. The City of Hobart's work I this area was recognised with a Dorothies Award in 2023 for 'Excellence in LGBTIQA+ Inclusive Practice in Local Government - Pioneering Change category',

In order to progress this and the work that a number of other Tasmanian councils are undertaking in this area, the City of Hobart proposes that:

1.   All Tasmanian councils are strongly encouraged to consult with, and foster inclusion and equal opportunities for, LGBTIQA+ people.

2.   All Tasmanian councils, or groups of councils, consider establishing an LGBTIQA+ Reference Group to provide strategic advice and feedback specific to each municipality and consider developing action plans based on that advice and feedback.

3.   LGAT develop resources and provide workshops to support councils to connect with and act in support of their local LGBTIQA+ communities, including how to establish local LGBTIQA+ Reference Groups and develop action plans, and

4.   LGAT work with the State Government to increase the resources available for LGBTIQA+ inclusion at a local level, including sharing and adapting resources developed by state government agencies such as DPFEM, Health and Justice.

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[1] https://www.dpac.tas.gov.au/divisions/cpp/community-policy-and-engagement/lgbti_community/LGBTIQ-Tasmanians-Telling-Us-the-Story-Survey-Report-May-2022.pdf
[2] Tasmania Project identifies inequalities for LGBTIQ | University of Tasmania
[3]https://opal.latrobe.edu.au/articles/report/LGBTQA_Mental_Health_and_Suicidality_Tasmania_Briefing_Paper/26242028?file=54343202
[4] https://www.parliament.tas.gov.au/committees/house-of-assembly/standing-committees/government-administration-committee-a/inquiries/discrimination-and-bullying-in-tasmanian-schools

HEALTHY, ACTIVE TASMANIA 20-YEAR PREVENTIVE HEALTH STRATEGY 2026–2046

WIO

working it out

Tasmania's gender, sexuality and intersex
support, education & advocacy service

SUBMISSION MAY 2025

14 May 2025

Working It Out (WIO) has prepared this submission guided by the consultation questions identified within the *"Healthy, Active Tasmania, 20-year preventative health strategy 2026-2046 - Discussion Paper."*

As Tasmania's sole dedicated support, advocacy, and education service for the lesbian, gay, bisexual, transgender, intersex, queer, and asexual (LGBTIQA+) community, WIO is committed to fostering change through education grounded in lived experience. Our goal is to empower LGBTIQA+ Tasmanians to lead fulfilling lives.

WIO welcomes the inclusion of LGBTIQA+ populations within Focus Area 5 (p.38), and addressing the systemic issues of stigma and discrimination, data and research, health literacy, access to affordable health services of decent quality, educational attainment, employment and stable work, income and social protection, and the role of culture in health (p.38-42). This speaks directly to the benefits of fair civic participation and the consequences of exclusion for LGBTIQA+ Tasmanians across their life course.

Although LGBTIQA+ Tasmanians are acknowledged as a priority population facing systemic barriers to health and wellbeing, their inclusion in strategies often falls short of translating into concrete, actionable outcomes. This submission by WIO aims to offer a clear and practical blueprint for success. It brings together current evidence, highlights the lived experiences and priorities of LGBTIQA+ Tasmanians, and outlines key recommendations to ensure the strategy delivers meaningful and lasting change.

With Regards,

Andrew Badcock

Policy & Research Officer
Working It Out

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pg. 4
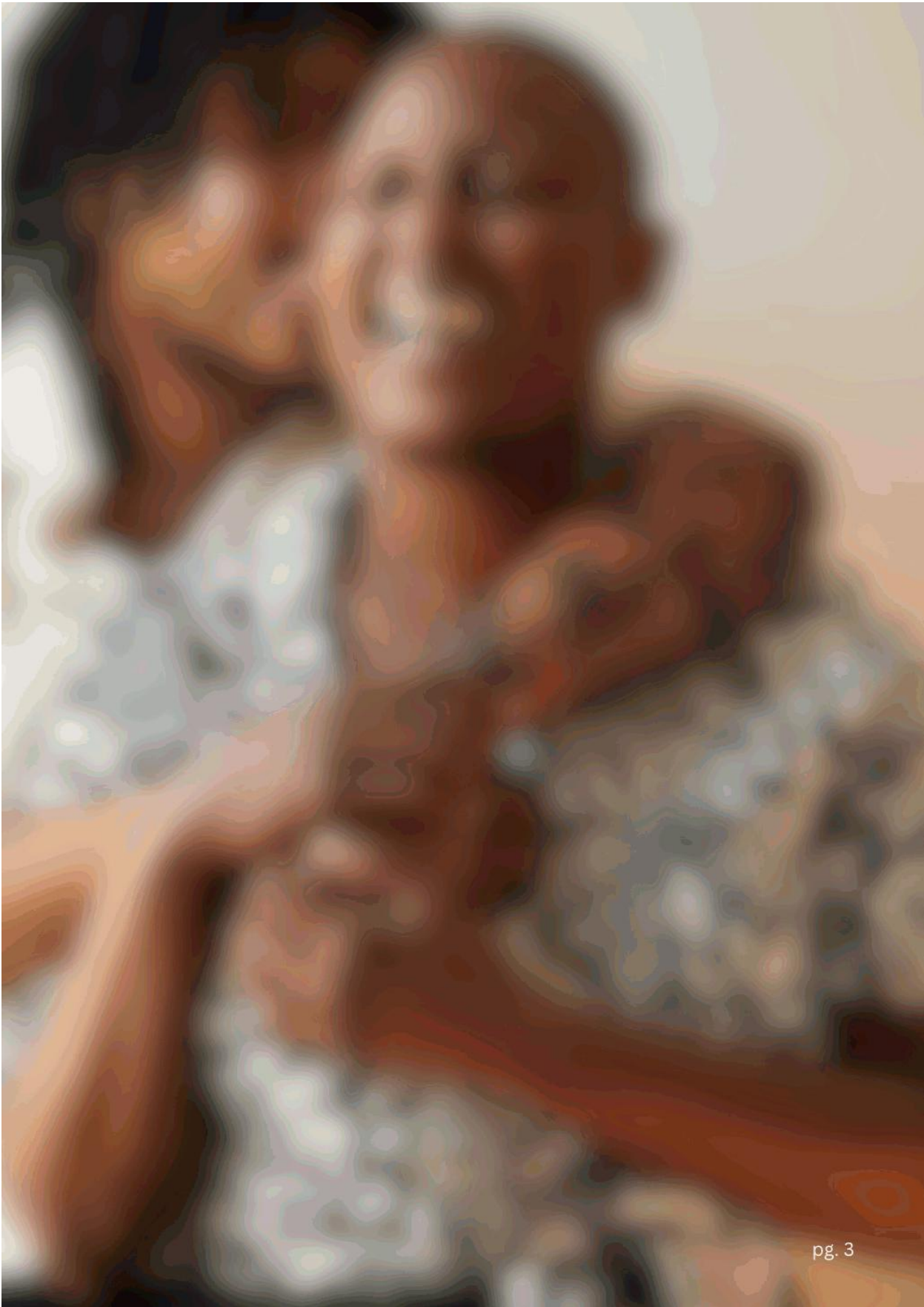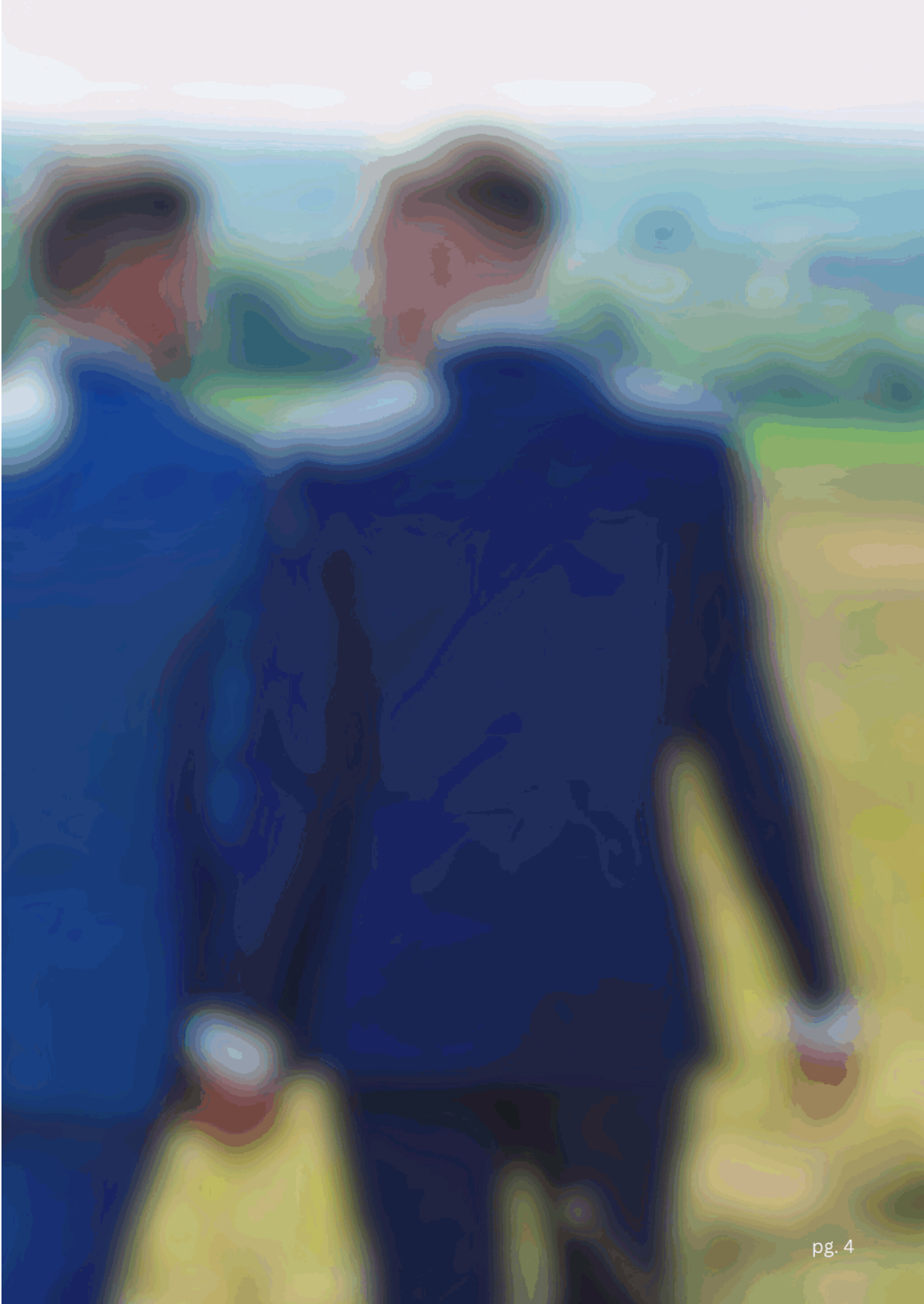
What We Know about LGBTIQA+ Tasmanians*

*Note: While this submission uses the inclusive term LGBTIQA+ to reflect the full diversity of sex characteristics, genders, and sexualities, some referenced research may use terms like LGBTQ due to the scope of their participant sample—for example, studies that did not include individuals with innate variations of sex characteristics (IVSC) or other populations under the broader LGBTIQA+ umbrella.

The common key drivers of poor health and wellbeing for LGBTIQA+ Tasmanians
(Hinton et al. 2024; Dwyer et al. 2021; Grant & Pisanu, 2021):
- Ongoing discrimination, marginalisation and stigma from the broader community.
- Experiences of social isolation, due to rejection from family and friends, or a lack of community support.
- Lack of inclusive healthcare, including poor professional knowledge and training, and active discrimination.
- Higher rates of unemployment, lower-income, and homelessness contributing to lifelong economic disadvantages
- Fear of discrimination and past negative experiences which can deter LGBTIQA+ individuals from accessing necessary health and support services
- Unacceptably high rates of mental health issues, including depression, anxiety, and suicidality; connected to abuse, rejection, and lack of support.

Identified preventative and protective factors for better mental health outcomes
(Hinton et al., 2024):
- Sexual/gender identity disclosure and acceptance
- Interpersonal connections and relationships (incl. family, friends, LGBTIQA+ community spaces)
- Supportive school environment
- Existing relationship with a medical provider

Factors that contribute to worse mental health and suicide-related outcomes for LGBTIQA+ Australians (LHA, 2021):
- Individual discrimination
- Structural discrimination
- Intersecting discrimination, including racism
- Minority stress
- Intergenerational trauma
- Involuntary medical intervention (particularly for IVSC populations)
- Lack of gender affirmation
- Pathologisation

- Social isolation
- Sexual, domestic and family violence
- Clinical mental health conditions
- Lack of access to inclusive services
- Homelessness, poverty, unemployment and disrupted education

Factors that improve mental health and suicide-related outcomes for LGBTIQA+ Australians (LHA, 2021):
- Healthy self-esteem
- A sense of purpose
- Feeling included and safe in one's family and in all communities
- Positive relationships, including relationships with family, friends and intimate partners
- Community connectedness, including connectedness to LGBTIQ+ communities and culturally diverse communities
- Self-determination and human rights
- The right to practice culture and apply cultural protocols
- Gender affirmation and gender affirming healthcare.

Factors that influence the health and wellbeing of LGBTIQA+ people
(Australian Government, 2024):
- Positive general socio-economic, cultural and environmental conditions
- Positive living and working conditions
- Positive social and community networks
- Positive individual lifestyle factors

Snapshot of LGBTIQA+ Tasmanian Experiences

The following statistics are informed by the *LGBTQA+ Mental Health and Suicidality: Tasmania (TAS) Briefing Paper* (Hinton et al., 2024):

High levels of mental ill-health and suicidality
- Both LGBTQA+ adults and young people in Tasmania face significant mental health challenges. For instance, nearly 80% of LGBTQA+ adults and almost 89% of young people have experienced suicidal thoughts at some point in their lives. This is starkly higher compared to just 3.3% in the general Australian community.

Recent struggles
- Almost half of LGBTQA+ adults (48.1%) and over 63% of young people have had recent suicidal ideation. Additionally, 36.7% of adults and 32.7% of young people have attempted suicide at least once in their lifetime.

Self-harm
- A staggering 73.7% of LGBTQA+ young people have self-harmed at some point, highlighting the urgent need for supportive interventions.

Experiences of abuse
- Verbal abuse is alarmingly common, with 38.1% of LGBTQA+ adults reporting such incidents in the past year. While fewer reported recent sexual assault (14.5%) and physical violence (7.2%), these figures are likely underreported due to stigma.

Unfair treatment
- Most participants have faced unfair treatment targeting their sexual orientation (57.6%) or gender identity (85.7%), often from those closest to them. Nearly half (44.4%) perceived family members as the source of abuse, and 56.5% experienced abuse from intimate partners due to their LGBTQA+ identity.

Homelessness
- One in four LGBTQA+ adults (25.9%) have experienced homelessness at some point. This issue is even more pronounced among trans and gender diverse individuals and those with disabilities.

Impact of disclosure
- Coming out to peers, parents, and teachers can significantly affect the support received. Positive support can reduce mental health issues and the likelihood of suicide-related outcomes, especially for young people.

Discrimination, Complaints Handling, and Reporting

The following statistics are informed by data sourced from the Tasmanian Office of the Anti-Discrimination Commission. It reported the following between 2017-2024:

Complaints handling allegations of discrimination by attribute:
- 65 complaints regarding sexual orientation
- 52 complaints regarding gender identity
- 18 complaints regarding intersex variations of sex characteristics

Complaints handling allegations of offensive conduct by attribute:
- 67 complaints regarding sexual orientation
- 58 complaints regarding gender identity
- 19 complaints regarding intersex variations of sex characteristics

Complaints handling allegations of incitement by attribute:
- 47 complaints regarding sexual orientation
- 36 complaints regarding gender identity
- 9 complaints regarding intersex variations of sex characteristics

Key Priorities from LGBTIQA+ Tasmanians

In 2021, the Tasmanian Government undertook the state's largest survey of LGBTIQ+ people, with 825 participants sharing their experiences and needs (Dwyer et al., 2021). The findings offer a direct insight into what supports a healthy, active life for LGBTIQA+ Tasmanians and how preventable health issues can be addressed. The key priorities identified through this community-led research are outlined below:

Safe, Inclusive, and Affirming Mental and General Healthcare
- Access to culturally safe, trauma-informed, and LGBTIQ+ competent care.
- Expansion of LGBTIQ+ community-controlled mental health services, especially in rural and regional areas.
- Gender-affirming care and IVSC-affirming practices must be accessible, affordable, and human rights-based.

Mental Health and Suicide Prevention
- Urgent investment in LGBTIQ+ inclusive mental health services.
- Address long wait times, affordability, and lack of LGBTIQ+ trained professionals.

Education and Youth Safety
- Comprehensive and inclusive sexuality, gender, and IVSC education in schools.
- Stronger protections and support for LGBTIQ+ students and staff.
- More school inclusion officers and mental health support/resources for LGBTIQA+ youth.

Workplace and Community Safety
- Stronger anti-discrimination protections and enforcement.
- Inclusive workplace training and visible LGBTIQ+ leadership.
- Improve police behaviour towards LGBTIQ+ Tasmanians to reduce reported negative experiences.
- Address hate speech, conversion practices, and public safety concerns.

Equity in Rural and Regional Tasmania
- Targeted support for isolated LGBTIQ+ people in rural areas.
- Mobile and telehealth services, local peer networks, and safe spaces.

Healthy Ageing and Housing
- LGBTIQA+ inclusive aged care and housing options.
- Address homelessness risk among LGBTIQ+ people.

Data, Representation, and Accountability
- Standardised inclusion, collection, and dissemination of data relating to sex, gender, variations of sex characteristics and sexual orientation.
- LGBTIQ+ people involved in co-design, governance, and evaluation of health strategies.

Existing LGBTIQA+ Specific Tools to Inform Enabling Activities:

National Action Plan for the Health and Wellbeing of LGBTIQA+ People 2025-2035's five focus areas for action:
1. Build system wide leadership and cultural change.
2. Strengthen preventive health, protective factors and build health literacy.
3. Enhance accessibility, availability and safety of healthcare services.
4. Ensure workforce capability and capacity across both mainstream and LGBTIQA+ led services.
5. Improve research, data and evaluation.

Tasmanian strategies:
- DPAC's Tasmanian LGBTIQA+ Strategy 2025-2030 (to be finalised/released)
- Department of Health's LGBTIQA+ Action Plan 2024-2027
- Department of Police, Fire and Emergency Management's LGBTIQA+ Action Plan 2023-2026
- Department for Education, Children and Young People's Priority Work Plan 2025-2027
- Department of Justice's LGBTIQ+ Action Plan 2021-2024 (new action plan under development)

National strategies:
- National Action Plan for the Health and Wellbeing of LGBTIQA+ People 2025-2035
- National LGBTIQ+ Mental Health and Suicide Prevention Strategy 2021-2026

Advisory & advocacy bodies:
- Working It Out (**workingitout.org.au**)
- Equality Tasmania (**equalitytasmania.org.au**)
- InterAction for Health and Human Rights (**interaction.org.au**)
- LGBTIQ+ Health Australia (**lgbtiqhealth.org.au**)
- Forcibly Displaced People's Network (**fdpn.org.au**)

Recommendations for including in the 20-year Preventative Health Strategy 2026-2046

1. Embed LGBTIQA+ health equity in all preventive health planning and funding.
2. Co-design with LGBTIQA+ Tasmanians, especially those with intersecting identities
3. Secure system wide leadership and cultural change support.
4. Ensure that innate variations of sex characteristics (IVSC), gender identity, and sexual orientation are all included with distinguishable actions in all policy frameworks, recognising each domain's unique health needs and rights.
5. Recognise and address the specific needs of people with IVSC by including them as an identified population within *Focus Area 4 – Strengthen Prevention Across the Life Course*. Emphasise the importance of early intervention and psychosocial support, drawing on evidence such as the Better Lives project to inform best practices.
6. Ensure long-term, sustainable investment in LGBTIQA+ health infrastructure.
7. Monitor and report on progress with clear accountability mechanisms.

Example Strategy Activities (identified by IVSC advocates)

Focus area 4 - Strengthen prevention across the life course
- Psychosocial supports to educate the general population in non-pathologizing language about IVSC and the cohort to understand there are different pathways other than medical.
- Educate early childhood families about IVSC and non-biomedical pathways for better health outcomes.
- Including folks with IVSC that have breast tissue in cancer screening.
- Reduce IVF companies seeing IVSC as non-viable in their screening procedures.

Focus area 5 - Take a health equity approach
- Creating policy procedure and protocol that reduces human rights abuses/ discrimination and stigma in the IVSC population.
- Creating curriculum foci on IVSC so this population see themselves in educational settings which will reduce early disengagement and increase educational attainment.

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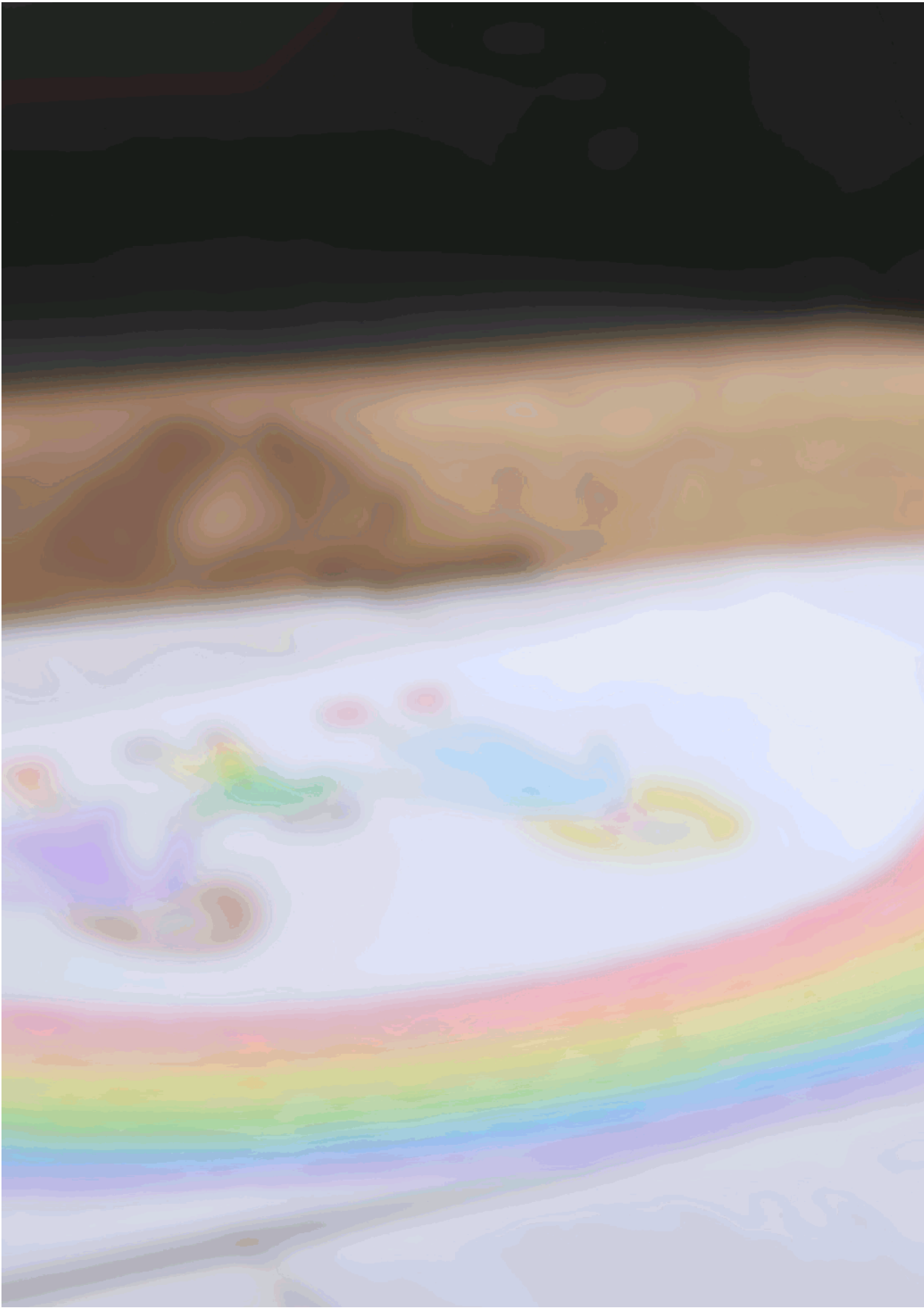
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LGBTQA+ MENTAL HEALTH AND SUICIDALITY

TASMANIA BRIEFING PAPER

LA TROBE UNIVERSITY | Australian Research Centre in Sex, Health and Society

LGBTIQ+ HEALTH AUSTRALIA

MindOut

EXECUTIVE SUMMARY

Levels of mental ill-health and suicidality are very high among both LGBTQA+ adults and young people in Tasmania.

Lifetime suicidal ideation was prevalent for 79.0% of LGBTQA+ adults and 88.8% of LGBTQA+ young people, with 48.1% of adults and 63.1% of young people reporting recent suicidal ideation.

36.7% of LGBTQA+ adults and 32.7% of LGBTQA+ young people have attempted suicide at least once in their lifetime, and 8.2% of adults and 11.6% of young people have reported a recent suicide attempt.

Poorer mental health or social well-being indicators were noted among trans and gender diverse individuals, those from multicultural backgrounds, and individuals with a disability.

A large proportion of LGBTQA+ young people (73.7%) had self-harmed at some point in their lives.

COMPARISONS BETWEEN TAS AND OTHER STATES AND TERRITORIES

Across all outcomes assessed within this report, adult LGBTQA+ populations in TAS **reported similar rates of mental health concerns** (e.g., psychological distress), suicidality, healthcare service access, and levels of community connectedness as their counterparts in all other jurisdictions.

LGBTQA+ adolescents and young people in TAS had similar mental health concerns as their counterparts in all other states and territories. In contrast to LGBTQA+ adults however, y**oung LGBTQA+ people from TAS were more likely to have ever experienced suicidal ideation or self-harm in their lifetimes compared with LGBTQA+ young people from other jurisdictions.**

Risk factors for mental ill-health or suicidality included having experienced verbal, physical, or sexual harassment, as well as having experienced domestic violence or homelessness.

Protective factors against mental ill-health and suicidality included acceptance from friends and family, affirming school environments, and connection to LGBTQA+ communities.

Both findings provide strong support for TAS's strategy of expanding service accessibility and inclusion for populations of special interest.

I. INTRODUCTION

Suicidality and mental ill-health are serious concerns that impact all parts of the population in Australia, although some are disproportionately affected. LGBTQA+ people are recognised in numerous Commonwealth, State and Territory mental health and suicide prevention strategies or action plans.

However, LGBTQA+ people continue to face barriers to accessing affirming healthcare and, to-date, limited comprehensive data exists on the mental health and healthcare experiences of LGBTQA+ people. This briefing paper outlines findings from three major surveys of LGBTQA+ people and aims to:

1. Highlight the extent and nature of mental ill-health and suicidality among LGBTQA+ young people and adults in Tasmania (TAS).

2. Explore the factors that can put people at greater risk of suicide or mental ill-health, as well as those that reduce their risk of suicide.

3. Examine mental health service engagement and preferences among LGBTQA+ people in TAS.

4. Draw comparisons between experience of LGBTQA+ people in TAS compared to other jurisdictions in Australia, and where possible, comparisons between LGBTQA+ people in TAS to the general population using the latest data from the Australian Bureau of Statistics (ABS; 2022-2022).

1.1 SURVEYS AND DATA COLLECTION

This briefing paper draws on data from three surveys of LGBTQA+ people in Australia, summarised in the table below.

Survey	Age range	Year of data collection	National sample	TAS sample
Private Lives 3	Adults aged 18+	2019	6,481	185
Writing Themselves In 4	Young people aged 14–21	2019	6,418	226
Pride and Pandemic	Adults aged 18+	2020	3,135	83

Each survey included a range of questions related to mental health outcomes, experiences of suicidal ideation or suicide attempt as well as experiences accessing professional mental health support, or preferences for how/where such support is provided in the future.

Questions about the broader life circumstances and experiences of LGBTQA+ people, such as their demographic characteristics, their prior experiences of LGBTQA+-related stigma, discrimination, and abuse, and positive and identity-affirming factors in their lives were also asked.

The samples were each diverse in terms of ethnicity, area of residence, and disability, as reflected in Table 1. We were able to use all these data to help address the aims outlined above.

Given that the sample sizes for *Private Lives 3* (**PL3**) and *Writing Themselves In 4* (**WTI4**) are considerably larger, we prioritise reporting data from these surveys. However, where there is additional nuance and understanding that can be derived, findings from *Pride and Pandemic* (**P&P**) are also reported.

1.2 UNDERSTANDING AND INTERPRETING THIS REPORT

Whilst this report provides a comprehensive overview pertaining to the above aims, it cannot capture the full breadth of the lived experiences of LGBTQA+ adults and young people. For instance, smaller sample sizes among some populations makes comparative analyses limited. Similarly, the intersectional experiences of Aboriginal and Torres Strait Islander LGBTQA+ participants are documented in their own, separate report (please see here for more information). Below are some other considerations to keep in mind when reading and interpreting this report:

- **LGBTQA+ acronym:** Within this report we use the term LGBTQA+ to refer to people who identify as lesbian, gay, bisexual, trans, queer, and/or asexual. The '+' reflects our engagement with others who identify as same or multigender attracted or gender diverse but who use a wide range of different identity terms.

- **Statistics within the report:** Throughout this report you will also find certain statistics to help highlight the strengths and importance of the findings. Most of these are presented in tables, but some are also reported next to each noted finding:

  - 'N' represents the number of responses and % represents the percentage of these responses in relation to those who provided an answer to that specific question (note: most survey items were not mandatory and could be skipped over by participants if they were not comfortable to answer, while some questions were only presented to participants if they had answered affirmatively to previous questions, hence some variables pertain smaller sample sizes).

  - You will also see statistics labelled as 'OR' ('odds ratio') which represent the relative strength of findings from logistic regression analyses, which were conducted to measure factors that may be associated with mental health or suicidality outcomes. The ORs can be interpreted as a stronger increase in the likelihood of that finding when the OR is greater than 1, and a stronger decrease in the likelihood of that finding when the OR is less than 1. We present the ORs alongside their 'confidence intervals' ('CIs'), which represent the degree of confidence in the reported OR.

2. DEMOGRAPHIC CHARACTERISTICS

The demographic characteristics of TAS participants for each survey is summarised in the table below.

Table 1. Demographic characteristics of TAS participants

	PL3 (N=185)		WTI4 (N=226)		P&P (N=83)	
	N	%	N	%	N	%
Sexual orientation						
Lesbian	35	19.1	25	11.1	22	28.6
Gay	40	21.9	30	13.3	22	28.6
Bisexual	49	26.8	75	33.3	15	19.5
Pansexual	17	9.3	37	16.4	9	11.7
Queer	21	11.5	15	6.7	5	6.5
Asexual	8	4.4	10	4.4	4	5.2
Something else	13	7.1	33	14.7	0	0.0
Gender identity						
Cisgender man	53	28.8	38	17.3	26	34.2
Cisgender woman	71	38.6	124	56.4	29	38.2
Trans man	11	6.0	10	4.5	3	3.9
Trans woman	13	7.1	4	1.8	3	3.9
Non-binary	36	19.6	44	20.0	15	19.7
Race/ethnicity						
Anglo-celtic	147	91.3	87	41.4	51	65.4
Multicultural	14	8.7	123	58.6	27	34.6
Mental health diagnosis (lifetime)						
Yes	136	77.3	132	60.8	56	69.1
No	40	22.7	85	39.2	25	30.9
Disability						
Yes	96	53.6	81	40.5	34	43.0
No	83	46.4	119	59.5	45	57.0

OTHER VALUABLE DATA SOURCES

Whilst this report only aimed to document findings from **PL3**, **WTI4**, and **P&P**, as their sample sizes provided us the ability to run state and territory specific analyses, it is also worth mentioning some other notable data sources on LGBTQA+ health and well-being in Australia. See below for a brief overview of these data reports indicating some comparable statistics to the ones reported in the current report:

National Study of Mental Health and Wellbeing, 2020-2022 (LGBTQA+ data):

- 47.8% of LGB+ cisgender adults, 79.6% of non-binary adults, and 28.5% of trans adults reported having suicidal ideation at least once in their lifetime

- 74.5% of LGB+ cisgender adults, 85.2% of non-binary adults, and 43.9% of trans adults reported a lifetime mental illness

- 46.8% of LGB+ cisgender adults, 70.4% of non-binary adults, and 28.7% of trans adults accessed a mental health professional support service in the previous 12 months

Trans in the Pandemic (TRANSform), 2020:

- 1,019 trans community members from Australia sampled

- 49% of the sample reported experiencing recent suicidal ideation

- 61% reported having clinically significant levels of depression recently

- 38% had accessed or sought support from professional mental health support services

Trans Pathways, 2016-2017:

- 859 trans and gender diverse young people from Australia sampled

- 48.1% of trans and gender diverse young people reported having ever attempted suicide

- 74.6% reported having been diagnosed with depression

- 60.1% reported that they felt isolated from mental health support services

For more in-depth information on relevant data of LGBTQA+ people in Australia, please see the 2024 *Rainbow Realities* report.

3. MENTAL ILL-HEALTH AND SUICIDALITY AMONG LGBTQA+ PEOPLE IN TAS

The vast majority of LGBTQA+ adults from PL3 (77.3%) and LGBTQA+ young people from WTI4 (60.8%) reported a lifetime mental health diagnosis.

Participants across all surveys were also asked if they had ever experienced suicidal ideations (thoughts, feelings, ideas, desires) or attempted suicide. They were also asked about whether they had recently (in the last 12 months) experienced either. Those who felt uncomfortable answering these questions were given the option to skip these questions.

THE BROADER CONTEXT

Among general community members residing in TAS (aged 16–85 years),

52.9%

report having a lifetime mental illness (ABS, 2022-2022).
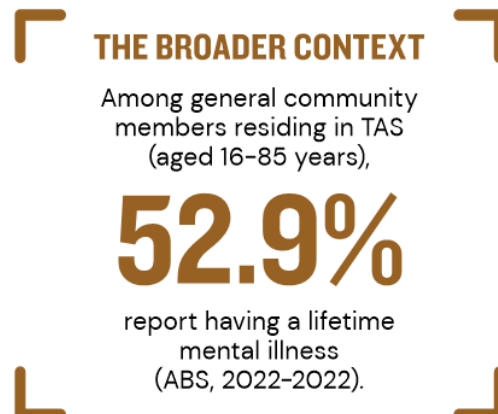
Table 2. Mental health outcomes among TAS participants

	PL3 (N=185)		WTI4 (N=226)		P&P (N=83)	
	N	%	N	%	N	%
Psychological distress (K10)						
Low	34	18.9	10	4.4	20	24.1
Moderate	34	18.9	28	12.4	20	24.1
High	47	26.1	70	31.1	19	22.9
Very high	65	36.1	117	52.0	24	28.9
Generalised anxiety (GAD-7)						
Mild	N/A		56	25.1	N/A	
Moderate			55	24.7		
Moderately Severe			61	27.4		
Severe			51	22.9		
Lifetime suicidal ideation						
Yes	143	79.0	190	88.8	57	78.1
No	38	21.0	24	11.2	16	21.9
Recent (<12 months) suicidal ideation						
Yes	87	48.1	135	63.1	38	52.8
No	94	51.9	79	36.9	34	47.2
Lifetime suicide attempt						
Yes	54	36.7	65	32.7	17	23.3
No	93	63.3	134	67.3	56	76.7
Recent (<12 months) suicide attempt						
Yes	12	8.2	23	11.6	7	9.7
No	135	91.8	176	88.4	65	90.3
Lifetime self-harm ideation						
Yes	N/A		191	89.7	N/A	
No			22	10.3		
Recent (<12 months) self-harm ideation						
Yes	N/A		144	67.6	N/A	
No			69	32.4		

Table 2. Mental health outcomes among TAS participants

	PL3 (N=185)		WTI4 (N=226)		P&P (N=83)	
	N	%	N	%	N	%
Lifetime self-harm						
Yes	N/A		154	73.7	35	47.3
No			55	26.3	39	52.7
Recent (<12 months) self-harm						
Yes	N/A		99	47.4	17	23.0
No			110	52.6	57	77.0

3.1 SUICIDAL IDEATION

For many LGBTQA+ TAS residents, suicidal ideations seem to be a recurrent or even ongoing experience. For LGBTQA+ adults in TAS (**PL3**), the vast majority (79.0%) reported ever experiencing suicidal ideation within their lifetime, with just under half (48.1%) reporting recent suicidal ideation. Similarly high proportions of LGBTQA+ young people from TAS (**WTI4**) reported lifetime (88.8%) suicidal ideation. However, the rate of recent suicidal ideation was much higher for LGBTQA+ young people in TAS compared with LGBTQA+ adults, with an observed rate of 63.1% for **WTI4** participants.

THE BROADER CONTEXT

Among general community members in Australia (aged 16–85 years),

3.3%

report having recent suicidal ideation (ABS, 2022-2022).

LIFETIME SUICIDAL IDEATION

PL3
79.0%

WTI4
88.8%

The vast majority of LGBTQA+ adults and young people from TAS reported lifetime experiences of suicidal ideation.

- Rates of suicidal ideation among multicultural LGBTQA+ adults from **PL3** seemed comparable to those with solely Anglo-Celtic ancestry. Similarly, no differences were observed between LGBTQA+ young people from multicultural backgrounds and those with Anglo-Celtic backgrounds (**WTI4**) on lifetime or recent suicidal ideation.

- **PL3** participants with a disability were more likely to report recent (OR=3.45, CI=1.84-6.46) suicidal ideation than LGBTQA+ adults without disabilities. Lifetime suicidal ideation experiences were similar among LGBTQA+ adults with and without a disability. This finding was also mirrored among LGBTQA+ young people from **WTI4** such that young LGBTQA+ people with a disability were more likely than those without to have experienced suicidal ideation recently (OR=2.39, CI=1.28-4.46), but no differences were observed for lifetime suicidal ideation.

- Trans and gender diverse **PL3** participants were more likely to report both recent (OR=3.71, CI=1.91-7.22) and lifetime (OR=5.37, CI=1.81-15.98) suicidal ideation than cisgender participants. Similarly, trans and gender diverse young people from **WTI4** were more likely than their cisgender counterparts to report recent (OR=2.54, CI=1.26-5.10), but not lifetime, suicidal ideation.

3.2 SUICIDE ATTEMPTS

Attempts to take one's own life are of serious concern. These were elevated among both LGBTQA+ adults and LGBTQA+ young people in TAS.

- Over one-third (36.7%) of **PL3** participants in TAS stated that they had ever attempted suicide, with a smaller proportion of LGBTQA+ adults in TAS (8.2%) reporting a recent suicide attempt.

- Similarly, 32.7% of **WTI4** participants in TAS reported having ever attempted suicide, with a smaller minority (11.6%) reporting that they had recently (<12 months) attempted suicide.

- Both **PL3** participants from multicultural backgrounds and those from Anglo-Celtic backgrounds were equally likely to report suicide attempts either recently or in their lifetime. Similarly for **WTI4** participants, no differences were observed between young multicultural LGBTQA+ people and young Anglo-Celtic LGBTQA+ people on reported rates of suicide attempts either in their lifetime or recently.

THE BROADER CONTEXT

Among general community members in Australia (aged 16-85 years),

0.3%

report having recently attempted suicide (ABS, 2022-2022).

LIFETIME SUICIDE ATTEMPTS

PL3 **36.7%**

WTI4 **32.7%**

Over one-third of LGBTQA+ adults and nearly one-third of LGBTQA+ young people from TAS have attempted suicide in their lifetime.

- LGBTQA+ adults with a disability from **PL3** were more likely to have attempted suicide in their lifetime (OR=3.02, CI=1.44-6.34) compared with LGBTQA+ adults without a disability. No differences on rates of recent suicide attempts were observed between LGBTQA+ adults with or without a disability in TAS. Similarly, LGBTQA+ young people with a disability (**WTI4**) were more likely than those without a disability to have attempted suicide either in their lifetime (OR=2.87, CI=1.49-5.52) or recently (OR=2.60, CI=1.03-6.56).

- Similarly to the pattern of findings for those with a disability, trans and gender diverse adults from **PL3** were more likely than cisgender participants to have attempted suicide in their lifetime (OR=2.13, CI=1.05-4.32). No differences on rates of recent suicide attempts were observed between trans and gender diverse adults compared with cisgender adults in TAS. Similar patterns of findings were observed for trans and gender diverse young people from **WTI4**. Compared with young cisgender participants, young trans and gender diverse participants were more likely to have attempted suicide both in their lifetime (OR=2.84, CI=1.47-5.49) and recently (OR=4.40, CI=1.79-10.81).

3.3 SELF-HARM

Self-harming behaviours are strongly linked to suicidal ideation and suicide-related behaviours, and are even thought to be a prelude to suicide attempts (Duarte et al., 2020). Adolescents' who engage in a diversity of methods of self-harm often engage in a similarly diverse range of suicide-related behaviours (Duarte et al., 2020). Apart from predicting suicide risk, self-harm can also sometimes result in accidental death (Hawton et al., 2020).

Data about self-harm were captured in both **WTI4** and **P&P** surveys.

Key findings:

- Nearly three-quarters of **WTI4** participants (73.7%) reported having engaged in self-harm at some point in their lives, and nearly half (47.4%) of LGBTQA+ young people reported recently engaging in self-harm (i.e. in the last 12 months).

THE BROADER CONTEXT

Among general community members of young people in Australia (aged 16–24 years),

6.0%

report having recently self-harmed
(ABS, 2022-2022).

- There were high rates of self-harm ideation among **WTI4** participants, with 89.7% stating that they had ever thought about harming themselves, and 67.6% reporting that they had recently had these thoughts.

- Trans and gender diverse (compared with cisgender) participants from **WTI4** (OR=3.29, CI=1.39-7.81), as well as LGBTQA+ young people with a disability (compared to those without) (OR=4.29, CI=1.99-9.27), were more likely to report lifetime experiences of self-harm. No differences in the rate of lifetime self-harm were observed when comparing multicultural and Anglo-Celtic participants from **WTI4**.

Suicidality insights from P&P:

Comparable rates of suicidality concerns between LGBTQA+ adults in **PL3** and LGBTQA+ adults during the Covid-19 pandemic (**P&P**) were observed. Specifically, most **P&P** participants (78.1%) reported having suicidal ideation in their lifetimes, and 52.8% reported suicidal ideation within the pandemic. Similarly to **PL3** participants, around one-quarter (23.3%) of LGBTQA+ adults from **P&P** reported having ever attempted suicide in their lifetime, with 9.7% reporting a recent suicidal attempt occurring during the pandemic.

LIFETIME ENGAGMENT WITH SELF-HARM

WTI4

73.7%

RECENT ENGAGMENT WITH SELF-HARM

WTI4

47.4%

High proportions of LGBTQA+ young people from TAS reported engaging in self-harm either recently or in their lifetime.

3.4 PSYCHOLOGICAL DISTRESS

Psychological distress refers to a state of emotional anguish that leads to difficulties in coping with everyday life. For LGBTQA+ people, common causes of increased psychological distress stem from the stigma and discrimination experienced within their environments. Both consistently and even transiently high levels of non-specific psychological distress are strongly linked to suicide risk (Rainbow, 2021). Psychological distress was measured using the K-10 instrument, which groups scores into 4 categories: Low, Moderate, High, and Very High. Past research indicates that High and Very High levels of psychological distress are clinically significant.

- Severity of psychological distress among **PL3** participants from TAS appeared evenly distributed between all 4 categories. Cumulatively, however, over half (62.2%) of **PL3** participants reported either High or Very High psychological distress.

- High or Very High psychological distress was more likely to be reported by **PL3** participants who have a disability (OR=2.71, CI=1.45–5.06)

compared to those without a disability, and also among trans and gender diverse participants (OR=2.32, CI=1.17–4.62) compared with cisgender participants. Anglo-Celtic and multicultural participants did not differ on levels of psychological distress.

- In **WTI4**, most LGBTQA+ young people (83.1%) reported having either High or Very High levels of psychological distress.

- The rates of reporting High or Very High psychological distress were significantly elevated for trans and gender diverse young people in **WTI4** (compared with cisgender participants) (OR=17.01, CI=2.28–127.05), as well as for young LGBTQA+ participants with a disability (compared to those without) (OR=4.16, CI=1.64–10.53). Similarly, multicultural young people were more likely to report high or very high levels of psychological distress compared with Anglo-Celtic young people in **WTI4** (OR=2.13, CI=1.02–4.44).

RATES OF PSYCHOLOGICAL DISTRESS

PL3:
- VERY HIGH 36.1%
- LOW 18.9%
- MODERATE 18.9%
- HIGH 26.1%

WTI4:
- LOW 4.4%
- MODERATE 12.4%
- VERY HIGH 52.0%
- HIGH 31.1%
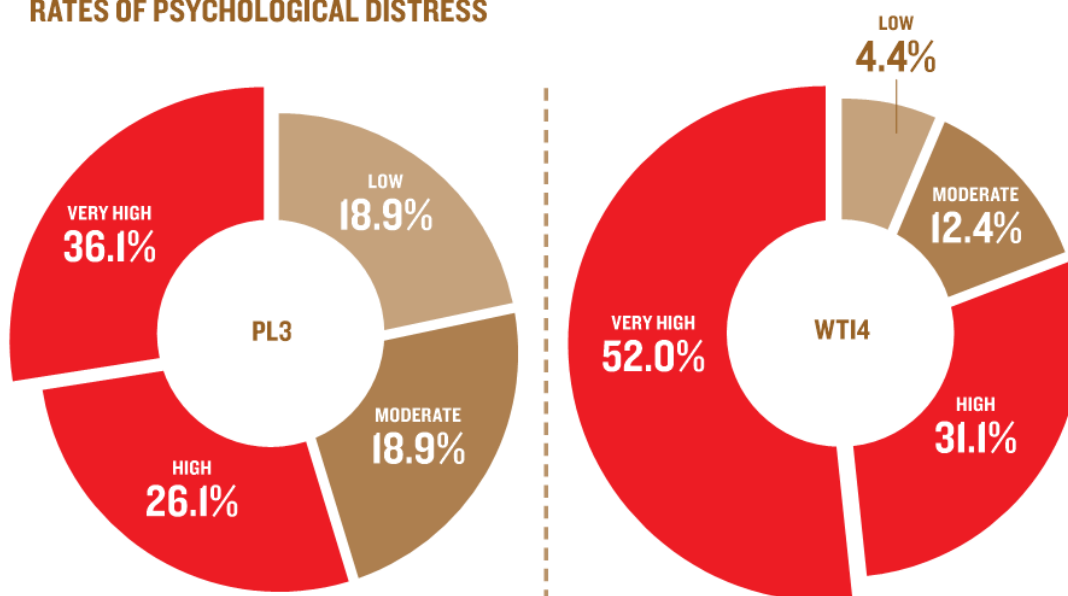
Over half of LGBTQA+ adults, and the vast majority of LGBTQA+ young people from TAS reported experiencing high or very high levels of psychological distress.

Psychological distress insights from P&P:
Similarly to PL3 participants, the majority (51.8%) of LGBTQA+ adults during the Covid-19 pandemic (P&P) reported having either high or very high levels of psychological distress.

3.5 GENERALISED ANXIETY DISORDER QUESTIONNAIRE (GAD-7)

Anxiety-related disorders are strongly associated with suicide risk, and often reflect environmental factors like trauma, abuse, uninvolved parenting, and ongoing stress (Kalin, 2021). The prevalence of anxiety-related symptoms among LGBTQA+ young people can serve as a barometer for these factors, which are themselves strongly associated with suicide risk.

Anxiety symptoms were assessed among WTI4 participants using the GAD-7. Scores are grouped into 4 bands: Mild, Moderate, Moderately Severe and Severe. Individuals displaying Moderately Severe and Severe levels of anxiety may be at risk for developing an anxiety disorder.

- Three-quarters (74.9%) of WTI4 participants reported having at least Moderate levels of anxiety, suggesting elevated levels of anxiety among participants.

- Similarly to the pattern of findings for psychological distress, multicultural LGBTQA+ young people (compared with Anglo-Celtic young people) (OR=1.79, CI=1.02-3.13), trans and gender diverse (compared with cisgender) (OR=2.18, CI=1.17-4.06) and LGBTQA+ young people with a disability (compared to those without) (OR=3.64, CI=2.00-6.62) were each more likely to report either Moderately Severe or Severe anxiety.

LEVELS OF ANXIETY SYMPTOMS AMONG WTI4 PARTICIPANTS

MILD 25.1%
SEVERE 22.9%
WTI4
MODERATELY 24.7%
MODERATELY SEVERE 27.4%
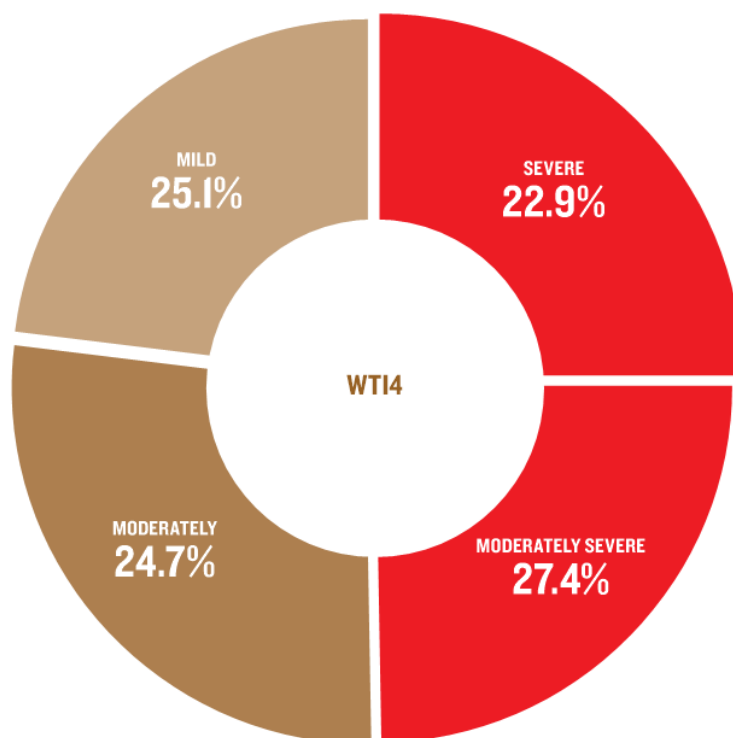
Half of all LGBTQA+ young people in TAS reported either moderately-severe or severe levels of generalised anxiety symptoms.

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4. RISK FACTORS

Certain factors place people at higher risk of poor mental health, and at a higher likelihood of having attempted or considered suicide. These are referred to as 'risk factors'. In this section we outline the nature and prevalence of the risk factors that our data tell us are significantly associated with poor mental health and suicidality among LGBTQA+ people in TAS.

Table 3. Risk factors among TAS participants

	PL3 (N=185)		WTI4 (N=226)		P&P (N=83)	
	N	%	N	%	N	%
Verbal harassment (last 12 months)						
Yes	64	38.1	76	34.7	N/A	
No	104	61.9	143	65.3		
Physical harassment (last 12 months)						
Yes	12	7.2	25	13.0	N/A	
No	155	92.8	168	87.0		
Sexual harassment (last 12 months)						
Yes	24	14.5	49	25.5	N/A	
No	141	85.5	143	74.5		
Intimate partner violence (lifetime)						
Yes	101	60.5	N/A		12*	15.6*
No	66	39.5			65*	84.4*
Homelessness (lifetime)						
Yes	48	25.9	59	26.6	15	18.3
No	137	74.1	163	73.4	67	81.7
Family violence (lifetime)						
Yes	114	68.3	N/A		25*	32.1*
No	53	31.7			53*	67.9*
Treated unfairly due to sexual orientation						
Yes	102	57.6	N/A		N/A	
No	75	42.4				

Table 3. Risk factors among TAS participants

	PL3 (N=185)		WTI4 (N=226)		P&P (N=83)	
	N	%	N	%	N	%
Treated unfairly due to gender identity						
Yes	54	85.7	N/A		N/A	
No	9	14.3				
Treated unfairly due to race or ethnicity						
Yes	23	12.4	N/A		N/A	
No	162	87.6				
Treated unfairly due to disability						
Yes	53	55.2	N/A		N/A	
No	43	44.8				

Notes. *In P&P this was assessed 'During the pandemic' (not 'lifetime')

4.1 EXPERIENCES OF HARASSMENT, ABUSE, AND UNFAIR TREATMENT

All forms of abuse and unfair treatment are significantly associated with lifetime suicide attempts. This is a fact reflected both within our findings, as well as a large body of existing research.

Among **PL3** participants, lifetime suicide attempts were more common among LGBTQA+ adults who experienced:

- Verbal abuse (OR=2.76, CI=1.35–5.62) – name-calling, verbal harassment, and insults

- Unfair treatment due to their race (OR=4.60, CI=1.63–12.96)

Abuse and unfair treatment negatively impact mental health outcomes. Understanding which LGBTQA+ subgroups are most likely to experience these factors can also help us locate areas of greatest need within the community.

Over one-third (38.1%) of LGBTQA+ adults reported experiencing some form of verbal abuse targeting their sexual orientation or gender identity in the past 12 months. Fewer participants reported recent experiences of sexual assault (14.5%) and physical violence (7.2%). However, these figures are likely underreported because of the stigma attached to experiencing victimization. Most participants reported that they had recently

experienced unfair treatment targeting either their sexual orientation (57.6%) or gender identity (85.7%).

- Participants with a disability (compared to those without) were more likely to experience verbal (OR=2.09, CI=1.08–4.03) and physical (OR=9.23, CI=1.15–73.92) harassment. No differences were observed between those with or without a disability on rates of sexual harassment experiences.

- Trans and gender diverse adults, compared with cisgender participants, were more likely to have experienced verbal (OR=2.40, CI=1.23–4.67), however no differences were observed between these groups on rates of physical or sexual forms of harassment.

- Both multicultural and Anglo-Celtic participants were equally likely to have experienced any form of violence or harassment.

Compared with LGBTQA+ adults in **PL3**, a higher (or similar) proportion of **WTI4** participants reported recent experience of either verbal (34.7%), sexual (25.5%), or physical (13.0%) harassment.

- Having a recent experience of verbal (OR=3.14, CI=1.67-5.89), physical (OR=8.59, CI=3.13-23.59), or sexual (OR=4.32, CI=2.09-8.90) harassment was significantly associated with an increased likelihood of having previously attempted suicide among LGBTQA+ young people.

- WTI4 participants who identified as trans and gender diverse were more likely than cisgender participants to report experiencing verbal (OR=2.76, CI=1.47-5.18), physical (OR=3.06, CI=1.29-7.26), or sexual (OR=2.12, CI=1.05-4.25) harassment.

- No differences between (a) Anglo-Celtic and multicultural young people, nor between (b) LGBTQA+ young people with or without a disability were observed for verbal, physical, or sexual harassment.

4.2 EXPERIENCES OF DOMESTIC VIOLENCE

Most **PL3** participants reported having experienced violence from either a family member (68.3%) or an intimate partner (60.5%). Experiencing intimate partner violence (OR=3.15, CI=1.43-6.97) was associated with increased lifetime suicide attempts among LGBTQA+ adults in TAS.

Among TAS participants who have experienced these forms of violence and abuse, nearly half (44.4%) perceived that they had been targeted by a family member for abuse due to their sexual and/or gender identity. Similarly, 56.5% of participants attributed the abuse received from their intimate partners as being due to their LGBTQA+ identity.

Experiences of both intimate partner and family-based violence and abuse were related to some sub-groups within the LGBTQA+ community:

- Both trans and cisgender participants appeared equally likely to have experienced either family-based or intimate partner violence.

- LGBTQA+ adults with a disability were more likely to have experienced family violence (OR=2.05, CI=1.05-4.02) compared to those without a disability. However, no differences were observed between those with and without a disability on rates of intimate partner violence.

- Multicultural and Anglo-Celtic LGBTQA+ adults were similarly likely to have experienced either form of violence or abuse.

Domestic violence insights from P&P:
Among the smaller sample of LGBTQA+ adults in TAS who provided data during the pandemic (**P&P**), 15.6% reported an instance of intimate partner violence that occurred during the pandemic. Around one-third of LGBTQA+ adults (32.1%) reported an instance of family violence in the same period.

4.3 HOMELESSNESS

Homelessness is a well-known risk factor for suicide and mental ill-health (Ayano et al., 2019).

- One-quarter of all LGBTQA+ adults from **PL3** (25.9%) reported at least one experience of homelessness in their lifetime.

- Among **PL3** participants, lifetime experiences of homelessness were associated with a greater likelihood of having previously attempted suicide (OR=2.92, CI=1.41-6.06).

- LGBTQA+ adults with a disability (compared with those without) (OR=3.55, CI=1.70-7.43) and trans and gender diverse (compared with cisgender) participants (OR=2.18, CI=1.11-4.31) were each more likely to have experienced homelessness. Similarly to what is reported above, Anglo-Celtic and multicultural participants were equally likely to have experienced homelessness in their lifetime in the **PL3** sample.

A similar proportion of **WTI4** participants (26.6%) reported previous experiences of homelessness.

- As with adults, experiences of homelessness among LGBTQA+ young people were strongly associated with an increased likelihood of having previous suicide attempts (OR=9.97, CI=4.89-20.34).

- Increased rates of homelessness were significantly more likely among **WTI4** participants identifying as trans and gender diverse (compared with cisgender) (OR=2.49, CI=1.30-4.77), and those with a disability (OR=3.23, CI=1.66-6.29), compared to those without.

- No differences on rates of homelessness were observed between multicultural and Anglo-Celtic LGBTQA+ young people in TAS.

5. PREVENTATIVE AND PROTECTIVE FACTORS

Certain factors or experiences can help to facilitate better mental health outcomes or reduce the likelihood of suicidality. These are known as 'preventative and protective factors'. In this section we outline the nature and prevalence of the protective factors that our data tell us are significantly associated with better mental health and reduced suicidality among LGBTQA+ people in TAS.

Table 4.1 Protective factors among PL3 and P&P participants in TAS

	PL3 (N=185)		P&P (N=83)	
	N	%	N	%
Feelings of belonging to the LGBTIQ community				
Yes	106	57.3	50	60.2
No	79	42.7	33	39.8
Positive perception of LGBTIQ community participation				
Yes	114	61.6	53	64.6
No	71	38.4	29	35.4
Feelings of acceptance with family members				
A lot/always	89	50.6	N/A	
Not at all/a little/somewhat	87	49.4		
Turned to family for support				
Yes	105	58.0	N/A	
No	76	42.0		
Turned to LGBTIQ+ friends for support				
Yes	148	80.0	N/A	
No	37	20.0		
In a committed relationship				
Yes	99	53.5	N/A	
No	86	46.5		

Table 4.2 Protective factors among WTI4 participants in TAS (N=226)

	N	%
Schooling environment		
Feelings of closeness to people at school		
Yes	87	41.0
No	125	59.0
Feelings of belonging to one's school		
Yes	85	40.1
No	127	59.9
Happy to be at one's school		
Yes	91	42.9
No	121	57.1
Truant behaviour in the previous 12 months		
Yes	64	32.2
No	135	67.8
Sexual identity disclosure		
To friends		
Most/all	145	65.9
A few/some	65	29.5
None	10	4.5
To family		
Most/all	49	22.2
A few/some	109	49.3
None	63	28.5
To teachers		
Most/all	27	13.5
A few/some	48	24.0
None	125	62.5
Experiences of support in response to sexual identity disclosure		
To friends (N=210)		
Supportive/very supportive	190	90.5
Very unsupportive/unsupportive/neutral	20	9.5

Table 4.2 Protective factors among WTI4 participants in TAS (N=226)

	N	%
To family (N=158)		
Supportive/very supportive	95	60.1
Very unsupportive/unsupportive/neutral	63	39.9
To teachers (N=75)		
Supportive/very supportive	44	58.7
Very unsupportive/unsupportive/neutral	31	41.3

5.I SEXUAL/GENDER IDENTITY DISCLOSURE AND ACCEPTANCE

Disclosing one's sexual and/or gender identity to peers, parents, and teachers can have a powerful impact on the kinds of support received, especially if the support received is positive. In turn, this is likely to reduce the severity of mental health issues as well as the likelihood of suicide-related outcomes, particularly among young people.

- Most LGBTQA+ young people from **WTI4** stated that they had disclosed their sexual and/or gender identities to most (65.9%) or some (29.5%) of their friends.

- In comparison, fewer participants reported being 'out' to most of their family members (22.2%), with just under half reporting only being 'out' to some of their family members (49.3%). Over a quarter of LGBTQA+ young people (28.5%) stated that they were not 'out' to their family.

- Rates of identity disclosure were lowest when disclosing to teachers, with nearly two-thirds of LGBTQA+ young people (62.5%) stating that they were not 'out' to any of their teachers.

- In response to disclosing their sexual and/or gender identity, participants reported the most supportive responses from friends (90.5%), with the proportion of supportive responses from family members (60.1%) and teachers (58.7%) being similar.

An individuals' willingness to disclose their LGBTQA+ identity may reflect their perception of a friend, parent, or teacher as someone who is 'safe' to come out to. Hence, the reaction and response of these individuals to this disclosure can greatly influence a young person's mental health.

Overall, no differences between the level of support received (from either friends, family, or teachers) were observed across different demographic characteristics (e.g., gender, ethnic identity, disability status) for LGBTQA+ young people in TAS. However, the confidence in these results is limited due to the relatively smaller sample sizes across the analysed data for TAS participants.

5.2 INTERPERSONAL CONNECTIONS AND RELATIONSHIPS

Poorer quality of one's relationships with both family and friends often predicts worse mental health and wellbeing outcomes. In turn, this decline is often strongly associated with an increased likelihood of suicidality. Supportive relationships with friends and families can therefore serve as a protective shield against mental ill-health.

- Around half (50.6%) of all LGBTQA+ adults from **PL3** reported feeling accepted from their family members most of the time.

- Perceptions of family acceptance did not appear to differ across LGBTQA+ sub-groups, such that trans and gender diverse (compared with cisgender) adults, LGBTQA+ adults with and without a disability, and LGBTQA+ adults from both multicultural and Anglo-Celtic backgrounds each reported equally likely rates of family-based acceptance in TAS.

The majority (58.0%) of all LGBTQA+ adults in **PL3** stated that they would turn to family members for support at least some of the time. Whilst there were no differences between gender identity groups, and among those with or without a disability, on the rate in which they would turn to family members for support, this was not the case for multicultural LGBTQA+ adults:

- Multicultural LGBTQA+ adults were much less likely than Anglo-Celtic LGBTQA+ adults in **PL3** to turn to family members for support (OR=0.31, CI=0.10-0.98).

Uniquely for LGBTQA+ individuals, the LGBTQA+ community forms another avenue through which they can access supportive relationships where their identities are affirmed. However, not every LGBTQA+ individual views these communities as supportive, or are able to meaningfully participate in them.

- Over half (57.3%) of all participants reported feeling like they were a part of the LGBTQA+ community in Australia, while nearly two-thirds (61.6%) expressed that they felt that participating in the LGBTQA+ community was a positive thing for them.

- Whilst there were no observed differences between (a) LGBTQA+ adults with or without a disability, and (b) multicultural and Anglo-Celtic LGBTQA+ adults on levels of LGBTQA+

community connectedness, trans and gender diverse adults were more likely to feel like they are a part of the LGBTQA+ community than cisgender adults (OR=2.19, CI=1.14-4.21).

- Most participants from **PL3** (80.0%) stated that they were able to turn to LGBTQA+ friends for support at least some of the time.

- In contrast to the evidenced protection that belonging to the LGBTQA+ community can have on health and wellbeing (Hinton et al., 2022; Sherman et al., 2020), no relationship was observed for LGBTQA+ adults in TAS between LGBTQA+ community connectedness and reported rates of lifetime suicide attempts.

Similarly, half (53.5%) of LGBTQA+ adults in **PL3** stated that they were in a committed romantic relationship. Among these individuals, 57.7% reported that they would turn to their romantic partners for support at least some of the time.

Community connection insights from P&P:
The majority of LGBTQA+ adults from **P&P** reported that they felt a sense of belonging with the Australian LGBTQA+ community (60.2%) and felt that participating in the LGBTQA+ community was a positive thing for them (64.6%).

5.3 SCHOOLING ENVIRONMENT

Adolescents spend much of their day in schooling environments and are often highly reliant upon the support and structure provided through such environments. Unsurprisingly, these settings can be strong determinant of these individuals' mental health and well-being.

- Under half of all **WTI4** participants from TAS (41.0%) stated that they felt close to people at their school. Similar proportions of participants stated that they felt a part of their school (40.1%) and that they were happy to be at their school (42.9%).

- Trans and gender diverse young people were less likely than cisgender sexual minority participants to report feeling like they are a part of their school (OR=0.46, CI=0.24-0.91), and happy to be at their school (OR=0.26, CI=0.13-0.54). However, no differences between these groups were observed for levels of closeness with those in their schooling environments.

- Similarly, LGBTQA+ young people with a disability were less likely than those without a disability to feel like they are a part of their school (OR=0.43, CI=0.23-0.81), and to be happy at school (OR=0.31, CI=0.16-0.58). However, no differences between these groups were observed for levels of closeness with those in their schooling environments.

- Whilst there were not observed differences between ethnicity groups on their levels of closeness and levels of happiness to be at school, LGBTQA+ young people from multicultural backgrounds were less likely than their Anglo-Celtic LGBTQA+ peers to feel like they are a part of their school environment (OR=0.51, CI=0.29-0.92).

Nearly one-third (30.4%) of all TAS participants from **WTI4** reported that their school had a Gay-Straight alliance (GSA) or similar support group which they were aware of (with 42.5% mentioning no GSA in their school, and 27.1% reporting that they were unsure). Having a GSA at one's school was associated with greater feelings of school-based belonging (OR=2.20, CI=1.14-4.25), greater happiness to be at school (OR=2.65, CI=1.37-5.13), and a lower likelihood of any form of truancy (OR=0.35, CI=0.17-0.74). These alliances may exert a sense of valuable protection for LGBTQA+ young people in schooling environments, regardless of whether LGBTQA+ young people are directly involved in them.

5.4 EXISTING RELATIONSHIP WITH A MEDICAL PROVIDER

A collaborative relationship with a medical provider enables individuals to discuss their health needs more openly. This is particularly important for LGBTQA+ individuals, whose needs may be informed by their sexual and/or gender identities. Access to a healthcare provider that is accepting of one's LGBTQA+ identity enables LGBTQA+ individuals to be more forthcoming with their health needs – including those related to mental health concerns.

- Two-thirds (65.8%) of **PL3** participants stated that they had a regular General Practitioner (GP), while over a quarter (29.3%) reported that despite not having a regular GP, they regularly attended a specific medical centre or service.

- Similarly, nearly two-thirds of all participants (60.1%) noted that their GP or their frequented healthcare service was aware of their sexual orientation.

- Among the smaller sample of trans and gender diverse participants in TAS, 76.8% stated that their gender identity was known to either their GP or frequented healthcare service.

- Less than half of all **PL3** participants (42.6%) stated that they felt accepted when accessing a health or support service at least most of the time.

Medical provider insights from P&P:
Similarly to **PL3**, most LGBTQA+ adults from **P&P** reported having a regular GP (68.7%), and most reported that their regular healthcare provider was aware of their LGBTQA+ identity (75.4%).

6. HEALTH SERVICE ACCESS AND PREFERENCE

6.1. MENTAL HEALTH SERVICE UTILISATION, EXPERIENCES AND PREFERENCES (PL3 & P&P)

Table 5.1 Healthcare service utilisation among PL3 and P&P participants in TAS

	PL3 (N=185)		P&P (N=83)	
	N	%	N	%
Do you have a regular GP?				
Yes	121	65.8	57	68.7
No, but regular healthcare provider service	54	29.3	21	25.3
No, and no regular healthcare provider service	9	4.9	5	6.0
Does healthcare provider know about sexual orientation? (PL3; N=148, P&P; N=65)				
Yes	89	60.1	49*	75.4*
No	59	39.9	16*	24.6*
Does healthcare provider know about gender identity? (N=56)				
Yes	43	76.8	N/A	
No	13	23.2		
Feelings of acceptance within healthcare settings				
A lot/always	69	42.6	N/A	
Not at all/a little/somewhat	93	57.4		
Has accessed a mental health service in the last 12 months/during the pandemic				
Yes	86	47.0	45	54.9
No	97	53.0	37	45.1
Type of mental health service accessed in the last 12 months (N=86)				
Mainstream service				
Yes	65	75.6	N/A	
No	21	24.4		
LGBTIQ-inclusive mainstream service				
Yes	32	37.2	N/A	
No	54	62.8		

Table 5.1 Healthcare service utilisation among PL3 and P&P participants in TAS

	PL3 (N=185)		P&P (N=83)	
	N	%	N	%
LGBTIQ-specific service				
Yes	5	5.8	N/A	
No	81	94.2		
Service preference				
Mainstream service	N/A	N/A	6	7.3
LGBTIQ-specific service	38	20.5	16	19.5
LGBTIQ-inclusive service	97	52.4	31	37.8
No preference	50	27.0	29	35.4

Notes. *In **P&P** this was assessed as the GP being aware of the LGBTQA+ identity (not reported separately for sexual orientation and gender identity)

LGBTQA+ individuals face additional challenges to accessing professionalized mental health services, including a lack of LGBTQA+-specific know-how among mental health providers, as well as experienced and anticipated discrimination from service workers themselves.

Most **PL3** participants (53.0%) stated that they had not accessed any mental health service within the previous 12 months.

THE BROADER CONTEXT

Among general community members in Australia (aged 16–85 years),

17.4%

report having recently seen a health professional for their mental health (ABS, 2022-2022).

- Among the smaller pool of participants that did access a mental health support service, the majority (75.6%) accessed a mainstream support service not known to be LGBTQA+-inclusive. Lesser proportions of **PL3** participants

reported having accessed a mainstream service known to be LGBTQA+ inclusive (37.2%) and/or an LGBTQA+-specific (5.8%) mental health service.

Relative levels of service satisfaction were mirrored in **PL3** participants' perceptions regarding how their sexual and/or gender identities were treated by mental health service providers.

- Most participants felt that their sexual identity and their gender identity were respected by healthcare clinicians at LGBTQA+ inclusive and LGBTQA+-specific mental health services.

- Among adults who attended mainstream services, the majority still reported that their sexual identity and, to a lesser extent, their gender identity were respected by healthcare workers, however this was less so than what was reported for LGBTQA+ inclusive and LGBTQA+-specific mental health services.

When asked about their preferences for service modality, just over half (52.4%) of **PL3** participants stated that they would prefer a healthcare service which catered to the general population, but which was LGBTQA+ inclusive. Over one-quarter (27.0%) of participants expressed no preference, and a lesser proportion (20.5%) preferred services which specifically served LGBTQA+ patients.

Service access insights from P&P:
As with **PL3**, a similar (yet slightly higher) proportion of **P&P** participants (54.9%) had accessed a mental health support service during the pandemic.

6.2 MENTAL HEALTH SERVICE UTILISATION, EXPERIENCES AND PREFERENCES (WTI4)

Table 5.2 Healthcare service utilisation among WTI4 participants in TAS (N=226)

	N	%
Ever accessed a general professional support service		
Yes	164	73.2
No	60	26.8
When the general support service was accessed		
Recently (<12 months)	89	54.9
More than 12 months ago	51	31.5
Both recently (<12 months) and more than 12 months ago	22	13.6
Mode of general support service access (N=164)		
In person		
Yes	151	92.1
No	13	7.9
Telephone		
Yes	29	17.7
No	135	82.3
Webchat or text		
Yes	49	29.9
No	115	70.1
Was the general support service specifically for LGBTIQA+ people?		
Yes	5	3.1
No	144	88.9
Unsure	13	8.0
Ever accessed a suicide support service		
Yes	110	54.2
No	93	45.8

Table 5.2 Healthcare service utilisation among WTI4 participants in TAS (N=226)

	N	%
When the suicide support service was accessed		
Recently (<12 months)	43	39.1
More than 12 months ago	44	40.0
Both recently (<12 months) and more than 12 months ago	23	20.9
Mode of suicide support service access (N=110)		
In person		
Yes	102	92.7
No	8	7.3
Telephone		
Yes	22	20.0
No	88	80.0
Webchat or text		
Yes	27	24.5
No	83	75.5
Was the suicide support service specifically for LGBTIQA+ people?		
Yes	2	1.8
No	96	87.3
Unsure	12	10.9

Nearly three-quarters (73.2%) of **WTI4** participants reported that they had accessed a general professional support service, whilst half (54.2%) of LGBTQA+ young people reported having accessed a support service in relation to concerns about suicide.

- **For those who accessed a general professional support service:** Most accessed this service either recently (54.9%) or both recently and more than 12 months prior (13.6%). Most young people reported having accessed this service in-person (92.1%), with less participants reporting having also accessed these services via webchat, text, or by phone call. The vast majority of young people (88.9%) mentioned that this support service was not specifically for LGBTQA+ people.

- **For those who accessed a support service for suicidality concerns:** Most also accessed this service either recently (39.1%) or both recently and more than 12 months prior (20.9%). Most young people reported having accessed this service in-person (92.7%), with less participants reporting having also accessed these services via webchat, text, or by phone call. The vast majority of young people (87.3%) similarly mentioned that this support service was not specifically for LGBTQA+ people.

7. COMPARISONS WITH OTHER STATES & TERRITORIES

7.1 STATE-LEVEL COMPARISONS FOR ADULTS

Although the sample of LGBTQA+ adults residing in TAS from **PL3** was relatively smaller in size compared with other states and territories, analyses of state-level comparisons on the outcomes reported in this briefing paper suggest a lot of similarities between TAS and non-TAS participants. That is, no differences were observed between LGBTQA+ adults in TAS compared with those in non-TAS jurisdictions (combined) on levels of suicidality (ideation and attempts, whether recently or within their lifetime), mental ill-health concerns (depression), levels of service access or type of services accessed, or community connectedness.

7.2 STATE-LEVEL COMPARISONS FOR ADOLESCENTS & YOUNG PEOPLE

Across most areas, **WTI4** participants in TAS reported comparable rates to other non-TAS jurisdictions (when combined). That is, LGBTQA+ young people from TAS and those from other states and territories were equally likely to report concerns of suicide attempts (recently or in their lifetime), mental ill-health concerns (anxiety and depression), service access, levels of school connectedness, school truancy, homelessness experiences, and degree of support received from others upon disclosing their LGBTQA+ identity. However, LGBTQA+ young people from TAS were more likely to report lifetime experiences of both suicidal ideation (OR=1.68, CI=1.09-2.58) and self-harm (OR=1.50, CI=1.10-2.05) compared with those from other states and territories (when combined).

Negative 1: Young people from TAS were more likely to have lifetime experiences of suicidal ideation.

Negative 2: Young LGBTQA+ people from TAS were more likely to self-harm in their lifetime.

8. TAS POLICY AND PROGRAMMING CONTEXT

Similarly to some other jurisdictions, the TAS State Government's current information and resources pertaining to their LGBTQA+ community is relatively limited. From reviewing the Tasmanian Department of Health's resources, the lack of information pertaining to LGBTQA+ community members make viewing this community as a priority area for healthcare unclear. Whilst some information, such as the LGBTIQ+ Inclusive Health Care Actions (2022) document provides some insights on actions that were taken in 2022 to help promote inclusive and respectful services for LGBTQA+ community members (Tasmanian Government, 2023), other and more current information on the healthcare and service access needs for LGBTQA+ Tasmanians is lacking.

Some notable exceptions to this, however, can be found in (a) the 'Rethink 2020' state plan for mental health in Tasmania (2020-2025), which provides broad information on addressing mental ill-health and healthcare access concerns for community members in TAS, and (b) the Tasmanian Suicide Prevention Strategy (2023-2027). Importantly, both of these documents recognise the LGBTQA+ community as a priority population for health reform. Despite these inclusions, however, it is unclear how these insights have transpired into actionable recommendations.

A similar lack of information is also apparent across Tasmania's sole primary health network (PHN). An assessment of the main PHN webpage reveals a variety of programs, services, and resources for a range of diverse community groups with different lived experiences. However, the LGBTQA+ community in Tasmania does not appear to feature in any aspect of these programs, potentially indicating a lack of accessibility and critical information that LGBTQA+ community members in Tasmania may need.

The underlying rationale for some of these omissions could potentially stem from perceptions that are low densities of LGBTQA+ residents within these areas. However, past evidence strongly indicates that population surveillance instruments commonly deployed in Australia consistently underestimate LGBTQA+ populations. Moreover, given that significant levels of inter-jurisdictional movement are likely to occur due to prevailing trends in rental markets, PHN are likely to find that the needs profiles of their resident populations may shift considerably in the following months and years.

Given these assessments, combined with the findings highlighted with this current report (e.g., increased levels of suicidality for LGBTQA+ Tasmanians, particularly among young people), the following recommendations would provide some essential advancement to the current policy and programming context of TAS:

- **Developing and implementing strategic action plans and policies** that are central to improving LGBTQA+ healthcare

- **Providing information and resources at a state- and PHN-level** for LGBTQA+ community members in need of support and connection. At present, a vast majority of these resources stem from LGBTQA+ community organisations (e.g., Working It Out), however including them within state-level policies will help expand their reach to all LGBTQA+ community members in TAS.

- **Ensuring safe, affirmative, and respectful care** is delivered by healthcare providers (i.e., enhancing current programs on LGBTQA+ inclusive healthcare)

- **Fostering a safe and inclusive environment** for all LGBTQA+ community members in TAS

- **Ensuring comprehensive resources and funding for LGBTQA+ community partners and organisations** to allow for the advancement of needs assessment within this community (e.g., current data collection to assess current healthcare needs for LGBTQA+ community members in TAS).

9. SUMMARY

These findings provide strong validation for TAS's historic and ongoing investment in mental health services for its LGBTQA+ residents.

Adult TAS residents reported similar levels of high suicidality and mental ill-health concerns in comparison to non-TAS jurisdictions. Similarly, however more crucially, young LGBTQA+ people from TAS were more likely to experience both lifetime suicidal ideation and lifetime self-harm compared with young LGBTQA+ people from other states and territories. These differences highlight an urgent need for health reform within TAS, in line with the recommendations above, to ensure that the healthcare needs of the LGBTQA+ community are being met.

Because these surveys did not capture the duration of participants' residency within TAS, it is difficult to draw any definitive conclusion from these findings. However, when considered in tandem with the prioritization of improving access to inclusive services, a concurrent emphasis on improving workforce capability in providing appropriate support to LGBTQA+ populations is likely warranted. As extant evidence suggests, while inclusivity – e.g., where LGBTQA+ clients are not discriminated against – is a crucial prerequisite of affirming care, it is also distinct from care that is appropriate to the unique needs of LGBTQA+ populations (Lim et al., 2021a; 2021b, Lim et al., 2023).

This evidence demonstrates a diverse needs profile within the LGBTQA+ community itself. Specifically, they highlight how individuals with intersectional identities are both more likely to experience risk factors associated with suicide and less likely to experience protective factors that reduce suicide risk.

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"JUST LISTEN PROPERLY,
LIKE WITH INTENT"

LGBTIQ+ Tasmanians: Telling Us the Story

FINAL REPORT
DECEMBER 2021

ANGELA DWYER, RUBY GRANT, RON
MASON & ASH BARNES

SUPPORTED BY

Tasmanian
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TASMANIA

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Glossary

Asexual
A lack of sexual attraction to others, or low or absent desire for sexual activity or relationships. Some asexual people still pursue romantic relationships with others, however sex is not experienced as a key part of their identity and/or connection with others. Asexual is a sexual orientation that is increasingly recognised as being part of the LGBTIQ+ community.

Cisgender
A term describing people whose gender identity corresponds with the cultural expectations based on the sex they were assigned at birth.

Demisexual
A sexual orientation similar to asexuality, in which people only experience sexual attraction towards another once they already have an emotional bond.

Gender
Part of how you understand who you are and how you interact with other people. Many people understand their gender as being female or male. Some people understand their gender as a combination of these or neither. Gender can be expressed in different ways, such as through behaviour or physical appearance

Intersex
Refers to people with innate genetic, hormonal or physical sex characteristics that do not conform with medical norms for female or male bodies. Being intersex is a naturally occurring variation in humans an there are lots of ways someone can be intersex.

LGBTIQ+
LGBTIQ+ is an acronym for lesbian, gay, bisexual, transgender, intersex, queer, and questioning and other people of diverse sexual orientations and gender identities. This acronym is widely used and has been adopted by all Tasmanian Government Departments, however there are other terminologies and expressions that people use.

Pansexual
A sexual orientation describing people who are sexually, romantically, and/or emotionally attracted to any people regardless of their gender identities.

Queer
is a term people often use to express fluid identities and orientations. Some people use queer to describe their own gender and/or sexuality if other terms do not fit. For some people, especially older people, 'queer' has negative connotations, because in the past it was used as a derogatory term.

Sex
The legal status that was initially determined by sex characteristics observed at birth. Sex characteristics are a person's physical sex features such as their chromosomes, hormones, and reproductive organs.

Sexual orientation
Describes a person's physical, romantic, and/or emotional attraction to another person.

Transgender (trans)
Is an umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Transgender people may identify as straight, gay, lesbian, bisexual, etc.

EXECUTIVE SUMMARY

While many lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ+) people live full and happy lives, prejudice, discrimination, and barriers to wellbeing continue. Tasmania has made significant progress in affirming the rights and dignity of LGBTIQ+ people, going from having some of the nation's most discriminatory laws to leading the way for equity and inclusion in Australia. However, LGBTIQ+ people's poorer mental and physical health, high rates of victimisation to violence and abuse, and reduced educational and economic outcomes are well-documented and persist internationally and in Australia. The need to address these disparities more comprehensively is being increasingly acknowledged in Tasmania and is supported by national and local research.

This project aimed to collect the most up-to-date information about LGBTIQ+ people's experiences of Tasmanian Government services and life in Tasmania overall to inform the Department of Communities' LGBTIQ+ Strategic Framework and Action Plan. Through extensive community consultation and collaboration with key stakeholders, State Government departments, and non-government organisations, we conducted the largest ever survey of LGBTIQ+ people in Tasmania, followed by online interviews and focus groups.

Demographics:
825 people completed the survey. Respondents were largely concentrated in the south of the state, were an average age of 36, and described themselves predominantly as gay, lesbian, or bisexual cisgender men and women. A quarter described themselves as transgender or non-binary. Intersex people comprised 2.5% of the sample. A further 62 survey respondents also completed online interviews and 9 attended focus groups. Details of the survey participant demographics are summarised on p. 5.

LGBTIQ+ TASMANIANS:
TELLING US THE STORY

A total of 825 LGBTIQ+ Tasmanians completed our online survey in April 2021. Below is an overview of the respondent demographics.

AGE RANGE

- 14-18 7.4%
- 19-24 23.5%
- 25-34 24.4%
- 35-44 15.9%
- 45-50 9.7%
- 50+ 19.1%

REGIONS

- 11%
- 17%
- 3%
- 69%

GENDER

Female	25.2%
Male	21.8%
Cisgender	21.8%
Non-binary	16.1%
Other	7.8%
Trans woman	4.9%
Trans man	2.5%

53% BORN IN TASMANIA

5.4% ABORIGINAL OR TORRES STRAIT ISLANDER

SEXUALITY

Bisexual/Pansexual/Queer	44.3%
Gay	22.2%
Lesbian	16.9%
Asexual/Demisexual	8.6%
Questioning	2.9%
Other	2.8%
Heterosexual	2.2%

21% LIVING WITH DISABILITY

2.5% INTERSEX

30% UNIVERSITY GRADUATES

70.6% ATHIEST OR NO RELIGION

40% WORK IN HEALTH CARE OR EDUCATION

What is good about life as LGBTIQ+ Tasmanians?
- LGBTIQ+ Tasmanians value the predominantly welcoming, progressive, and accepting socio-cultural environment in contemporary Tasmania and acknowledge that LGBTIQ-inclusion has increased over the years.
- LGBTIQ+ Tasmanians are proud of Tasmania's unique legislation that protects and supports LGBTIQ+ rights and dignity, seeing Tasmania as 'one of the fairest places in the country' for LGBTIQ+ people.
- The Tasmanian LGBTIQ+ community is 'close knit' and supportive of its members, offering many opportunities for socialising, recreation, and advocacy. LGBTIQ+ Tasmanians are proud of their community and all they have achieved together. They are eager to share and celebrate these strengths with the community at large.

What are the key priorities for LGBTIQ+ Tasmanians?
The broad priority areas for LGBTIQ-inclusion identified in this report are: Schools and education, healthcare, mental health, workplaces, policing, and safety. Some key statistics pertaining to LGBTIQ+ people's experiences in these areas are summarised on p. 7. Our findings confirm that while much progress has been made, some LGBTIQ+ people still experience prejudice, exclusion, discrimination, and violence across all aspects of Tasmanian society – at school, at work, at home, and in our communities. This indicates the need for systemic social and attitudinal change to continue increasing acceptance of LGBTIQ+ people and their families.

What are the key worries for LGBTIQ+ Tasmanians?
In addition to experiences and concerns in the priority areas outlined above, LGBTIQ+ Tasmanians outlined several key worries for the future. These include: transgender rights and inclusion, support for rural LGBTIQ+ communities, LGBTIQ+ ageing, the erosion of legislative protections, and the impacts of conversion practices. These indicate emerging issues of concern that will require multifaceted social, economic, policy, and legislative changes and resourcing to address.

LGBTIQ+ TASMANIANS: TELLING US THE STORY

A total of 825 LGBTIQ+ Tasmanians completed our online survey in April 2021. Below is an overview of the key statistical results.

1/3 LGBTIQ+ TASMANIANS HAVE EXPERIENCED ABUSE AT HOME

80% Did not report abuse at home, work, or in public

75%

ALWAYS OR SOMETIMES HIDE IDENTITY FOR FEAR OF ABUSE IN PUBLIC

48% in public anywhere
43% on public transport
54% in cafes, restaurants, pubs

35%

Always or often avoid public displays of same-sex affection

17%

FEEL SOMEWHAT OR VERY UNSAFE IN TASMANIA

34%

experienced verbal abuse or threats of violence at school

97%

Have been told that their sexuality or gender identity is the result of trauma or pathology and should be changed, fixed, or healed. **5% experienced conversion practices.**

38% reported positive experiences after disclosing sexuality to health care providers.

★★★★★
★★★★★

2/3 LGBTIQ+ ARE SOMEWHAT OR VERY HAPPY WITH THEIR LIVES

Recommendations:

LGBTIQ+ Tasmanians surveyed wanted the State Government to genuinely listen to their lived experiences and show leadership on issues of LGBTIQ-inclusion. To promote Tasmanian communities that are equitable and inclusive of diverse genders, sexes, and sexualities, our survey results and community consultation emphasise the need for comprehensive policy and service responses that move away from deficit approaches to LGBTIQ+ people. Rather than focusing on LGBTIQ+ people as vulnerable or problematic, we recommend taking a proactive approach that acknowledges barriers, while drawing on the strengths of Tasmanian LGBTIQ+ communities to systematically address these. To do this, we make the broad recommendations:

1. **See LGBTIQ+ Tasmanians and acknowledge their experiences to raise awareness**
2. **Know more about LGBTIQ+ Tasmanians' experiences and needs**
3. **Understand LGBTIQ+ Tasmanians' experiences and needs and translate this into inclusive practices and policies**
4. **Embrace LGBTIQ+ Tasmanians as valued members of communities who require equal dignity, respect, and recognition.**

Introduction

Lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ+) people continue to experience inequities in a range of areas, despite increasing progress in recent times. In Australia and internationally, there is arguably growing awareness and acceptance of diverse genders, sexes, and sexualities. For example, workplaces are creating policies that protect LGBTIQ+ workers. Schools are working more towards supporting LGBTIQ+ students and staff. Health systems are beginning to inform their practice to meet the needs of LGBTIQ+ clients and staff. Criminal processing systems are making their workers more aware of the issues for LGBTIQ+ victims and offenders and legislation is being assessed and revised to provide LGBTIQ+ people with greater protections. These are long term processes that require substantial cultural and structural change, and while there is evidence that these processes are in motion, there is still much work to be done.

LGBTIQ+ people continue to report poorer overall health, lower life satisfaction, and lower than average incomes than the broader population. Discrimination, abuse, and violence against LGBTIQ+ people continues to occur, causing significant mental health issues for this population. Particular groups within LGBTIQ+ populations are more vulnerable to these issues. Transgender people, for instance, experience high rates of violence, including murder. Australian peer-based intersex organisations have compared historic and ongoing non-consensual surgery performed on intersex infants and children as analogous to female genital mutilation, which is legally prohibited as a human rights violation (Carpenter, 2016). It is evident that while progress is being made, there are substantial issues still to be addressed.

A key driver for understanding and addressing these issues is lack of data. Right now, in Australia, we are yet to have questions embedded into the national census that explicitly record national data about the lives of LGBTIQ+ people. While several national surveys provide some insights into LGBTIQ+ communities (e.g. Hill et al. 2020), the dearth of Australian data flows down to the state level, where national research projects sometimes capture these experiences, but they can be heavily influenced by a range of factors. Most importantly, the lack of comprehensive national

Introduction (cont.)

data flows through and manifests as varying levels of invisibility in the development of policy and practice seeking to best support LGBTIQ+ people in Australia.

Tasmania has progressed issues for LGBTIQ+ people in advanced ways in comparison with other Australian states. Tasmania was the first state in the country to remove 'gender' from birth certificates. In addition, Tasmania has more protections for LGBTIQ+ people in anti-discrimination legislation than any other jurisdiction. Even so, intersex and transgender people continue to be exposed to invalidation, discrimination, and a lack of support from a range of government services (Crameri et al., 2015; Jones, 2016; 2017; Jones et al., 2016; Richardson-Self, 2020; Sanchez et al., 2017). Like every other state, Tasmania also currently lacks up-to-date and accurate data demonstrating the broad and diverse lived experiences of LGBTIQ Tasmanians and this translates to limited understandings of these lives flowing into policy, programs, and government service delivery. Ability to access healthcare, inclusive education, and government services generally, is highly dependent on how people identify and their intersecting identities. This means we need nuanced, detailed data that tells us about these intersections so we better understand the multifarious complex factors influencing LGBTIQ+ people's experiences with government services in Tasmania.

Project Aims

1. To gather information about LGBTIQ+ Tasmanians' experiences of engaging with Tasmanian government services.
2. To identify the key priorities for LGBTIQ+ Tasmanians into the future.
3. To increase knowledge and awareness of the specific needs of LGBTIQ+ Tasmanians in healthcare, education, and Tasmanian civic life.
4. To consult with LGBTIQ+ communities about their lived experiences in Tasmania.
5. To inform the Strategic Framework and Action Plan with project results to improve the interactions that LGBTIQ+ Tasmanians have with Tasmanian government services.

Background

Large surveys are useful for capturing the experiences of LGBTIQ+ people and their access to government services. However, previous large-scale surveys have been limited in scope or in demographics, which have provided us with a narrow lens with which to understand the diverse LGBTIQ+ experiences in Tasmania. For example, surveys focused on sexuality have an overrepresentation of gay men and women, which leaves an incomplete picture of how bisexual, pansexual, transgender, intersex, and queer individuals experience government services (Asquith and Fox, 2013). Even when the national Gay Community survey mentions that their participant sample included intersex and transgender men, the report did not explain how their wants, needs, and desires are unique (Lea et al., 2017). Large, national surveys have tended to focus on specific issues in isolation and not how diverse experience of LGBTIQ+ people intersect with other identities. For example, a national survey that observed the barriers transgender Australians have to navigate in accessing adequate healthcare, did not include how their sexuality could contribute to further disadvantage or discrimination (Bretherton et al., 2021). More importantly, out of 911 respondents in this study, only 37 of these were from Tasmania, with no discussion about how these respondents answered the questions in the report on the survey. It is clear the extent to which LGBTIQ+ Tasmanians are captured in these surveys is typically limited.

Research on the lived experiences of LGBTIQ+ Tasmanians generally is limited. Previous research shows that LGBTIQ+ Tasmanians experience high rates of discrimination and harassment in public spaces (Asquith and Fox, 2013). Asquith and Fox's (2013) respondents were also seven times more likely to report a sexual assault in the past 12 months when compared to the general Australian population. Fifty percent noted they did not feel safe around strangers. More recent research shows that these may still be concerns for LGBTIQ+ Tasmanians. Openly expressing one's romantic relationship can be considered a privilege in Tasmania's larger cities, a freedom lost in rural, small towns (Grant, 2020).

These challenging experiences of not feeling safe in public spaces may be compounded by not feeling protected by police officers in Tasmania, something we have evidence of in other Australian jurisdictions, with police illegally targeting same-sex couples and issuing fines when they express public affection (Dwyer, 2020). These feelings of unsafety flow to some extent through to Tasmanian workplaces as well. Research shows that more than 50% of 292 LGBTIQ+ Tasmanians felt supported in their workplace, but more than 16% of this sample noted they experienced discrimination and harassment in their workplace, with 4% noting this happened on a regular basis. The same survey noted that 11% of LGBTIQ+ Tasmanians were still not 'out' at all in their workplace (Ezzy et al., 2020). Further research is required to map experiences of harassment and discrimination in workplaces, in addition to how Tasmanian LGBTIQ+ people experience public spaces in all forms.

While we know little about the issues above, we know even less when we consider how LGBTIQ+ Tasmanians' experience government and community services. Formal education can be a highly stressful time for LGBTIQ+ people, as they are most likely to experience social exclusion, verbal discrimination, and physical abuse (Hillier et al., 2010). Research with Tasmanian schools has demonstrated that there is a need for whole-school, structural and cultural change to assist in fostering an inclusive school environment for LGBTIQ+ young people (Grant et al., 2019), but we know little about how young LGBTIQ+ Tasmanians experience schooling in Tasmania. Some research focused on the experiences of bisexual young people (in isolation from gay and lesbian students) shows they are subjected to unique forms of erasure and biphobia in sex education delivered schooling environments (Grant and Nash, 2019), but the details of these experiences again need to be documented. How students, educators, and parents of LGBTIQ+ children experience the Tasmanian education system is another gap requiring elaboration in further research.

These gaps in understanding persist when we move on to consider the interactions that LGBTIQ+ Tasmanians have with health systems. There is some recent research elaborating the experiences that LGBTIQ+ people have with health services in Tasmania. Recent work by Grant et al. (2021) has shown that government health, education, and social service providers require more additional training in LGBTIQ+ awareness to respond more effectively during major health crisis events, such as COVID19. This past research has also emphasised that Tasmania has varied access to government services and healthcare quality due to rural and regional geographical locations. This affects each person uniquely depending on where they are positioned within the LGBTIQ+ umbrella (Grant, 2020; Shannon, 2020).

Previous research demonstrates the urgent need for this current survey of LGBTIQ+ Tasmanians' experiences with government services. This report presents our preliminary analysis of survey data that aims to address gaps in knowledge.

Project Methodology

To ensure project aims are met and outcomes are produced, this project utilised mixed methods research that unfolded in three phases to triangulate key themes across quantitative and qualitative data generated from consultations with LGBTIQ+ communities. This approach meant that outcomes from the project (such as the Framework and Action Plan) were informed by detailed statistical data in addition to the stories of LGBTIQ+ Tasmanians. The mixed methods approach revolved around reiterative community consultation and was operationalised in three phases. Phase one involved the development and testing of an online survey instrument comprised of quantitative statistical measures and qualitative open ended text box measures. Informed by a preliminary analysis of the data generated in phase one, phase two involved the development and implementation of an online interview. Phase three focused on conducting Primarily due to covid lockdowns and restrictions, phases two and three moved from face to face processes to being fully actualised in online environments.

1	2	3
Online Survey	Online Interviews	Focus Groups
March-April 2021	June 2021	September 2021
825 Responses	62 Responses	9 Responses

Project Methodology (Cont.)

Phase One: Online Survey

Phase one of the project involved developing, hosting, disseminating, and advertising an online survey so we could learn about their interactions with the Tasmanian Government in accessing and using government services. The survey collected socio-demographic data and used a mix of multiple choice, open ended, and Likert measures to explore the priorities for LGBTIQ+ Tasmanians. The survey targeted LGBTIQ+ Tasmanians aged 16+ years and was hosted using online survey software (Qualtrics). The draft survey measures were developed and refined through a reiterative cyclic process of co-design, consultation, and feedback was conducted with LGBTIQ+ Tasmanians and key stakeholders to ensure emerging issues were captured through the Whole of Government Reference Group. Consultation targeted members of the Whole of Government Reference Group that includes representation from all LGBTIQ+ community groups and government agencies. The research team also consulted with key members of LGBTIQ+ communities that were experienced with survey research (including Dr Sharon Dane at the University of Queensland and Dr Ron Mason at the University of Tasmania) to ensure survey design and dissemination was as rigorous as possible. The survey was designed to ensure the confidentiality of respondents is protected.

However, the survey respondents were provided with the opportunity to: 1. Express interest in participating in focus groups/interview by providing a name and email address and/or phone number on which they could be contacted; and 2. Express interest in going into the draw to win an iPad. Survey respondents could provide a name and email address and/or phone number on which they could be contacted in a second survey instrument de-coupled from their original survey answers so their anonymity was maintained.

The original survey instrument that we developed was implemented online from March-April 2021. It was disseminated to LGBTIQ+ Tasmanians using a targeted social media advertising campaign facilitated by a professional marketing company. The survey was advertised online through social media platforms such as Facebook, Instagram, and Twitter. In addition to this, printed flyers of the advertisement were posted in shopfronts and distributed in LGBTIQ+ community organisations in Tasmania. The non-government Government Reference Groups were sent a recruitment email asking for their media personnel to distribute the advertisement throughout their social networks (such as Working It Out Facebook page). All communication about the survey used plain, age-appropriate English and emphasised that distribution or completion of the survey was entirely voluntary. The quantitative and qualitative data produced by the survey were subject to preliminary analysis to inform the qualitative data collection in phase two.

Project Methodology (Cont.)

Phase Two: Online Interviews

In June 2021, we operationalised an online interview process with LGBTIQ+ Tasmanians. Where we had originally planned to conduct these interviews face to face, covid restrictions and lockdowns meant that we were unable to proceed in this format. As such, we digitised the interview questions into an online survey format, particularly using an online Google webform format, to explore key themes from the survey in greater qualitative detail. Importantly, the preliminary analysis of the quantitative and qualitative data from the survey directly informed the development and refinement of the schedule of questions for both online interviews and focus groups. The online interview included nine open-ended questions about life in Tasmania for LGBTIQ+ people.

The questions were designed to encourage detailed responses and insights from LGBTIQ+ community members, including their recommendations for how services and support for LGBTIQ+ Tasmanians could be improved. The online interview was initially disseminated via the contact details list of those survey respondents who expressed interest in doing an interview/focus group, and/or going into the draw to win the iPad. Further advertising of the online interview process was actioned chiefly and via social media with support of the email networks of community stakeholders. The professional advertising company was not engaged in this phase of the project.

Phase Three: Focus Groups

In September 2021, we conducted a series of online focus groups with LGBTIQ+ Tasmanians. Again, although we had originally planned to conduct these focus groups face to face, covid restrictions and lockdowns meant that we were unable to proceed in this format. As such, we conducted focus groups in core areas around Tasmania online using Zoom. The online focus group involved fifteen questions targeting similar themes to those discussed in the online interviews. Again, the questions were designed to encourage detailed responses and insights from LGBTIQ+ community members, including their recommendations for how services and support for LGBTIQ+ Tasmanians could be improved. Information about the online focus groups was chiefly disseminated via social media with support of the email networks of community stakeholders. The professional advertising company was not engaged in this phase of the project.

Project Methodology (Cont.)

Data Analysis

The statistical data produced by the online survey was analysed using statistical analysis software SPSS. A descriptive analysis was undertaken of the data employing frequencies and cross tabulations. Region (computed from postcode), age, gender and sexual orientation were chosen as dependent variables to ascertain any differences between groups in relation to the variables contained in the survey. Statistical testing (where the sample size was sufficient) was undertaken to determine if any differences observed were genuine and not caused by error (e.g. sample error).

Where the measure was categorical, non-parametric tests (chi square; tests of proportions) were employed, while where the measure was linear, parametric tests were employed (t tests). Therefore, where the term significant is employed in this report, it refers to a statistically significant difference between groups at the .05 level of significance, meaning that there is less than a one in twenty chance that any observed difference is spurious or due to sample error.

As noted above, a preliminary analysis of the quantitative and qualitative data from the survey directly informed the development of the question schedule for focus group and individual interviews. As the online interview was hosted using an online Google web form, the qualitative data from the online interviews was immediately available for analysis using Leximancer and NVivo. The qualitative data from the online focus groups was transcribed in the first instance using Otter automated transcription software. These initial transcripts were then edited by a research assistant working with the research team. Transcripts were formatted and coded using Leximancer text analysis software and NVivo qualitative data management software. Transcripts were first uploaded into Leximancer to generate key codes in the data and demonstrate relationships between key concepts in the data. They were then uploaded into NVivo to code qualitative responses in detail, drawing on the codes generated by Leximancer.

Qualitative responses were thematically coded and analysed in terms of key issues. We asked a range of questions that served to identify key issues that are currently impacting the lives of LGBTIQ+ Tasmanians. For instance, in focus groups, we asked about what LGBTIQ+ Tasmanians thought would be some key issues for the LGBTIQ+ community in their region, in addition to what would improve their quality of life in their region. Similarly, in online interviews, we asked what LGBTIQ+ Tasmanians thought were the key concerns for the LGBTIQ+ community and why, in addition to asking what they thought the Tasmanian Government could start doing to address these issues. We were overwhelmed by the responses to these questions. Both focus groups and online interviews generated extensive data and the very core issues impacting LGBTIQ+ Tasmanians were reiterated countless times in the discussions across the different questions that we posed.

Who participated?

We were privileged to have **825 LGBTIQ+ Tasmanians complete our survey**. Respondents were largely concentrated in the south of the state, were an average age of 36, and described themselves predominantly as gay, lesbian, or bisexual cisgender men and women. A quarter described themselves as transgender or non-binary. Intersex people comprised 2.5% of the sample. Most (53%) LGBTIQ+ people were born in Tasmania and 5.4% identified as Aboriginal or Torres Strait Islander. Twenty-one per cent identified as having a disability. Compared with the broader Tasmanian population, this sample of LGBTIQ+ Tasmanians was highly educated, with 30% holding undergraduate university degrees and 20% holding higher university degrees. LGBTIQ+ Tasmanians are highly represented as workers in industries such as health, education, retail, and government, holding a range of professional and managerial roles.

REGIONS

11%
17%
3%
69%
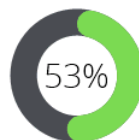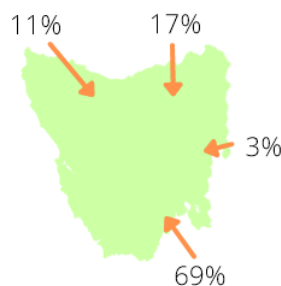
53% BORN IN TASMANIA
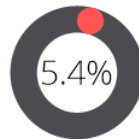
5.4% ABORIGINAL OR TORRES STRAIT ISLANDER

GENDER

Female	25.2%
Male	21.8%
Cisgender	21.8%
Non-binary	16.1%
Other	7.8%
Trans woman	4.9%
Trans man	2.5%

AGE RANGE

14-18	7.4%
19-24	23.5%
25-34	24.4%
35-44	15.9%
45-50	9.7%
50+	19.1%

SEXUALITY

Bisexual/Pansexual/Queer	44.3%
Gay	22.2%
Lesbian	16.9%
Asexual/Demisexual	8.6%
Questioning	2.9%
Other	2.8%
Heterosexual	2.2%
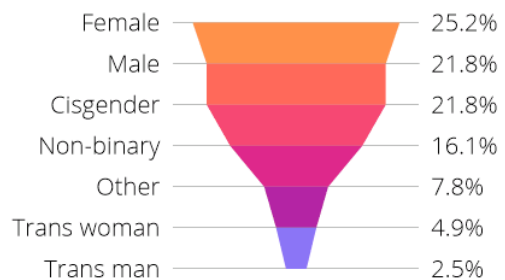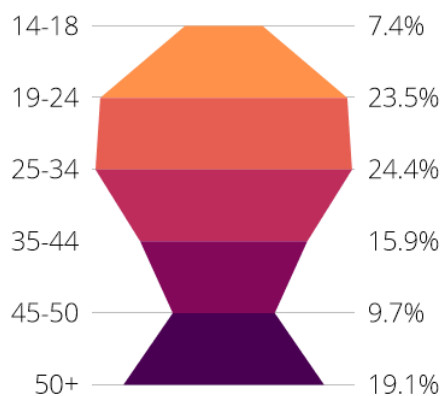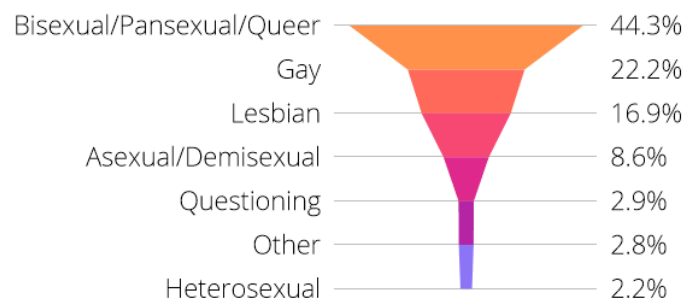
Who participated? (Cont.)

We were also privileged to have **62 people contribute an online interview.** Participants who contributed to online interviews ranged in age from 16 years to more than 65 years of age, and there was a significant proportion from each age range within this continuum (for instance, 27.4% of the sample were aged 35-54 years and 21% were aged 18-24 years). The only age group that was less represented was 16-17 years. A substantial group of participants in the online interview group identified themselves as female/cisgender women (37.1%; n=23), with far fewer male/cisgender men (17.7%; n=11). However, most participants in our online interviews identified as gender diverse in some way, including a substantial sample of non-binary (29%; n=18), genderqueer/gender diverse (16.1%; n=10), and agender (6.5%; n=4) people, in addition to a considerable number of transgender women (12.9%; n=8) and transgender men (3.2%; n=2). One person each identified themselves as intersex and genderflux.

Aligning with other recent research, the most dominant category that people in our online interviews chose to describe their sexuality was bisexual (32.3%; n=20), closely followed by gay (29%; n=18), queer (24.2%; n=15), and equal numbers of lesbian (22.6%; n=14) and pansexual people (22.6%; n=14). The same number of people also identified as asexual (8.1%; n=5) and demisexual (8.1%; n=5). Participants were mostly living in Hobart/Southern Tasmania (69%), with similar numbers of people living in Launceston/Northern Tasmania (17%) and North West Tasmania (11%) with a smaller proportion located on the East coast (3%).

We had fewer people engage in our online focus groups, with only nine people participating.

Focus group participants ranged in age from their early 20s through to their 70s and identified with a diverse range of genders and sexualities, with one third of participants using they/them pronouns. Participants were majority white Australians living in southern Tasmania.

What is good about life as LGBTIQ+ Tasmanians?

Approximately two thirds of respondents reported being either somewhat or very happy (Table 1). No differences emerged for sexual orientation and gender, while those over 50 scored significantly higher than either the 18 or 19 to 24 year age groups.

We began all our conversations with LGBTIQ+ Tasmanians with a key question: what is good about life in their region for LGBTIQ+ Tasmanians? In a time where public discussions about the rights of LGBTIQ+ people can sometimes create distress for LGBTIQ+ people (Verrelli et al., 2019), we considered it crucial to capture what made being LGBTIQ+ a positive experience for people living in Tasmania.

LGBTIQ+ Tasmanians reported many positive aspects of life in Tasmania. Some of these related to Tasmania itself as a landscape and the way of life this landscape supported. For instance, the good life in Tasmania for LGBTIQ+ people focused on the 'peace and quiet' and natural 'beauty' of the Tasmanian landscape and the 'nice and relaxed', 'slower pace' lifestyle that Tasmanians often engaged with (particularly activities like bushwalking, hiking) and the focus that Tasmania has on supporting the arts. Most comments, however, related to the social and cultural climate, and in particular the supportive character of local LGBTIQ+ communities.

"I believe I would be happy and mostly safe in Tasmania if I was 'out' publicly."

"I lived in Hobart in the mid nineties, before legalisation [of homosexuality]. Returned here to live late 2019. Although LGBTIQ+ are not as visible as on the mainland, there seems more openness in the community. A lot of LGBTIQ+ seem more confident in expressing their queerness."

Being supported as a LGBTIQ+ Tasmanian is good

Participants in online interviews and focus groups noted overwhelmingly the 'supportive' nature of LGBTIQ+ communities in Tasmania. These comments were focused on thinking about LGBTIQ+ people in Tasmania as comprising a range of small, diverse communities within the wider public community of Tasmania as a whole. This was mentioned by nearly every participant at least once in our online interviews and focus groups. These communities discussed how these supportive communities were 'fantastic' because they were also 'vibrant', 'strong', 'diverse', 'active', 'passionate', 'inclusive', 'progressive', 'lovely', 'fair', 'equal', 'welcoming', 'friendly', 'visible', 'energetic', 'less judgemental', even in more regional areas like 'the North West', and very much focused on 'acceptance' and 'openness', with acceptance mentioned at a similar level to support. The degree of supportiveness amongst LGBTIQ+ Tasmanian communities was evidenced most starkly by those who had moved to Tasmania from 'mainland' Australia, as reflected in comments like these:

It has been an amazing community to be able to just drop into and feel comfortable with. One of the first things I did was join Hobart Out tennis, and it was just amazing. A whole bunch of friends. You don't have to talk about being queer or anything else. You could just be yourself and it was just so lovely that it's so real. Just a celebration of people getting on with each other. Down in [regional area]. Yeah, it's really quite astonishing. What a lovely friendship group there is. I'll probably be shot down for saying this, but, you know, Sydney's got some pretty cantankerous queers around. This is just so nice and relaxed. It's just lovely. (P4).

When we first got to Tasmania, we were living up in [small regional area]...it's very isolating up there. And I have to say that we are not very into socialising with queer people...although we love the fact that our favourite cafe...is run by a couple of queer boys and this rainbow flag is in front all the time. Being older...I don't feel much reaction to the fact that I'm queer. And that feels fine, it feels very integrated...I feel like there's a bit of community and a sense of, of going to the cafe, and there's definitely queer people that hang out there. And otherwise...it feels very inclusive. It feels like it's okay to be queer (P6).

The general openness and feelings of comfort provided an important form of support for participant four who had only recently 'come out' as gay later in life. These same feelings of comfort were similarly experienced by participant six who felt supported as an older queer person.

Being supported as a LGBTIQ+ Tasmanian is good

Respondents also acknowledged the supportive presence of 'queer elders' as a 'strong force in showing support for younger LGBTIQ+ people and standing up for our legal rights'. They noted they had a 'number of opportunities to assert our human rights' because there is a strong supportive 'community being created by social leaders [which] is pretty awesome'. Equally common were comments about the availability of services that they could access and the possibility of social 'connection' through queer specific social events:

Being queer in Tasmania is quite welcoming, open space...all these specific queer spaces and groups and events that we hold (P2).

The thing that I love about being queer in Tasmania and anyone else feel free to jump in and help me finish this list, is I can go queer roller skating, I can queer footballing, I can go to queer Dungeons and Dragons (P5).

"We have a great community that is supported by certain businesses like lush, bury me standing, hairy legs coffee, and red parka. Having these safe spaces make such a difference. Also being a small state, the community of queer people are all around and supportive."

Participants in online focus groups talked about how the availability of these queer specific events really supported a sense of community connection that perhaps other places did not necessarily Comments also showed that the availability of social events had improved in some areas in particular: 'In the northwest, there has been many events lately that were never there for us before'. Various small businesses in Tasmania were mentioned for their allyship and creation of safe spaces for LGBTIQ+ people to connect with one another, including cafes and shops.

Being in a small LGBTIQ+ community is good

Comments about supportive business and event spaces were expressed alongside significant pride in the small size of LGBTIQ+ communities in Tasmania. The smallness of these communities was equally important for LGBTIQ+ people in Tasmania and they were described by respondents as 'tight-knit' and 'intimate' that LGBTIQ+ could 'nestle into' because LGBTIQ+ know 'everyone in it': 'Small communities can create opportunities for people to get to know their LGBTIQ+ neighbours'. The 'close knit' nature of the Tasmanian LGBTIQ+ community is a strength that has enabled positive social change and is promoting acceptance and cohesion in the wider Tasmanian community: 'Mutual support, and I think the fact that, you know, [name removed] is small, but you know, can never go down the street in [name removed] without meeting at least, two or three people. So it's kind of easier for people to meet and greets and get together and support each other. You know, small is beautiful. And that's a strength' (P8).

"I think the LGBTIQ+ community seems a lot stronger in Tassie, because we know we have to stand together in order to change the way Tasmanians react and accept us and our basic human rights. I think having such a tight knit group is what's helping Tasmania to accept that we are just people loving our lives."

(Interestingly, though, at times this also meant there were more LGBTIQ+ people they could identify as like themselves in this small community and this made them feel an even stronger sense of belonging within LGBTIQ+ communities in Tasmania: 'There are soooo many older lesbians in Tasmania. In Hobart and surrounds I feel like I don't stick out like a sore thumb'. Having other people around them like themselves really mattered for LGBTIQ+ Tasmanians: 'That means that those of us who are "othered" can usually find support and/or solace within that small trusted community'. These respondents demonstrate how Tasmanian LGBTIQ+ communities are able to support each other through social networks. Importantly, respondents felt that despite the smaller size of the community compared with larger metropolitan centres (e.g. like Melbourne, Victoria), LGBTIQ+ Tasmanians are well connected and supported by their communities, and this increasingly includes a range of supportive businesses and organisations.

The socio-cultural climate of Tasmania

Comments from participants also elaborated the social and cultural climate of Tasmania more broadly as a public space that was 'reflecting global attitudes in a positive way'. They talked about this as a 'progressive', 'accepting' place that supported their 'safety' and 'privacy'. They acknowledged that it had not always been that way. For instance, participant nine discussed how, as a young lesbian that had recently moved from mainland Australia, 'the young women in the office, I felt like they were crawling the walls to get away from me...so that's my foundational experience of Tasmania...I basically...put myself back in the closet...that was how you survived here' (p9). The same participant goes on to note that 'I think things have moved on a lot' (P9). Focus group participants talked about how attitudes had shifted and there were express displays of support from government bodies, with one council 'flying the rainbow flag during the marriage equality debate' (P6). Participants also noted how the movement of attitudes in Tasmania was evidenced by how LGBTIQ+ Tasmanians rarely experienced discrimination and violence: there 'is not a large amount of violence directed towards the communities'.

People expressed belief that Tasmanians were 'more aware' and this meant 'a large percentage of the population are supportive of LGBTIQ+ people', with older LGBTIQ+ people noting how they had 'been able to watch Tasmanian society change over the decades to become more inclusive and accepting'. LGBTIQ+ parents talked about how they made a commitment to being 'open and honest' when they raised a family and they were 'never discriminated against' in schooling spaces and events. This was especially evidenced in the support of the wider community for 'marriage equality' – LGBTIQ+ people felt more accepted because 'we can get married'. The recognition that the wider Tasmanian community supported LGBTIQ+ people meant that 'a lot of LGBTIQ+ seem more confident in expressing their queerness. I have never hidden mine, so find this encouraging'. LGBTIQ+ people 'feel safe walking around holding my partners hand and showing them affection without fear of harassment', but they also noted that 'I can obviously not talk for everyone in the community'.

The socio-cultural climate of Tasmania (cont.)

Many respondents took pride in their perception of Tasmania as an increasingly progressive place, with growing acceptance of LGBTIQ+ people, and participants acknowledged Tasmania's State legislation as providing unique supports in this respect. As often as they mentioned the accepting and supportive nature of LGBTIQ+ communities, they also mentioned the laws that ensured their safety and protection in public and private spaces. They stated that 'we have better recognition of transgender and non-binary identities and have better protections under the law than other states'. These comments make it abundantly clear that LGBTIQ+ Tasmanians are incredibly proud of their robust anti-discrimination legislation and the legislation changes focused on birth certificate reform. They were even more proud that these legislative changes had been made possible by strong advocacy and activism from people who were part of LGBTIQ+ communities, but also allies of these communities:

I think the LGBTIQ+ community seems a lot stronger in Tassie, because we know we have to stand together in order to change the way Tasmanians react and accept us and our basic human rights. I think having such a tight knit group is what's helping Tasmania to accept that we are just people loving our lives.

Participants had a strong sense that this and other legislation (such as marriage equality), are contributing to a culture of acceptance in the wider Tasmanian community. These responses show that Tasmania's Anti-Discrimination Act and other legal recognitions for LGBTIQ+ people are highly valued by LGBTIQ+ people and tangibly contribute to a sense of belonging and pride.

"Tassie is one of the fairest places I have lived in the world. The current anti-discrimination laws are amazing. They provide a sound baseline that all can be protected."

The socio-cultural climate of Tasmania (cont.)

Activism was mentioned repeatedly by participants in online interviews and focus groups. In one focus group, participant five talked about how this extended to leadership:

I was welcomed into queer advocacy in [metropolitan area]...It might have something to do with all hands on deck but it was a really welcoming experience getting to know advocates and being supported when I needed it. That was a nice, what is that? That is solidarity, I think, is something that I felt strongly (P5).

Here, these respondents observe that the intimate nature of the Tasmanian LGBTIQ+ community is a strength that has enabled positive social change and is promoting acceptance and cohesion in the wider Tasmanian community.

"Tasmania has strong lgbtqia+ friendly laws such as anti discrimination laws etc. which makes being lgbtqia+ much easier and makes queer folks feel safer, more accepted and more welcome."

Not everything is good about being LGBTIQ+ in Tasmania

It is important to note that not all comments about this question were positive. A range of people expressed their discontent with Tasmania broadly, including some people noting that a question about what was good about LGBTIQ+ life in Tasmania was 'N/A' (i.e. not applicable) and that there was 'not much good to be honest' and 'nothing' was good about life in Tasmania: 'it's horrible'. Although these comments were significantly outnumbered by positive comments about being LGBTIQ+ in Tasmania, it is important that there were some people who noted being LGBTIQ+ in Tasmania was 'neutral' and others that told us 'there is nothing good about being queer in Tasmania'. Some mentioned the need for more 'opportunities to be heard' because 'many people find it hard to speak up after so much hurt and loneliness'. Others mentioned that being intersex was connected with 'my only experience of hardship' and particularly 'some members of the medical profession in my early life'. 'Lonelyness' [sic] was mentioned more than once and issues were raised about LGBTIQ+ social events being problematic because, although they were 'run by queer folks', they also often centred 'whiteness, cisgenderism, and alcohol'.

Importantly, negative comments about life as a LGBTIQ+ Tasmanian were especially paired with comments about living in 'rural and regional communities' in Tasmania: 'there is [sic] hardly any openly queer people and way too many aggressively homophobic and transphobic people'. This was especially the case in the online focus groups that we conducted:

Coming from [small regional area] Tasmania is very isolating and there wasn't like you knew members of the community. There was no real opportunity to interact or feel like you're in a comfortable space. But, since being down here, it feels a lot more, there's a lot more visibility you feel a lot more I guess, I don't know if it's just from being in the city, you feel a lot safer...I felt a lot more comfortable and more growth and being comfortable with who I am since being in [metropolitan area] compared to being in a small regional area...it's not accessible for everyone to be able to move to feel comfortable it should - you get what I'm trying to say? For example, people that live on the [small coastal area] should be able to feel comfortable and be proud of who they are in their area. In that area compared to like, "Oh God I gotta move to [metropolitan area] or get off the island to start feeling comfortable with myself (P1)

Not everything is good (cont.)

These responses demonstrate the ongoing need for advocacy for the most vulnerable members of the Tasmanian LGBTIQ+ community. While there has been positive change, these developments are not felt equally, with people of colour, trans and non-binary people, and those in rural/regional areas continuing to face discrimination both in the wider community and within LGBTIQ+ spaces.

What are the key priorities for LGBTIQ+ Tasmanians?

What follows is an analysis of the issues often reiterated by participants in our project. There was a general recognition that there was a lack of awareness about issues impacting the lives of LGBTIQ+ Tasmanians and the need for training to raise this awareness. There are stand out issues reflected across all the data that we generated in this project: **mental health; healthcare; education and schooling; workplaces; police; and safety.** While these issues are prominent in the data, it is also clear that the analysis of the data in many ways defies clear explication of the issues – there are many points where issues intersect. For instance, people note the need for more acceptance around diverse gender presentation in relation to hate violence experienced by transgender and gender diverse people, but they also note the need for race/ethnicity to be considered as an intersecting experience. While we have separate sections below on hate violence issues and on acceptance of gender diversity, and comments about racism are evident, the participants' comments made it clear that these issues cannot be considered in isolation. They demonstrate the complexity of the lives of LGBTIQ+ Tasmanians and how many issues can often intersect in the life of a single person.

Mental Healthcare

Mental healthcare was without exception one of, if not the, most prominent point of discussion. Mental healthcare was discussed as an area requiring urgent attention for LGBTIQ+ Tasmanians. The characteristics of this situation was very frankly described by respondents:

We seem to suffer from generally backward and uninspired mental health providers.

Psychosocial support is pretty well non-existent (P9).

Pretty abysmal right now. And the wait lists for psychologists or psychiatrists are terrible. And when you get into see them, there's no guarantee that they are going to be safe (P2).

With mental health. It's an absolute, yeah, it's a shit show. But the fact that you might be waiting on the list for psychologists for so long, but that particular psychologist may not have any form of training to deal with queer issues (P1).

These comments reflect that the state of mental healthcare for LGBTIQ+ people in Tasmania is a serious concern. The focus of discussion was often 'safe' mental healthcare practitioners: those that had knowledge and understanding of LGBTIQ+ issues. This was raised repeatedly in our online survey: when asked which healthcare training options were most important to them, the most common qualitative comment shared in the text box was 'mental health professionals' and 'psychologists'. Some participants actually reflected on how apparent the lack of designated LGBTIQ+ mental healthcare support was in reference to their experiences with mental healthcare support structures in other Australian states.

One focus group participant, for instance, elaborated how free, peer-based counselling organisations were crucial services for LGBTIQ+ people and these were provided in other states:

I find [LGBTIQ service in Tasmania] very lacking in terms of actually providing any kind of counselling and that kind of stuff. It's really the only organisation that is officially sanctioned as, as queer in Tasmania, and yet, it doesn't seem to do any real counselling, or any of that sort of stuff. Or very little. I don't know, that's my personal experience. I don't know if it follows with others. But I think a really good queer based organisation would have to have people where you could go, I'm thinking particularly of as a parallel, the Gender Centre in New South Wales. When I was living in Sydney, you could go there, and you could see a counsellor for free, because they were paid for by the organisation instead of by the person. And that seems to make a difference. I think things like that are important and critical (P6).

Participants in our study did not discuss these issues in extensive detail, but they made it abundantly clear that there were a range of major concerns influencing how LGBTIQ+ Tasmanians experience mental healthcare in Tasmania.

Mental healthcare (cont.)

First, mental health was raised as an issue in terms of the apparent 'lack of access or resources for mental health services' around Tasmania. Mental healthcare providers were talked about as either not being available, particularly in rural and regional areas, or having such long waiting lists that LGBTIQ+ Tasmanians were unable to access them in times of need. Dissatisfaction with these issues was a focus of repeated discussion in our study:

I'm dissatisfied with the lack of psychotherapy in Australia today. It's all short solutions based appts and there's not enough of them per year under Medicare.

The Australian government needs to provide adequate funding for psychotherapy instead of the fast food approach to mental health. 10 sessions a year with psychologists who are not interested in psychotherapy but are interested in "fixing" problems and moving people on, is not satisfactory for people who have depression or who are survivors of abuse. We need a well funded mental health care system.

10 sessions isn't enough and the first sessions available in two months, that's garbage, that doesn't work for anyone (P5).

Respondents also talked about how living in rural and regional areas meant it was almost impossible to access these forms of support: 'the key axis is lack...I mean there might be someone in [larger regional centre], but I think we need someone here in [small remote community]. Someone good. Someone good' (P9).

Second, mental health issues were raised in terms of the lack of quality mental health services. They lacked quality in two different ways according to LGBTIQ+ Tasmanians: 1. They found mental health services generally wanting in terms of practitioners lacking qualifications and experience (mental healthcare providers were mentioned more than any other group of healthcare workers as in need of training); and 2. They found mental health practitioners widely lacked knowledge and understanding (and training) about LGBTIQ+ specific issues. In the first instance, we had some comments about mental healthcare practitioners that were concerning, even when the context of the discussion was not specifically about supporting LGBTIQ+ people:

Would not send my dog to public psych services.

I think everybody needs bloody counsellors, I'm always wanting to refer people, you know, and our community, there's never anyone I can send them to, because some of the people that get into counselling really shouldn't, you know, like, they come out of fucked up relationships, and they do a bit of counselling, and they feel great. And then think I'll do this for everybody else. And that's not good (P9).

I met a homophobic psychiatrist who gave me dangerous advice and refused to see me again after he found out I was gay.

Mental healthcare (cont.)

These comments about mental healthcare practitioners that this participant has heard about suggests there are some considerable skill gaps amongst these practitioners in Tasmania. In some cases, these knowledge gaps are presenting as prejudices, with LGBTIQ+ Tasmanians being refused support from mental healthcare providers due to their LGBTIQ+ status. Having knowledge about LGBTIQ+ issues was considered equally essential for mental healthcare practitioners: 'It's really important to have psychologists who are actually informed about queer stuff' (P3). Comments from one focus group participant evidenced well the significant importance of this when mental healthcare practitioners lacking this understanding overlook LGBTIQ+ identity as the cause of mental health issues:

My first eight years in Tasmania, I was seeking medical, psychiatric help constantly with very bad depression, drugged to the eyeballs to try and get out of it. The elephant in the room all that time was my sexuality. It was never raised by any of these so-called professionals I saw. And I was still too terrified to raise it...Nobody even mentioned it and I was on antidepressants for 23 years before this. I threw them away two years ago and haven't looked back (P4).

They clearly noted that they really needed to be 'accessing mental health services that are understanding and accepting of LGBTQI people. I'm part of queer groups on [Facebook] and this comes up all the time. It also reflects my own experience'. This was not an uncommon experience, with other survey participants noting the need 'to help LGBTQIA+ find psychologist and mental health professionals'.

Third, mental health issues were discussed in terms of the apparent lack of 'LGBT-positive mental health services' and the especial lack of LGBTIQ+-identified mental health services. There was significant concern, for instance, around how a lot of support organisations, especially free ones, 'are run by Church organisations in Tassie and I avoid them if I can because of the bigoted views of their church leaders.' They also noted that they would feel safer seeking support with 'mental health practitioners who are in the community' rather than those who are not LGBTIQ+-identified.

Mental healthcare (cont.)

Fourth, they raised the 'HUGE lack of bulk billing mental health services' and they suggested that 'many people can't afford the support they need'. They emphasised the urgent need for more federal/state/local funding for mental health support for LGBTIQ+ Tasmanians because 'mental health services are grossly underfunded'. There was no doubt from participants that 'there is not enough accessibility to support networks for lower income earners' and they expressed an explicit need for this with LGBTIQ+ people given their overall lower socio-economic outcomes in research. As such, they emphasised multiple times the central importance of 'free psychological services for low socioeconomic LGBTQIA+ people', particularly in Tasmania:

Free or low cost ongoing access to both counselling and or psychologists offering help with better mental health - it is critical to this group. And the rate of middle aged formally heterosexuals that are coming out but are scared to make it known will need psychological support to make that transition.

You have to have money. If waged and have private health insurance, it is better.

There are some good counsellors out there who are very inclusive, but they are expensive or if free, hard to get in to.

Fund queer spaces. It's literally an investment, which will save taxpayer money when less broad spectrum suicide/depression/mental health issues plague our community.

I just wanted to say that over the last few years, I mean, with the marriage equality debate, and then the trans stuff, there's been a plethora of kind of anti queer stuff as part of the debate the discourse and you're exposed to it all the time. And it's awful, and I understand there's been more money given to you know, psychological services and stuff to help people. Some recognition that people have to deal with this crap. But, you know, it hasn't really manifested as any real increase or understanding or appropriate counselling or anything like that. It's just been an extra load on people I actually find it ends up being kind of more difficult emotionally in that kind of stuff and yet and yet there's no real response from society that to address any of that (P6).

Survey respondents were especially critical of the 10-session rule: 'I think that 10 sessions a year is just woeful...it would be interesting to see how many people have killed themselves really due to that, but will never ever know' (P6). They consistently expressed the need for 'decent psychological services beyond the federal 10 sessions, for people with histories of abuse or other long-term problems', and they reiterated that they would prefer these bulk billed services/better funded mental health services to be 'LGBTQ friendly'. Comments from our participants demonstrate without doubt that this is the top priority of LGBTIQ+ Tasmanians.

Healthcare

The most popular health care professional to be visited was a general practitioner, followed by a pharmacist, psychologist, and allied health professional (Table 2).

No regional differences emerged in relation to proportions visiting a healthcare professional. Significant differences emerged in relation to age. Fewer of the over 50 year age group saw a psychologist compared to the 18 to 34 year age group, while significantly less 18 to 34 year old's consulted a natural therapist than the 45-50 year age group.

Trans men were significantly more likely to see a psychologist than those who identified as cisgender. Those who identified as male were less likely than trans women, non-binary or 'other' to see a psychologist. Cisgender men and women were also significantly less likely to see family planning than trans men and women.

One quarter of respondents reported talking about their sexual orientation at most or every visit, while one third indicated 'some visits' (Table 3). Another one third of respondents reported that it wasn't relevant to their visit, while the remainder (6%) indicated they would never talk about their sexual orientation to healthcare staff.

Of those who did talk about their sexual orientation, half reported that doing so did not affect their care either positively or negatively, while 38% indicated either a positive or somewhat positive effect on their care (Table 4). Just over 4% reported that their care was negatively or somewhat negatively affected by talking about their sexual orientation.

Approximately three quarters of all responses to this question indicated that they had not experienced any of the negative effects listed (Table 5). Fourteen per cent of responses referred to educating the health care provider because of a lack of knowledge, while 9% referred to being asked inappropriate questions, and in 7% of responses the specific needs of the person were ignored.

"Our Trans community do not have the medical support they need. A sexual health clinic with excessive waiting lists is simply causing so much damage. I cannot wait this lengthy amount of time to start hormones, it should be my right as a trans person to have access to the things I need."

"I have had to give up on medically transitioning, because surgery is so inaccessible, and with hormones alone I wouldn't pass. I would merely be making myself a target for even more violence by being visibly queer."

Eighteen percent of those identifying as intersex reported talking about their status at every or most visits, with a further 21% indicated some visits (Table 6). Just over one half reported that it was not relevant to their visit, while the remainder reported they would never tell a healthcare worker about their intersex status.

Significant differences emerged between sexual orientation and intersex in relation to talking about their status. Fewer intersex respondents reported talking about their status all or most of the time than did those responding to sexual orientation, while a greater proportion of those identifying as intersex indicated that it wasn't relevant to their visit than did those who talked about their sexual orientation.

Forty three per cent of intersex respondents reported that talking about their intersex status had neither a positive or negative impact on their care (Table 7), while a further 43% indicated a positive impact, and 14% reporting a negative impact on their care.

A larger proportion of intersex people reported a negative impact on their healthcare (14%) than those who talked about their sexual orientation (4%).

When asked if they had negative experiences in healthcare settings, three quarters of intersex responses to this question reported none of the above, while 10% reported their specific needs were not met, and another 10% of responses reported that the healthcare worker focused on their intersex status rather than what they needed help with (Table 8). Six percent of responses noted changing health care providers, having to educate the health care provider, and being misgendered or pressured to undergo a medical or psychological test. Twelve percent of responses preferred not to say.

"I had my actual needs ignored for being asked questions about my identity rather than what I came in for."

Training priorities in healthcare

Participants were asked to rank the level of importance they would assign to LGBTIQ+ inclusive practice training for different health service providers (with 1 being the lowest priority and 5 being the highest).

Results suggest that LGBTIQ+ inclusive practice training for all healthcare providers is a high priority for LGBTIQ+ Tasmanians (Table 9). Overall, training for medical and nursing staff and students was identified as the highest priority, closely followed by specialists, then professional staff and aged care staff.

Overall scores for each of the training options was high, with scores averaging around four in most cases. Thus, overall scores for training for medical and nursing staff scored a mean of 4.25 out of a possible 5. Training for specialists recorded a mean of 4.21, professional health care staff, 3.97, and aged care staff, 3.87.

No significant differences emerged in relation to gender, sexual orientation, or region in relation to training options.

Scores for specialist training were significantly lower for 35-44 year age group than for the 25-34 year age group, while the 18 year age group recorded a significantly lower score for professional health care staff compared to the 25-34 year age group. Additionally, the 18 year age group scored significantly lower scores for professional health staff, aged care staff (home care), and aged care staff (residential), than the 45-50 year age group.

LGBTIQ+ Inclusion priorities in healthcare

Participants were asked to rank the level of importance/priority they would assign to LGBTIQ+ inclusive initiatives for healthcare (with 1 being highest priority and 5 being the lowest).

The highest priority overall appeared to be a funded mental health and suicide prevention strategy, followed by 'other' inclusion priorities and the use of inclusive forms (Table 10).

No significant differences in relation to inclusion priorities was observed for region. In relation to age, those in the 45 to over 50 age group scored significantly lower scores for more visible inclusion of LGBTIQ+ people, than the 18 year age group, indicating that this was of greater importance to older persons than younger persons. Additionally, those between 18 and 34 recorded a lower mean score for more unisex/gender neutral toilets than the over 50 year age group, indicating greater importance among the younger cohort. No other differences emerged for age with any of the other priorities.

In so far as gender is concerned, trans women and non-binary respondents scored significantly lower scores for unisex/gender neutral toilets than those who identified as cisgender, indicating that unisex/gender neutral toilets were a greater priority for trans women than cisgender people.

Resource priorities for LGBTIQ+ healthcare

Participants were asked to rank the level of importance/priority they would assign to various resources to support LGBTIQ+ healthcare (with 1 being highest priority and 5 being the lowest).

The greatest resource priority overall was more resources for LGBTIQ specific support services, with a mean score of 2.1 out of 5 (Table 11). This was followed by more resources for transgender specific support services (2.5), more resources for culturally and linguistically diverse people (2.96), more resources for older people (2.9), and more resources for intersex people (3.45). No regional differences emerged between resource priorities.

In so far as age is concerned, those from 18 to 34 years recorded significantly lower scores for more resources for transgender services than did the over 50 age group, indicating greater priority for these services among the younger age groups. Those in the older age groups (45 to over 50 year age group) recorded significantly lower scores for more resources for older people than the 18 to 24 year age group, while the 25 to over 50 year age groups recorded a significantly lower score for more resources for older people than the 19-24 year age group. No other differences emerged between age groups for any other resource priorities.

For gender, trans women and non-binary people scored lower for more resources for transgender people, than those identifying as female. Additionally, trans women, trans men, non-binary and other, recorded a significantly lower score for more resources for transgender people, than those who identified as male. Those who identified as female or male scored significantly lower than cisgender for more resources for older people, indicating greater support for these services among male and female than cisgender people. Bisexual, pansexual, and queer people recorded a significantly lower score for more resources for transgender people than did gay persons, while gay and lesbian persons scored significantly lower scores for more resources for older people than bisexual people. This difference is accounted for by age, with significantly greater proportions of bisexuals in the younger age cohorts than the over 50 age group.

Issues related to healthcare

Access to affordable, inclusive, and most importantly, 'affirming' healthcare that was 'appropriate and empathetic' was a common concern for participants. They repeatedly highlighted the need for broader promotion of LGBTIQ+-inclusive healthcare providers across the state, but again also the need for LGBTIQ+-identified healthcare services, LGBTIQ+-identified health practitioners, and health services created and run by LGBTIQ+ people for LGBTIQ+ people. The lack of knowledge about these issues was a concern because LGBTIQ+ Tasmanians reported to us that this meant they experienced discrimination and harassment with healthcare providers. Although some participants clearly noted they 'had very positive experiences of the health system over the last 4 years', most comments in response to our online survey indicated problematic experiences for LGBTIQ+ Tasmanians with healthcare practitioners:

They called my orientation a "lifestyle". They were an older male doctor who later apologised.

I had false as well as insulting information written about me in reports that were kept on my file and/or given to other healthcare providers.

More than a year ago I endured irrelevant stereotypical remarks in a report from an ID specialist regarding my sexual orientation.

They never do understand how I am sexually active and also not on birth control and not trying to get pregnant.

Another bad experience I had was with a nurse saying I needed to get onto birth control even though I'm a lesbian she said things still happens and I would still likely get with a man. She said it a few times even though I tried to explain I didn't need it.

I have heard multiple stories from trans women about misgendering, deadnaming, and insulting treatment at an IVF/sperm donation facility in Tasmania.

Our participants noted that they really wanted 'medical services that are aware of LGBTQI needs. Bisexuals remain invisible.' Healthcare providers having this knowledge was considered especially crucial, even for 'medical office admin. Uneducated comments can be harmful'.

The need for education and training for healthcare professionals and ancillary staff were best evidenced in the comments we received in the online survey about healthcare priorities. When provided with a text box in which they could share what their priorities were, comments provided overwhelmingly focused on the need for training for healthcare providers, both in-service and pre-service, and in ongoing forms, with the comments below being just a sample of the number we received about this issue:

I met someone at medical school (about to finish) and she said they didn't have much LGBTIQA+ education at all. This has to change.

All staff to be educated on LGBTQI+ issues and not make assumptions about patients.

EVERY staff member being trained - good policy and mandatory training, including appropriate language and vocabulary, understanding of bias and discrimination. Too many services SAY they're inclusive (e.g. pride flag sticker) and then the staff are awful, which does MORE damage

Mandatory LGBTQIA-centred information sessions/workshops/education that is updated and run regularly enough to keep up with relevant changes in language, awareness, procedure, etc.

Regular LGBTIQ+ training for all health care providers

Training for all staff in using inclusive language/not presuming that all patients are cisgender heterosexuals

Training in dealing with LGBTI+ people for all staff. They should all have a sense of what is appropriate, and what is not.

While we have included a lot of comments above here, we wanted to show how incredibly important this area of concern is for LGBTIQ+ Tasmanians. These leave no doubt that training of healthcare professionals and ancillary staff is an area needing urgent consideration, that this needs to be considered in university level, pre-service training, and in medical settings when professionals and staff are working in-services, and that this training needs to also happen in the form of ongoing professional development.

We had many LGBTIQ+ Tasmanians saying they had explicitly avoided healthcare in situations clearly requiring medical attention because they had so much fear about possible stigma and discrimination from health care providers. Fears associated with accessing healthcare providers that lacked these forms of knowledge represented a powerful factor influencing the avoidance of healthcare practitioners amongst LGBTIQ+ Tasmanians: 'Not yet engaged with health care system, but have a fear doctor won't be receptive or acceptive'.

For instance, one online interview respondent noted: 'I have a trans friend in her 70's who refuses to have her prostate checked because that wouldn't fit with the way she has seen herself for the last 50+ years, even though she stopped taking her hormones almost a decade ago. I worry about those aspects of her health'. Another online survey respondent shared: 'Sometimes I do not feel like its worth stating, won't be understood/respected & sometimes choose not to make appts which I need'. LGBTIQ+ Tasmanians noted that they were also strategic with healthcare visits as a result – they avoided seeing providers they did not know: 'I lay low, and don't visit doctors who don't know me. Not worth the anx [anxiety]'.

Potential reactions of healthcare providers when LGBTIQ+ Tasmanians did disclose their status was a powerful factor that motivated healthcare avoidance. Respondents noted they often did not disclose this information to their healthcare providers: 'I haven't yet visited a health care provider where I have disclosed my sexuality'. Of particular concern were comments indicating that many LGBTIQ+ Tasmanians noted they did not disclose their LGBTIQ+ status to healthcare providers even when it was relevant to their visit: 'Avoided disclosing sexuality despite relevance to the presentation'. It is evident that the potential for negative experiences with healthcare providers in Tasmania is heavily shaping the medical care of LGBTIQ+ Tasmanians. In contrasting situations, where their status was not relevant, healthcare providers were evidently making assumptions about LGBTIQ+ people: 'Assumptions were made that were inaccurate. My sexual orientation wasn't relevant at the time but it did mean that I was less likely to be open and honest with health professionals'. Some LGBTIQ+ people reported that their status became the focus of their appointment, meaning the healthcare provider failed to meet their needs: 'I had my actual needs ignored for being asked questions about my identity rather than what I came in for'. In some instances, LGBTIQ+ Tasmanians had such problematic experiences that they changed their healthcare provider altogether: 'Changed GP due to previous GPs treatment of my partner'.

Further to this, they had avoided healthcare because, just like mental health care, they could not afford to access healthcare due to the lack of available bulk billing 'doctors that are LGBTQ friendly'. They noted clearly that they needed 'more health services for LGBT+ people covered under Medicare'. These issues were also highlighted in comments from respondents discussing healthcare priorities. Government funded services were clearly noted as something needed to ensure LGBTIQ+ Tasmanians with fewer socio-economic resources had access to medical care: 'A funded LGBTIQ+ service providing bulk billed GP appointments and other health services'; and further: 'more LGBTQIA+ friendly GP clinics that specialise in issues that affect the community'. Given the amount of research demonstrating the lower socio-economic outcomes of LGBTIQ+ people generally, and particularly in Tasmania, it appears imperative that the issue of free healthcare be prioritised.

Transgender and gender diverse experiences of healthcare

The healthcare experiences that transgender and gender diverse people shared with us in our study were problematic at best. They disclosed behaviours from healthcare providers that ranged from general frustration to what most people would consider sexual assault. Their experiences were very clearly shaped by their status as a transgender and gender diverse person. Frustrations were most commonly expressed in relation to how the gender affirmation system in Tasmania is set up to support transgender and gender diverse people to affirm their gender. The most common frustrations noted was with how they needed to attend a sexual health clinic for these concerns and how this meant considerable waiting times related to obtaining support:

We really need a Gender Clinic. Our Trans community do not have the medical support they need. A Sexual health clinic with excessive waiting lists is simply causing so much damage. I cannot wait this lengthy amount of time to start Hormones. It should be my right as a trans person to have access to the things I need. In Australia and the US the Trans attempted suicide rate is approximately 40%, we need urgent attention!!!!

Unfortunately you have to go to [sexual health clinic] for gender stuff as it is not a sexual health issue! We need a designated gender centre. Having to wait over 8 months to get an appointment with the psych at the gender centre or pay $280 and have to attend a paediatric clinic to see him for a gender related referral is totally inappropriate!

Participants were also particularly vocal about how accessing appropriate, sensitive healthcare for transgender and gender diverse people was incredibly challenging. Many people raised the need for 'proper medical care for the transgender community.' They expressed concern about long 'wait times to access the transgender clinic' and described the difficulties accessing gender affirming care in Tasmania as 'still pretty restrictive and hoop-jumpy for trans people, which is really concerning'. LGBTIQ+ Tasmanians had very specific suggestions to ensure 'better healthcare outcomes for trans patients', including 'more AusPATH medical practitioners, and reinstating/covering medications/treatments under Medicare and the Pharmaceutical Benefits Scheme'.

We had some transgender people report behaviours from healthcare practitioners that we would define as sexual assault. It is clear the underlying reason for this was inappropriate curiosity, referring to the intrusive questions that transgender and gender diverse people get asked about the lives by healthcare practitioners (Grant et al. 2021; Shepherd, Hanckel & Guise, 2019). However, inappropriate curiosities can often extend beyond intrusive questions to breaches of bodily integrity: where medical practitioners undertake invasive medical examinations to fulfil their own personal curiosities about the post-affirmation surgery bodies of transgender people (Vermeir, Jackson & Marshall, 2018). This form of medical examination is evidenced in the experience recounted below in our online survey:

> I'm trans, and saw a urologist in Hobart, to have a prostate exam. He not only probed my anus (expected) but probed my vagina (unexpected) and later "complimented me" on the "work" and asked who my surgeon was. This felt invasive and creepy.

Any sort of invasive examination of the body of a person could be considered sexual assault as it is a clear breach of bodily integrity, and this person makes it clear it happened without their consent. The behaviours of this practitioner were not focused on the care of the transgender person in this example as their examination of their body was motivated inappropriate curiosity about post-surgery transgender bodies.

These types of experiences are highly problematic, traumatic, and can create long term psychological harm for transgender people. Given the levels of fear reflected in the comments above about engaging with medical care generally, we might speculate that other transgender people have had similar experiences that they are too afraid to report.

Another key concern for transgender and gender diverse people was the lack of available healthcare practitioners with a focus on gender affirmation (particularly those with specialist capability around surgical procedures). They noted clearly that a priority for them was having access to 'gender affirming surgeries'. However, it was not just an issue of having these practitioners physically available (although they were most often interstate) – they also needed to be financially available. Participants acknowledged that when practitioners and services were available, the exorbitant costs associated with accessing them, and sometimes their physical proximity to them, provided often insurmountable barriers for transgender and gender diverse Tasmanians:

Access to medical care. There is very little access to medical care in Tasmania, for queer people's specific queer camp. And a lot of people try and outsource to the mainland. It is not fully impossible, but almost impossible to get transgender surgeries in Tasmania as an example (P2).

Support I needed (eg. transition) was far too expensive and not covered by any private health (eg. chest masculinisation surgery).

Make surgery and hormone replacement therapy accessible and affordable to all transgender and gender diverse adults, and where the choice for surgery depends only on informed consent.

There were other circumstances where medical products, especially hormones, used for gender affirmation were just too difficult to access for the person involved so they chose to source these illegally. One young person in our online survey noted they 'bought anti androgens when I was underage because getting a prescription required going to the family court and I was discouraged from this'. An adult in our online survey shared similar experiences:

I used pro hormones in body building to 'try' how I'd feel it before I went to a doctor...I was fine, fitness freaks know their nutrition and the shit they put in their body. Anyway, once I had I had done that little experiment in privacy, I was ok with going to a doctor and going down the correct path.

A final theme discussed in the data we collected around transgender and gender diverse healthcare issues was the need for specific awareness and sensitivity training for all medical staff focused on transgender and gender diverse issues. Like the number of comments about the need for LGBTIQ+ awareness training for medical professionals generally, we had an significant number of comments noting the need for

specific training focused on these issues so that physiological concerns impacting the lives of transgender and gender diverse people could be better understood and more respectfully ameliorated by healthcare practitioners:pecific training focused on these issues so that physiological concerns impacting the lives of transgender and gender diverse people could be better understood and more respectfully ameliorated by healthcare practitioners:

Training health professionals in anti-discrimination. I have overheard transphobic conversations between health professionals, for instance, which made me feel unwelcome and powerless.

They need to ensure that medical services are available for those who feel uncomfortable in some medical settings (e.g. I'm only comfortable getting gynaecological care from the sexual health service), and that G.P.s are aware of the unique medical needs of aging trans women (and men, I guess).

As with general LGBTIQ+ training for healthcare practitioners, our respondents make it clear that this specialised knowledge is needed by these practitioners to enable safe, respectful, supportive medical care for transgender and gender diverse Tasmanians.

Schools and education

Education and schooling were discussed at some length. We gathered robust quantitative and qualitative data about the issues currently impacting the lives of school students, teachers, and even parents involved in schooling and education. The data clearly demonstrates there are major concerns commonly expressed many respondents. Below, we discuss student experiences, teacher experiences, and then move to the key themes emerging from the qualitive comments gathered in the study.

Student Experiences

Nine out of ten respondents had completed their schooling. Over fifty percent of the sample (50.3%) indicated they had a university degree or a higher university degree (e.g. PhD). Twelve percent had a trade or apprenticeship, 23% had grade 12 or equivalent, with the remainder (15%) a high school (grade 10) education or lower (Table 12).

When asked if they were openly LGBTIQ+ in school, the majority (75%; n=261) were not. In just over one half the cases (58%) respondents indicated that being 'out' did not have any effect on their education, while one third indicated that it had a 'bad' affect. No regional differences were observed in relation to the impact of being out on education.

Three quarters of those who answered this question had not, or were not 'out' at school . No regional differences emerged in relation to being 'out'.

Being 'out' correlated with age, therefore there was a greater likelihood of being 'out' the younger the person. More 18 year olds were 'out' at school than those in the 25-34, 35-44 and over 50 age groups. Additionally, a greater proportion of 19-24 year old's were 'out' at school compared to 35-44 and over 50 age group.

"I was told to keep [my identity] to myself because it made the other students feel uncomfortable."

"Things have changed a lot since I went to school and tried to interact as a queer person in Tasmania so many of my answers are based on that experience, I notice young people are more open and seem more content with being queer in Tasmania."

Education (cont.)

Forty two per cent of students told all or most other students of their identity as LGBTIQ+, compared to 57% who reported telling 'some', and 1% who told none. Twenty four per cent of students told all or most teachers that they were LGBTIQ+, compared to 36% who indicated 'some' and 40% who did not inform teachers of their identity. Three quarters of respondents did not inform any administrative staff about their identity, while one quarter informed some support staff and 49% were not out to any support staff. Thus, while students were more open to telling other students of their LGBTIQ+ status, this was not the case for teachers, administrative, and support staff.

Results demonstrate that issues relating to LGBTIQ+ were rarely covered in school-based sex and relationships education. As can be seen in Table 13, in 72.5% of cases, none of the issues listed were covered in school-based sex education. Twenty one per cent of respondents had attended classes that included discussion of sexual orientation, 7% included some mention of diverse gender identities, while just 3% had classes that referred to intersex status.

As with coming out at school, younger respondents were more likely to be exposed to school-based sex education that was inclusive of LGBTIQ+ issues and needs than their older counterparts. No significant difference emerged in relation to region. Notably, most respondents (80.3%) did not feel that their sex education had a positive impact on their education.

While 20% of respondents did not report having negative experiences at school, the majority reported a range of abusive experiences (Table 14). The most common form of abuse was insults and hurtful comments which were indicated in 63% of cases and comprised one quarter of all responses. This was followed by threats of abuse or violence. Being left out of activities was reported in 30% of cases and 11% of responses. In addition, students or staff telling others was reported in 40% of cases which comprised 15% of responses. In 20% of cases, respondents reported having none of the negative consequences listed. Overwhelmingly, other students were responsible for any abuse, occurring in 89% of cases and 50% of responses. This was followed by teachers, principals, and administrative staff.

"Leaving school in grade 11 because of harmful comments from staff and students, I thought I had no place in this world. I am now a successful volunteer firefighter, proving no matter what your circumstances, you can make something of yourself, you just need to find your passion."

"My health studies teacher in year 12 told the class 'if you think about it, it's not natural to be gay'"

Education (cont.)

Teacher Experiences

Eighty six per cent of the sample did not teach. Of those who had, 11% worked in a State school, 2.5% had worked in a religious school, and 1.7% an independent school. Just over half (52%) of all teachers indicated they were 'out,' or open about, their LGBTIQ+ identity at school.

Just under half of all teachers (45.7%) reported no negative experiences from being 'out', significantly more than students (Table 15). Of those who had, 30% of cases reported hiding their identity. Verbal abuse was reported in 21% of cases, while telling other people was reported in 22% of cases.

"Students told me I should be killed, I was called homophobic slurs almost daily for 12 months. The school did nothing and almost exacerbated the problem. Schools are not equipped to help young LGBTIQ+ teachers, let alone students. We need more help."

"I was discouraged from telling the kids [about my identity]."

"I was possibly 'looked over' for promotion and other opportunities"

Education (cont.)

Issues related to education

Education and schooling were repeatedly discussed in qualitative comments from our participants. These comments revolved around a core focus as expressed by one survey participant: our participants emphasised that education and schooling were 'the most important factor in improving young LGBTQ+ kids' lives'. They championed 'mandated education for all staff, as well as significantly improved and monitored education for students'. Their reasons for making these suggestions related to the overwhelming lack of discussion about LGBTIQ+ people and their lives, histories, victories, and challenges in schooling contexts: 'The education I received at both private and public schools regarding LGBTQ+ issues was almost completely absent'. As our questions in our survey focused on the experiences of students and teachers, we had many comments discussing what experiences were like for those that disclosed their sexuality and/or gender diversity in school environments. Colleges were rated more highly for being inclusive places where disclosing went 'extremely well', but private schools were identified as places where coming out was a significantly negative experience. Their comments were context specific: in some cases, female students were great, but 'guys could be really horrible' and 'students were mostly very good; teachers reacted mostly quite badly'.

Negative experiences noted by LGBTIQ+ students in schooling environments included 'social ostracism', gay straight alliance student clubs being 'outright denied when effort was made to create one'. They mentioned 'feeling unsafe in class due to use of slurs and other homophobic language' and experiencing 'non-direct discrimination only. That is, my non-cis partners were harassed for not being heterosexual while we were dating'. Others discussed more serious forms of harm:

So many things. I was threatened by boys who thought the right "dick" could "fix" me; an AP in collage threatened to out my closeted GF to her backwards family, teachers harrased me and put me in time out for "inappropriate conduct" when I interacted with other girls (straight kids didn't struggle with this); staff assumed that any pair of girls always included me even though I was in a monogamous relationship because I was the token femme lesbian they knew about; teachers said I was "exposing" grade 7s to something, as if I was some kind of threat to other children when I was a child myself; I did nothing unusual, nothing about me was different except that I was gay.

Education (cont.)

Students featured prominently in the comments as the perpetrators of these negative behaviours, but what was particularly concerning was this was closely matched by the number of comments noting teachers and staff as the perpetrators of these harms. One comment noted that this went to the highest levels of management in the school their child attends: 'they have been in a room when homophobic comments and jokes were made which made them anxious they also have a principal who is homophobic'. Parents also featured heavily in comments about schooling, particularly as a group in urgent need of attention with awareness education around sexuality and gender diversity issues, with a few comments noting the need for this to focus on the 'those with strong religious beliefs'.

They noted a range of different issues with school environments that make them unsafe places for LGBTIQ+ young people. This perspective was well evidenced by comments from a teacher in the online survey who had only newly moved to Tasmania:

I have only just moved here. However, in my short time as a teacher here, I have already heard a lot of students using language such as "that's gay" as an insult. I wish there was more support in education to know how to deal with this kind of micro aggression. Sometimes it is scary to try and explain to students why this is inappropriate, why being gay isn't an insult, especially with students who are seen as aggressive. I also know that a fellow teacher heard the f-slur used in class and dealt with it really well, but I am worried about how I would deal with that kind of thing while being taken seriously. I think something needs to be done to change this culture of "gay is bad" and education settings are fantastic places to enact this change, but it needs to be with everyone, not just a few queer teachers who are personally affected by it.

I work in a school, so I've personally gone out of my way to try and create spaces for LGBT+ students, however, I'm very aware that the reaction to students reporting abuse/harassment depends entirely on which staff member was reported to. If a staff member is homo/transphobic or otherwise uninterested/biased, they can choose not to follow it up.

I was bullied by senior leaders in my school as an out queer woman in regional Tasmania. Students told me I should be killed, I was called homophobic slurs almost daily for 12 months. The school did nothing and almost exacerbated the problem. Schools are not equipped to help young LGBTIQ+ teachers, let alone students. We need more help.

Education (cont.)

These comments demonstrate the clear need for education with students and teachers, and these themes were reiterated by others stating the urgent need for further awareness education and training around sexuality diversity in general, around transgender and gender diverse people, and around bisexuality. They argued that young people 'need more awareness and education around sexuality and gender fluidity' because at the present time, 'we are not taught how to understand or accept or difference and that it's okay'. Parents of transgender children expressed similar concerns in their comments in the online survey: 'my transgender 7 year old is important. Her happiness and acceptance from her school and the community'.

Another focus in the discussions on education and schooling was these services being provided by religious educational institutions. There was a particular focus in the comments around Catholic education spaces, with these schooling spaces mentioned as facilitating real harm against LGBTIQ+ young people and failing to protect them from discrimination and harassment:

I think it is so important for LGBTQ+ students to have a voice, especially in Christian schools where their voices are silenced by homophobic/transphobic teachers who push their beliefs onto the students. There was one instance where a student came forward to talk about their struggles with their gender, and they were told that there was no place for that conversation at the school. That kind of shaming and shunning can have detrimental effects on young people's mental health and there needs to be something done to protect LGBTQ+ youth.

Schools were identified as the key place within which this awareness education could begin, with suggestions around teaching about the historical and current challenges experienced by LGBTIQ+ people in schools: 'it is extremely important to include LGBTQIA+ events and histories and stories in the school curriculum. Children who see the community as normal are hopefully less likely to grow up to be bigoted'. They argued that by doing this, they would create more open minded, broader thinking adults that would collectively create a more inclusive Tasmanian society: 'it is important that LGBTQIA+ events, histories and stories are taught in schools. Knowledge and understanding from a young age reduces the likelihood of bigoted adults (I hope)'.

Unsurprisingly, in line with the statistics discussed above demonstrating a need for a focus on sex education in schools, and particularly the lack of a focus on diverse sexualities and genders, this was a central focus of attention in discussions in our project too. Awareness about LGBTIQ+ people was not the only issue identified as urgently needing attention in schooling systems: 'the lack of quality, or ANY sex, gender, and sexuality education in Tasmanian schools is endangering the lives of our LGBTQ+ youth'.

Education (cont.)

The lack of diverse sex education in Tasmanian schools was emphasised as an issue requiring urgent attention because sex education 'is a major concern for most non-heterosexual couples' and therefore must be a focus of teaching and learning in schooling environments. Participants were aware that this may have already recently been a point of focus in research, but they urged that schools needed to have 'another look at what sex education provides' for LGBTIQ+ young people in Tasmanian schools.

Our participants made it clear that there was an apparent lack of discussion about the existence of transgender and gender diverse people and their achievements/challenges in schooling environments and that, as such, 'there needs to be more support in schools' for transgender and gender diverse young people and children. Support was identified in specific forms and comments focused on the need for this in both 'late primary school and high school' contexts. First, comments strongly indicated the need for structural changes to school spaces in the form of installing gender neutral bathrooms throughout schools across Tasmania. Second, they noted the need for economic changes in the form of 'more funding for organisations like Working it Out so that there are more educational support services in place in schools for transgender children and their parents'. This funding would ensure that these organisations could provide further support to transgender and gender diverse young people and children in schools, their parents, and school staff. Third, comments identified that 'there is an overwhelming need for more than one Schools Inclusion Officer for the state'. This one person was identified as doing excellent work, but they were clear concerns about this one person not having the capacity to cope with the number of students needing support across the Tasmanian landscape:

Have a minimum of two dedicated 'inclusion officers' in schools for students, staff and parents to turn to or consult.

We need at least one other Schools Inclusion Officer for the north of the state and support workers employed who work specifically with LGBTQI families and run programs that can assist individual classrooms and teachers who may have a TG or Non-binary child in their class.

The demand for these types of services appear to be increasing in Tasmania and our participants are making it clear that this demand is not being met by the current funding support for school inclusion officers in schools.

Issues for young people were often raised on conjunction with issues raised around schooling and safety. For instance, a lot of comments noted how Tasmania needed 'more education in primary and high school about what it means to be lgbtq+'. Even young people themselves noted this in our online survey 'funding support for LGBTQ+ youth, particularly in schools is very lacklustre. These are my key concerns as a young LGBTQ+ person but I am sure there might be more significant problems for us'.

Education (cont.)

They talked about how 'we have few to zero youth based activities and spaces, and the ones we do have are either funded by volunteers and constantly face restrictions, or are all just during Pride week, as if the queer kids disappear the other 51 weeks a year' – 'LGBTQ+ minors have little or no safe spaces, forcing them to curate their own events which without guidance or support from the local government or our LGBTQ+ elders'. Most importantly, they talked about how schools were a key place where good support could be integrated for LGBTIQ+ young people. LGBTIQ+ Tasmanians stated they wanted to see 'more mental health assistance for lgbtq+ people at school'. In addition to the need for further school inclusion officers noted above, comments also highlighted the need for 'ensuring schools have professionally qualified counsellors' and to have 'counselling staff who are trained in LGBT+ issues in every school' to keep LGBTIQ+ young people safe in schooling environments.

Workplaces

Respondents are most commonly employed as public servants (14%), professionals (12%), educators (9%), and managers (8%). They most commonly work in industries such as health, education, retail, and government (Tables 16-17).

Nearly two thirds of respondents who worked indicated they had informed people at work they were LGBTIQ. No regional, sexual orientation, or gender differences emerged. In so far as age is concerned, a significantly smaller proportion of those aged up to 18, and those over 50, reported being 'out' in their workplace than the 25 to 34 year age group.

In 65% of cases, respondents reported they had not experienced any of the behaviours listed (Table 18). Hiding identity (18%), someone telling others about their identity without their consent (15%), and verbal abuse (12%), were the most common types of negative experiences encountered in the workplace.

"A job offer was withdrawn when they found out I was transgender."

In nearly two thirds of cases, a colleague was responsible for negative experiences, followed by a manager. Customers were responsible in one quarter of cases, followed by clients (Table 19).

Of those who had experienced some form of abuse, eight out of ten respondents did not report the incident to anyone (Table 20). In a third of cases, the person dealt with negative experiences themselves or with family and friends.

A reticence to report negative experiences revolved around a fear losing one's job (21%), that reporting the incident may affect their workplace relationships (43%), or the person had a bad previous experience or heard there was no use reporting abuse (Tables 21-22).

The most common formal avenues for reporting included a direct manager (39%), higher management (28%), or a trade union (28%). Friends or family (17%) and work colleagues (17%) were more informal avenues for reporting abuse.

Over half all those who reported abuse were either happy or somewhat happy with how the incident was handled, while 40% were either somewhat or very unhappy (Table 23).

"While workplace training in LGBTQIA+ issues is useful, it is only so to those who are already receptive. People who are engrained in their homophobia and/or transphobia will only use this training as another point of resentment and ridicule."

Two thirds of workplaces either had a workplace diversity and inclusion policy or had a general diversity or inclusion approach (Table 24). Over 40% were either somewhat or very happy with how policy was enacted in the workplace, while others were neutral (38%) (Table 25). Over three quarters of respondents reported that they had not received any LGBTIQ training (Table 26). Of those who had received training, over 8 out of 10 reported being somewhat or very happy (Table 27).

Workplaces (cont.)

Issues related to workplaces

The statistical data in our study reveals a lot of issues with workplaces for LGBTIQ+ people in Tasmania. Discussions we had with LGBTIQ+ people in our study revealed a lot of concerns for workplaces, but the issues emerging were consistently similar. The key message from these discussions was that, when LGBTIQ+ Tasmanians reveal their sexuality and/or gender diversity in Tasmanian workplaces, the responses of employers and colleagues are 'a mixture. Some were supportive, others were abusive' and 'some very supportive, others rude and discriminatory'. It was clear that 'it depended on the person - not everyone reacts in the same way'. For instance, one person in our survey commented that their 'boss is dismissive and doesn't use pronouns even though she knows them'. Another noted that 'it is always a mix of some people who are cool, some who are trying too hard to seem cool but don't know what to say so they say weird things and people who just say dumb shit like "and that's your choice, I just don't want anyone shoving it down my throat"'. For some people, the reaction to disclosure was not the issue – it was the 'incorrect assumptions beforehand can be hurtful. The bigger issue is non inclusive language being used loudly causally in the workplace every day'.

There were different forms of discrimination reported to us in the qualitative components of our project. Participants talked about 'having the female-attracted side of my sexuality fetishised, while also being shamed' and overhearing 'hurtful stereotypical comments about my orientation when they didn't realise that's how I identify'.

In one instance, someone noted that their 'daughter had to leave the state for work due to bullying in her industry (diesel mechanic)'. Transgender participants shared a range of discriminatory behaviours that they had been subjected to, including a range of microaggressions like 'dead naming, misgendering, transphobic language used despite training', and this came from managers, colleagues, and customers. Other transgender people shared considerable forms of discrimination, including one person noting that 'a job offer was withdrawn when they found out I was transgender' and another reporting how someone had made 'threats (by someone interstate) to report me to my professional body'.

Structural forms of exclusion (particularly in the built environment) were also noted by transgender people in our study, such as one person that talked about how 'there are no toilets which reflect my gender identity. I have to leave my office and use toilets on a different floor elsewhere in the building'. All these forms of discrimination and harassment, whether it is microaggressions or being denied employment, cause real harm to LGBTIQ+ Tasmanians.

Workplaces (cont.)

One of the most common suggestions for overcoming the types of behaviours indicated above is workplace training and professional development. This was mentioned numerous times in our qualitative data. Interestingly, there was also some hesitation expressed about a training and professional development approach. Respondents talked in our study about how this needed to be considered very carefully in Tasmanian workplaces. There was concern that these forms of training could inflame the issues further and be met with resistance:

Mandatory training for inclusive workplaces in private sector (not just government agencies) as LGBTQI work in all industries and making all workplaces a safe and inclusive environment would have a profound effect on LGBTQ mental health across the board.

Many questions here talked about training in the workplace. Although this is a fine idea for those who are receptive, for those who are set in their homophobia and/or transphobia it only provides another point of ridicule. Therefore, it is extremely important to include LGBTQIA+ events and histories and stories in the school curriculum. Children who see the community as normal are hopefully less likely to grow up to be bigoted.

These comments highlight that the complexity of the workplace context needs to be taken into consideration before training is implemented. The other key suggestion for improving workplace relations, and minimising the likelihood of the behaviours noted above, was 'employing more openly out LGBTIQ+ people because getting to know LGBTIQ+ people is shown to be the best way to breakdown the social myths that circulate about us. Who doesn't benefit from diversity?'

Policing

Tasmania Police are the most popular avenue for reporting negative experiences (55%), followed by schools (23%).

No significant relationship existed between gender and the reporting of negative experiences. For those questioning their sexuality, all (100%) reported negative experiences to school, as did asexuals, while all those who identified as straight/heterosexual reported negative experiences to police, as did 80% of pansexuals, 75% of those identifying as queer and 63% of those identifying as lesbian. Those identifying as gay reported negative experiences to police in 55% of cases and 18% reported negative experiences to school. All trans men reported negative experiences to school, while 80% of the cisgender people and trans women groups reported negative experiences to police, followed by 67% of females and 50% of those identifying as male.

A large proportion of those identifying as heterosexual/straight (100%), pansexual (80%), queer (75%) reported negative experiences to police. This was followed by lesbians (63%) and Gay (55%). All asexuals and those questioning reported negative experiences to school. Generally, the younger the age group the more likely to report negative experiences at school, indicating that a large proportion of negative experiences occur at school. The older the cohort the more likely they are to report to police and in the 35-44 and 50+ age groups this included reporting to the Equal opportunity commission.
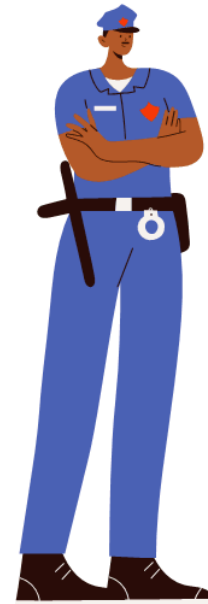
WHERE WERE NEGATIVE EXPERIENCES REPORTED?

- Hospital 6.5%
- Fire service 3.2%
- Equal opportunity 9.7%
- School 22.6%
- Police 54.8%
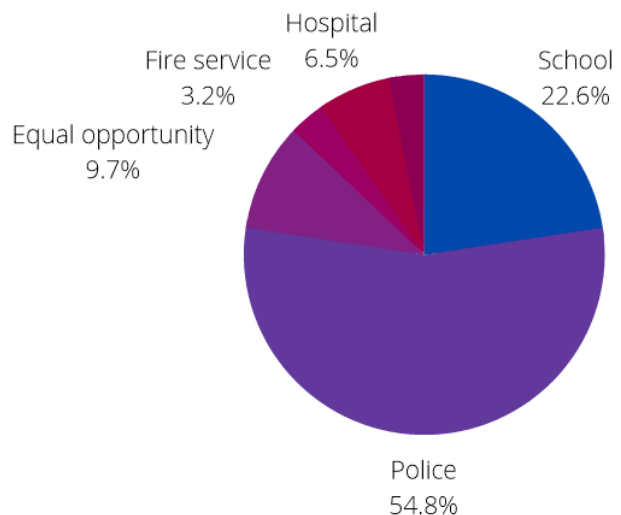
Policing (cont.)

The number of people responding to this question was low (n=31) so caution should be applied when interpreting results. While the proportions reporting either helpful/very helpful (39%) or unhelpful/very unhelpful (33%) were not significantly different, the proportion reporting very unhelpful was high (36%). Additionally, the proportions reporting a neutral response was also high (29%). **The results suggest a general feeling that police were very unhelpful, with a significant proportion of most sexualities reporting that the police were 'very unhelpful'. There was also a significant proportion indicating a neutral response to this question.**

Those identifying with genders other than those listed (100%) and non-binary (67%) people were most likely to perceive police to be very unhelpful, while trans women (60%) thought police were very helpful.

Police in the South of the State were considered unhelpful, while those in the North appeared to think the police were very helpful, those on the east coast were all neutral. There was no data for the NW coast.

The age data suggests extremes in views. Of the 40-50 year age group 67% thought the police very helpful, while 33% thought them very unhelpful. In most age groups significant proportions (over 1/3rd of responses) viewed police as 'very unhelpful', with the 18-29 year age group exhibiting the greatest proportion. Additionally, significant proportions were neutral in most age groups. The graphic is characterised by the absence of the 'unhelpful' and 'helpful' categories.

Ensuring that police leaders do not hold discriminatory attitudes towards LGBTIQ+ people was the highest priority in relation to improving LGBTIQ+ safety and better relations with police. This was followed by more LGBTIQ+ training for recruits and officers. Both these initiatives scored significantly higher in terms of priorities than the other suggested initiatives (Table 28). No significant differences emerged in relation to sexual orientation, gender, region, or age with regard to priorities for improved LGBTIQ+ safety and better relations with police.

Helpfulness of the Police by age
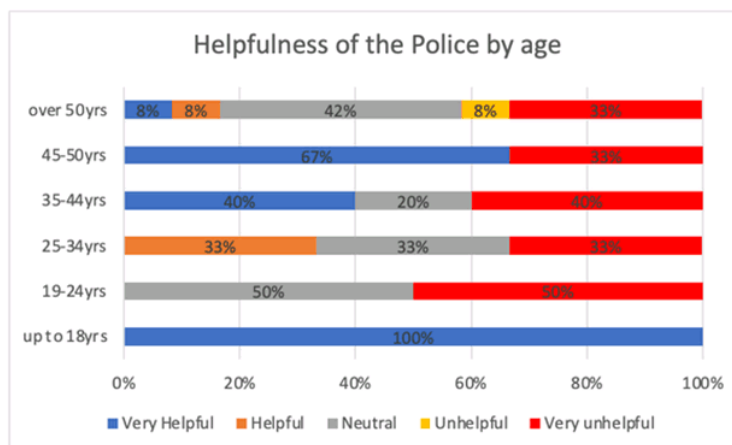
Policing (cont.)

Issues related to policing

Our discussions with LGBTIQ+ people in our project generated distinct messages about policing and LGBTIQ+ Tasmanians. Participants reported fewer suggestions for improvements and were more resistant to engaging with this institution. Many expressed negative perceptions and distrust of police and were critical of the relationship between police and LGBTIQ+ communities:

Police having more of a presence at pride events has been a thing of tension, but in general there is a feeling of queer issues like bullying, harassment, or when legit assault happens, it's not taken seriously.

The police don't listen to queer people as it is - again, with coming to pride even though the vast majority of community members do not want them there. They can't be trusted. They don't handle queer issues very well.

Don't have a police stall at pride. Sure, crowd control is needed, but a recruitment stall is downright insulting.

Overall, the most dominant messages we received were focused on abolishing the police, defunding the police, and redirecting funding into community services and instead utilising a 'community care model' to serve communities: 'Defund police. They need to stop abusing people of colour. I have no interest in helping you "correct" an inherently broken system'. These messages are similar to other messaging about police that we are seeing in international discussions about policing.

Policing (cont.)

A core focus of these discussions was drawing money away from policing and reinvesting that money into public services. They noted very clearly where the funding should be redirected to:

Funding a mental health response team so that ppl have alternatives to calling police for assistance. Dismantling the "justice" system which criminalises and punishes people for being poor addicted or unwell.

Redirecting police funding to LGBTIQ+ inclusive social services and programs including mental health, housing, community mediation and violence interruption programs

It is very clear that LGBTIQ+ Tasmanians believe it would be important to reassess how policing is done. While it may not be feasible to completely abolish or defund a police organisation, LGBTIQ+ Tasmanians did have useful suggestions for broadening out how we think about first response in Tasmania, such as the community care model and introducing 'welfare officers': 'Money should be put into public services, social work programs and more'.

Although the critical messaging about policing discussed above may be reflective of broader social movements arguing for the abolition of police as a harmful system, other LGBTIQ+ people in our study had negative perceptions of police because they had negative experiences with them. Two comments were especially prominent in this respect:

Don't tell rape victims that they just had sex with a man, then regretted it and cried rape would be a good start. Dealing with the police was more traumatic than my rape.

I went to the police to report a neighbour who had been tormenting me for more than 12 months. Not only did they take 5 days to follow up my complaint but they then rang me to say that my complaint had no basis, even though I had seen a lawyer who had spelled out that their actions were illegal...I was finally appointed a mental health advocate and later referred to Hobart Community Legal Services and I am filing a complaint with Equal Opportunity Tribunal. My shrink has advised me to leave the state and I've been forced to sell my block of land.

These experiences are concerning as they contribute to significantly challenging attitudes about police for LGBTIQ+ Tasmanians.

Policing (cont.)

While defunding and abolition were the most common themes, other messages focused on trying to build better relationships between police and LGBTIQ+ Tasmanians. Some argued that 'more could be done to establish a greater connection with the LGBT+ community in regards to [police] officers. This strengthened relationship would likely mean greater trust in police, and a greater sense of safety in the community where many do not feel safe to show their sexuality'. For some, strengthening this relationship meant police needed to make amends for past police violence – they asked for this as a demonstration of 'accountability for TasPol's past history with LGBTIQ+ discrimination. It was distressing seeing such a massive police presence at the pride parade with no acknowledgment or apology for historic abuse and discrimination'.

These responses demonstrate that much needs to be done to build a sense of trust between LGBTIQ+ communities and police. There were a range of suggestions made for trying to work towards this. Some respondents highlighted that this could be achieved through 'addressing the hyper-masculine culture of police' as an institution. Many participants noted the need to increase diversity in the police force (including encouraging more women and LGBTIQ people to join) – they noted a need for 'more trans officers'. Others focused on how change needs to begin with police recruiting and making sure that people recruited 'are decent people and see what they're like in an environment outside of work'. Comments also highlighted the importance of the presence of police uniforms and they suggested having 'non uniform police to assist in the office' so that LGBTIQ+ people felt safer to seek support from them. While there was some contention around the efficacy of LGBTIQ Liaison Officers, some participants felt that these roles could be more explicitly promoted in the wider community, with more awareness and visibility of what they do and how they can help LGBTIQ people. Participants felt that anti-discrimination laws could be emphasised further, both within the police force and in the wider public, to stress the importance of LGBTIQ-inclusion and acceptance. **Finally, people highlighted the importance of police having respect and dignity for all people in their interactions with LGBTIQ+ Tasmanians: they want police to be 'publicly accepting' of LGBTIQ+ people and they asked police to 'treat me like a human being, not a number'.**

Safety

Most respondents were comfortable being LGBTIQ+ in Tasmania (Table 29). No significant difference emerged for age, region, or sexual orientation, while significantly more trans men and trans women felt not at all comfortable when compared with the cisgender cohort.

A majority of respondents reported feeling somewhat or very safe in public places, while 17% indicated feeling somewhat or very unsafe (Table 30). Older respondents (over 50 age group) felt safer in public places than the 25-34 year age group, while trans women and non-binary persons reported feeling significantly less safe than those who identified as female or male. No significant differences emerged in relation to perceptions of safety and sexual orientation or region.

Similar proportions of respondents reported that yes, they did avoid being open about being LGBTIQ+ or that it 'depended on who was around' (Table 31). No difference emerged in relation to sexual orientation or gender, while those in the over 50 year age group were less likely to avoid being open about their LGBTIQ+ status than those up to 18 years of age and those in the 19-24 year age group.

Nearly half of all responses indicated that they avoid being open about being LGBTIQ+ in any public anywhere (48%), including their local area (32%). A quarter of responses referred to restaurants, pubs, cafes, public transport and work respectively, while a third indicated school (Table 32).

Approximately one third of respondents indicated that they often or always avoid holding hands or kissing in public, while a quarter reported not doing so (Table 33).

Significantly more of those who identified as gay reported always avoiding holding hands/kissing than lesbians or pansexuals. A significantly greater proportion of those identifying as male reported always avoiding public displays of affection than females and non-binary people. No age or regional differences were observed.

"Things are better than they were years ago, but there is still a long way to go. I do not feel safe holding my partners hand in public and would never contemplate kissing him in public due to fear of adverse reactions. I am receiving ongoing treatment for PTSD arising from the negative experiences I had during my youth as a gay man."

Safety (cont.)

The most common forms of abuse were verbal abuse, not being represented well in public, being excluded from events/activities, and threats of physical violence (Table 34).

As with those areas where people avoid holding hands, negative experiences tended to be experienced in the same locales. Thus, nearly half of all responses reported having negative experiences in public anywhere, followed by school and the local area (Table 35). Around one quarter of all responses referred to cafes, restaurants, pubs or clubs, public transport, and work respectively.

When asked if they had reported negative experiences, over 8 out of 10 respondents answering this question did not report experiences of abuse (Table 36). Where negative experiences were reported, over half contacted the police, while one quarter reported it to school (Table 37).

Reasons for not reporting any negative experiences included: the incident was not serious enough to report (57%); the respondents did not know where to report it (33%); the person was too upset or ashamed (20%) or did not want people to know about their LGBTIQ status. Just over one quarter of respondents reported dealing with it themselves (Table 38).

Safety at Home

Most respondents (75%) had told at least some or all family members they live with that they are LGBTIQ+. Similar results were recorded for 'other people' lived with, while nearly all had told their partner of their LGBTIQ+ status (72%). Approximately two thirds of respondents (69%) had not experienced any abuse where they lived, while those who had suffered abuse experienced verbal abuse or insults (Table 39). The source of abuse in most cases was a parent or guardian, followed by siblings, housemate, and partner (Table 40). In so far as safety is concerned, more than 9 out of 10 respondents reported feeling safe at home.

In more than 8 out of 10 cases (85%), those experiencing some sort of abuse did not report it. As with other scenarios described above, one of the main reasons for not reporting abuse was because they dealt with it themselves, did not know where to report it or did not want their LGBTIQ status known (Table 41). Where the abuse was reported, friends were the main group informed, followed by Police or an LGBTIQ organisation (Table 42).

Where the abuse was reported, over half were happy with the response they received, while 19% were unhappy with how the incident was handled (Table 43).

Safety (cont.)

LGBTIQ+ Tasmanians detailed very little about issues they experienced with families of origin or guardians/carers. It was clear that home was not a safe place for everyone – as one survey respondent noted in their answer to a question asking about whether they had negative experiences because of their LGBTIQ+ identity and if so, where: 'Home of family member'. The comments reflected that LGBTIQ+ in Tasmania are still struggling with family issues around their identities. One older lesbian articulated this in a focus group. She noted that her grandson was likely gay, but his father from a culturally diverse background was incredibly homophobic. We had other people mention how they were 'estranged from my family because I'm gay', while others noted that 'rejection from family' was a big thing that a several of my friends have gone through'. These types of situations are very challenging as there are few resources for LGBTIQ+ people facing possible family exile, and there is an especial lack of emergency accommodation for those who are exiled. People in our study recognised this: 'Too many people are in danger living with family and cannot leave because they don't have the money/resources/support. Too many people are being left with no choice but to stay in abusive situations'. Many comments from participants noted that funding was needed to ameliorate these circumstances, where funding was directed 'into services used by people in vulnerable situations, which LGBTQ+ people are often in such as homeless shelters, food vans, rural support'. They recognised the need to begin by 'addressing social inequalities like access to housing and healthcare; these affect lgbtiqa people as well especially those who are poor/living with unsupportive family/closeted/disabled.'

Impact of abuse on health and wellbeing

The effect of past abuse was almost evenly split between not having much effect on health and wellbeing (46.3%) and having somewhat or very much an affect (48%) (Table 44). The effect of recent or current abuse was considered not having much affect for over half of respondents (55%) and somewhat or very harmful for 30% of respondents (Table 45). No significant differences emerged for sexual orientation, gender, or region. Just under one third of all respondents had received support for past or current abuse, while 40% of those who had received support were currently receiving ongoing support. The majority of respondents (60%) did not feel there was enough support for LGBTIQ+ people who had experienced abuse, while one third were unsure. Priorities for dignity and inclusion included training for doctors and other professional groups and educating students in schools about LGBTIQ+ leaders and the history of abuse for LGBTIQ+ persons (Table 46).

Safety (cont.)

Safety in Tasmania

Safety was a central topic of discussions with LGBTIQ+ Tasmanians in our study. They shared different situations where they felt safe and unsafe. Generally, people acknowledged that safety had improved, but that there were still things that needed to be addressed. The following comments summarises these perspectives well:

Things are better than they were years ago, but there is still a long way to go. I do not feel safe holding my partners hand in public and would never contemplate kissing him in public due to fear of adverse reactions. I am receiving ongoing treatment for PTSD arising from the negative experiences I had during my youth as a gay man.

It sucks. People are leaving Tasmania because it's viewed as safer elsewhere. There's a reason theirs [sic] a brain bleed from Tasmania to the mainland. We don't feel safe.

It is very difficult to be out in Tasmania. Time after time I've had to walk past preachers in the Hobart Mall telling the crowd that we deserve to go to hell. I worry about presenting as non-binary in public because of the comments I receive. Doctors rarely understand or take LGBTQ+ issues seriously when I talk to them. Conversion therapy is still legal here. In college, another student I considered a friend gave me an invite to a "debate" on LGBTQ+ rights at their church. My year 10 school handed out flyers condemning gay marriage.

These comments demonstrate that LGBTIQ+ Tasmanians are still not feeling entirely safe to express their identity in public spaces – or even to walk around in public spaces as is the case with the non-binary person walking through the shopping mall. In terms of feelings of unsafety, a lot of people mentioned spaces populated by particular types of people, especially those 'cis-het men', 'drunk guys late at night', and 'people I don't trust or know are homophobic'. Certain public spaces and locations were commonly identified by participants as unsafe spaces, particularly small rural towns, public toilets, and sometimes specific suburbs: 'Certain suburbs I have been harassed and spat on so I think twice before taking my wife's hand in public there'.

Safety (cont.)

Compromised safety: hate violence, discrimination, harassment, and stigma

Violence, discrimination, harassment, and stigma motivated by LGBTIQ+ identity was a core concern for our participants in the qualitative responses. Many different types of verbal, physical, emotional, psychological, sexual, and economic violence were noted in this respect, in addition to specific forms of violence perpetrated against particular groups, such as biphobia. These forms of violence were mentioned repetitively, and participants were explicit about the need to recognise that hate violence is still being perpetrated against LGBTIQ+ Tasmanians. For instance, one online interview participant noted that 'I have heard of people moving because of harassment from neighbours.' Other respondents in the online survey stated: 'me and my boyfriend have both experienced physical and verbal hate crime by staff and customers in bars in Hobart'. For our participants, though, it went beyond recognition that these crimes were occurring – it was also about recognising the widespread, long terms impacts of this violence 'in terms of physical, emotional, mental, financial, social wellbeing', and having access to mental health support services.

Bisexual and asexual people most commonly talked about feeling significant stigma from other people, and particularly other people in LGBTIQ+ communities. They articulated not feeling safe or comfortable in a lot of spaces simply because they often hid their identities when hanging out with friends or other people because they wanted to avoid stigma in the form awkward questions and stares. They talked about the impact of living in a culture that erases bisexuality: 'there's a whole heap of trauma from not seeing myself anywhere'. This was exemplified well amongst women that identified as bisexual:

People seem to just act strange, as I'm bisexual (in a straight passing relationship) people don't question that I'm not straight. But sometimes if I show any tiny bit of me not being straight, people (especially women) act strange around me. I hide my WLW side (especially in front of other women) as to not make them feel weird and to not alienate myself as I struggle with friendships anyway.

I do not feel a part of the LGBTQI+ community in Tasmania as I am a bi woman in a "straight" relationship. I do not feel comfortable in my sexuality and being "out and proud". I think it is more acceptable to be "gay" or "straight" than it is to be bi (and open about it). It makes me sad as I would like to explore that part of myself and build a community but I do not feel accepted and I feel as though I'm taking the place of "real gays", and I'm just a "fake gay coopting LGBTQI for cool points" or something, as I can just "escape the oppression by pretending to be straight". I don't face judgement on the street when I show PDA to my straight, cisgender male partner, or when I talk about them to strangers, or other things. I just want to be accepted into the LGBTQI community but I do not know if I ever will be.

Safety (cont.)

I struggle to be an openly proud bisexual woman who is married to a man. When I do share with others that I am bisexual, the discriminatory comments are not because I am attracted to women and men, it is confusion about why it even matters when I'm married to a man. I have dated women whilst being married to my husband, with his full awareness and support, and yet I feel I need to keep this very secret as people become very upset that I am not a monogamous woman. Therefore, I tend not to share the information with anyone, however I wish I felt safe and supported by my broader family and community to express myself completely. I also do not generally share with men that I am bisexual as this has, in the past, resulted in verbal/sexual abuse by men who think that suggests I am promiscuous or 'up for it' or will sleep with women for his entertainment. Most of the people who I have shared that I am bisexual has been women I know well, or other LGBTQI+ people.If I were in a relationship with another woman I would feel much more confident being open and honest with my sexual orientation.

Bisexual women are evidently struggling to find safety in many places and they are experiencing stigma and marginalisation from people in heterosexual and non-heterosexual communities. Similar comments came from people that identified as asexual:

There's very little awareness of asexuality in the community. In fact, even though I've known about my sexual preferences (or lack thereof) for over a decade, I never knew there was a name for it or a community. I would like more education on asexuality. I don't tell people I'm asexual because people don't know the term. Even my employer, whose corporate identity is built around indulgence and sex and death, excludes asexual staff by hosting staff events where +1s are only allowed for those in a romantic relationship.

I am not publicly open about my orientation, not so much out of fear, but because I just don't want to have to keep explaining myself. As aro/ace, I'm straight passing so don't raise many eyebrows beyond the conversations of 'when you get a partner' or 'when you have kids' where I just come off as a grumpy person to the talker.

Like the bisexual women above, people that identify as asexual are hiding their identities. In this instance, the stigma means they choose not to tell people because it is too challenging 'to have to keep explaining myself', but they are also actively excluded from different social spaces, such as the workplace described above. While it is an easier path to keep their identities hidden, different forms of implicit exclusion may be producing a range of unknown outcomes for these people.

Safety (cont.)

For people in our study, violence also included microaggressions like verbal hate speech and being misgendered. We have elaborated above how misgendering happens in a range of different institutional contexts in Tasmania, but another very prominent theme in our discussions with LGBTIQ+ Tasmanians was verbal hate speech from different groups. Three groups of people were identified as perpetrating hate speech against LGBTIQ+ Tasmanians in the current moment. The most mentioned of the three was religious organisations. LGBTIQ+ Tasmanians hated how 'the views of these church leaders are often expressed in local media and that is very upsetting'. They identified a range of different groups (such as the Australian Christian Lobby, Catholic leaders, the preachers in shopping malls) as perpetrating hate speech against them in public spaces. Second to religious groups was gender critical or TERF (trans exclusionary radical feminist) ideas and the people actively 'campaigning against trans inclusion' and publicised these ideas in the public realm, something they noted as enabling 'a place for those of the community who could also be called hate-mongers to flourish'. Interestingly, a number of prominent gender critical speakers intersected with the third group of people identified as perpetrating hate speech against LGBTIQ+ Tasmanians: politicians. The most significant part of the conversations around these groups was the fact that they could openly speak these ideas, and indeed have them published in the media, and never face any form of punishment. These groups were identified as harmful and discriminatory and LGBTIQ+ Tasmanians were angry and hurt: 'We are not a political talking point. We are real people. We deserve to be treated as such. Bigots should not be validated or publicised'. Moreover, they were angry that these forms of speech did not attract criminal penalties:

There needs to be real consequences for politicians who engage in hate speech and discrimination against minority groups. The TERF movement needs to be addressed for what it is - an attack on some of the most vulnerable people in our society. I don't understand how these groups are able to hold talks in council-run spaces. We wouldn't give that space to white supremacists and eugenics groups, so why trans hate groups?

For LGBTIQ+ Tasmanians, enabling a public space for gender critical and religious groups that vilify LGBTIQ+ people did not make sense in light of the clear expungement of other hate groups from public discourse.

Intersectionality was crucial to consider when interpreting comments from participants in our study. Racism featured prominently as a key intersecting experience for people of colour and first nations people and one that LGBTIQ+ Tasmanians suggested everyone needed to understand further when considering any issues related to LGBTIQ+ communities: 'the queer community is predominantly white. And most of the inclusion initiatives are targeted to or for white people. BIPOC people are often gets forgotten' (P3).

Safety (cont.)

Participants in our study noted the lack of focus on people of colour within LGBTIQ+ communities could create more substantial impacts in the lives of these people. For example, one online survey participant stated that it was imperative to ensure 'that BIPOC individuals within the community are not at any greater risk to assault or abuse due to the nature of intersectionality, and are more visible + listened to by the community as a whole'. Further participants similarly highlighted the different forms of violence that might be endured by LGBTIQ+ people with disability, and this was something highlighted repeatedly in comments from online survey respondents. Ageism was another intersecting concern mentioned by a number of participants: 'We were living a long time before [marriage equality]...they need to be taken into account...the community has a huge age range that needs to be recognised. It's not just one generation' (P9).

What are the key worries for LGBTIQ+ Tasmanians?

As we worked through the analysis of the data for this report, we were interested to see some core themes emerging in the form of what we have called 'worries'. These are key issues that LGBTIQ+ Tasmanians were most concerned about at the time we conducted the research. These themes were generated in discussion with LGBTIQ+ Tasmanians, but they were also reflected clearly in the statistical data collected in the research. We noticed how prominent these ideas across all the different data sets and how concerned the participants were about these issues and the impact they were having, and even might have, upon the lives of LGBTIQ+ Tasmanians. As such, we have dedicated a section to briefly discussing each of these issues as the data evidences well that the redress of these concerns is central to improving the lives of LGBTIQ+ Tasmanians into the future.

Transgender Inclusion and Acceptance of Gender Diversity

The need for greater acceptance of transgender and non-binary people was commonly acknowledged by participants. They suggested that 'prejudice towards the trans community is still bad enough to force people to leave the state just because they want to live in a true expression of themselves'. Respondents contended that 'transgender people & kids are more discriminated against. There needs to be more education.' There was generalised agreement that education needed to focus on 'acceptance of different gender presentations. We're getting there with sexuality, but social acceptance of gender presentation outside of the normative binary isn't great - and can threaten the safety of those who present as such. Particularly in more rural areas and the north of the state'. Comments in the qualitative encompassed everything from the need for greater awareness of inclusive and gender affirming language to systemic support and recognition in institutions such as healthcare, education, housing, aged care, social venues, and workplaces (including employment discrimination).

Transgender inclusion

The demonisation of transgender and gender diverse people was also mentioned on multiple occasions, particularly in terms of the media. However, the focus of criticism for erasing and discriminating against transgender and gender diverse people were different types of government institutions (hospitals, schools). Institutions were noted as not having knowledge about, or being aware of issues related to, transgender and gender diverse people. Online interview respondents explain this further:

Gender acceptance is a big one. It's difficult being misgendered in certain spaces, even filling out hospital forms it's not trans inclusive only giving gender: male/female options and not having a more appropriately worded sex: male/female/other (intersex etc), and then gender with at least an other option.

Those who are gender diverse do not always have the option to use a gender neutral bathroom, or have options of other genders to select when filling in forms. They may feel unsafe in these types of settings as they are unable to truly express themselves as who they are. People may also misgender them and question them if they correct them and this can be a very stressful situation to be in and can be unsafe for some people too.

We need gender neutral bathrooms everywhere, have more options on forms instead of just male or female and ask that all employers provide staff with pronoun pins so that they feel safe and supported within their workplace.

The fact that often the only gender neutral toilets available in public spaces are accessibility toilets is humiliating and leaves people with the choice of either taking away an accessibility toilet from someone who may truly need it, or having to use a bathroom that makes them very uncomfortable.

I want to be able to express myself and my gender identity without people questioning me or having to correct people on my pronouns all the time, but instead I have to stay in the closet because I am too scared to tell anyone who I truly am.

These comments reflect how transgender and gender diverse people experience being marginalised and erased in institutional structures – both physical spaces and socially. The data in our research mentioned these issues repeatedly. There were clear concerns about the impact that these forms of exclusion were having on the lives of transgender and gender diverse people in Tasmania, and as the comments above show, this was expressed both by people who were transgender and gender diverse in addition to cisgender people. Making changes to different systems and educating the public about gender diversity (from early schooling onwards) were discussed as ways to overcome these concerns and promote the better inclusion and support of transgender and gender diverse people in Tasmania.

At this point, we reiterate an earlier point highlighted in the research data. The issue discussed most often was the impact of gender critical/TERF groups and the need for their views to be considered hate speech at the very least. While religious groups were also flagged as engaging in forms of demonisation of transgender and gender diverse people in Tasmania, concerns about gender critical/TERF groups were stated throughout the data. These comments again came from both transgender and gender diverse people and cisgender people and were reiterated repeatedly. They were substantially concerned about the harm these groups were doing to the lives of transgender and gender diverse people by making them feel they did not belong in public spaces. Most importantly, they were very distressed that these groups were being provided with a public platform to discuss their views, sometimes by government services. The government was urged to 'not engage in strawman debates, such as "saving women's sports" as a guise for promoting TERF ideologies' and to 'actively working against TERF propaganda and graffiti / posters'. LGBTIQ+ Tasmanians requested that 'there need to be real consequences for hate speech and discrimination from our schools, workplaces, police force, and our politicians'.

Most importantly, they were bewildered and angry about how the government could particularly continue to support politicians that supported gender critical and other demonising ideas about transgender and gender diverse people, and even LGBTIQ+ people more broadly and the government was urged to 'not support anti-trans politicians':

Stop listening to and giving platforms to conservative and TERF groups such as the LGB Alliance. Anyone who runs on a platform of reducing the rights of any minority clearly doesn't see that minority as human and deserving of basic human rights.

LGBTIQ+ Tasmanians make it abundantly clear that people and groups that demonise transgender and gender diverse people are engaging in forms of hate violence that erode the human rights of these people. Allowing space for political figures and other groups to speak freely about gender critical ideas created immense fear amongst transgender and gender diverse people in Tasmania: 'While I have great friends, a wonderful partner and a button sweet baby, I live with a constant anx [anxiety] that I'm going to be 'discovered' by some random, MRA or TERF with a chip on their shoulder and cop a spray'. LGBTIQ+ Tasmanians argued that 'all politicians and other community leaders [need to be] speaking publicly to affirm and celebrate LGBTIQ+ people and achievements'.

Support for Rural Communities

There was very strong, consistent emphasis on the need for broader awareness and acceptance of LGBTIQ+ people in rural and regional Tasmania. LGBTIQ+ people elaborated a range of challenges living in remote and rural areas and they identified how these challenges intersect with other issues such as ageing. Respondents discussed how 'the rural/city divide is real' (P9) in Tasmania. Whilst in other parts of this report we have redacted the names of locations in Tasmania, we have retained these to demonstrate the context in this section:

Hobart is fine as a LGBTQI+ woman but there are some areas in Tasmanian where my partner and I will not hold hands or show affection. These areas are often not too far out of the city but it's unspoken between us, the areas that we just know we 'can't be gay' in. Moreso than anywhere else I've lived, there's a distinct difference between the CBD and more regional areas.

Participants in our study urged the government to focus their attentions on 'how to get regional communities to actually address our existence' because 'public opinion and discrimination from businesses especially in small towns' was a worry for LGBTIQ+ Tasmanians. They contended that 'the experiences of lgbtiqa+ persons especially within regional and isolated communities needs more attention'. People talked about how they feared living in rural and regional areas of Tasmania for these reasons: 'In Hobart I feel safe and happy, but I'd be afraid if I were to live in some rural area'.

Respondents were concerned that 'the attitudes of older generations and those in rural and regional communities has changed very little' and the impact this was having on the lives of LGBTIQ+ Tasmanians was repeatedly mentioned, especially in the apparent absence of available support: 'There's almost nothing for those in the north west, where bigotry is at its highest'; and 'There is absolutely no support for LGBT people on the West Coast of Tasmania'. The issue raised most often was that 'health care and mental health support is hard in rural and regional areas' simply because, more often than not, 'access to essential services especially for people who live further out, like healthcare and mental health services, is really limited so that's a worry'. Most importantly, they acknowledged the supports that were potentially available in rural and regional areas of Tasmania were unsuitable for access by LGBTIQ+ people. For instance, one point mentioned repeatedly was the need for further public funding of support services in Tasmania because 'most community support and aged care agencies are run by Church organisations in Tassie and I avoid them if I can because of the bigoted views of their church leaders.'

'I find some of the LGBTI support and funded services are not supportive of gay men and are not present in regional areas that are more dangerous for LGBTI people e.g west and north west coasts'. Participants emphasised the need for more support services, especially inclusive healthcare providers, in rural and regional areas. When living outside of metropolitan areas like Hobart, respondents noted the need for more LGBTIQ+ events, safe spaces, and community initiatives in regional/rural areas.

The impact of living in rural and regional areas was mentioned many times by respondents in our study. There were complex examples of how living in these environments compounded the isolation experienced, increased the potential for discrimination, and even harm like feeling shame because they feel they cannot be more "out" in their everyday lives in rural and regional areas:

It is still very difficult in rural and regional Tasmania. This is because whilst people are more accepting, we have also learnt to be careful to whom we disclose. The LGBTI community is minuscule and our politics may not align. So now in older age I find it quite isolating and have some fear for the future (regarding support services)...It is very, very difficult to be a part of any community when you live a half hour drive from anywhere? I have never felt this until Covid and my getting older.

I live in a very rural area, which wasn't one of the questions, but is interesting about whether rural vs urban experiences are very different. I feel torn between constantly coming out to people, vs getting on with my life and worry I am not a good advocate for my community. I feel like keeping my head down makes my life easier, but I feel some sense of shame around that.

My life in rural Tasmania is one of fear and sadness. I have had to give up on medically transitioning, because surgery is so inaccessible, and with hormones alone I wouldn't pass. I would merely be making myself a target for even more violence by being visibly queer.

It's hard to find that community, especially up north. There's a running joke that those in the north west flee to Launceston, Launceston flees to Hobart and Hobart flees to Melbourne in search for acceptance. That lack of community makes feeling safe harder. I didn't find a community until I was 17-18. I didn't find out about a lot of the pride celebrations until last year. It's hard to find each other.

There are many concerns demonstrated in the comments above. Discussing ways to address these concerns and overcome some of the isolation and lack of connectedness in rural and remote areas of Tasmania would greatly benefit LGBTIQ+ Tasmanians. Further to this, educational campaigns, focused on shifting community attitudes, could serve to increase visibility and acceptance in these areas to maximise their safety.

LGBTIQ+ Ageing

Another key area of focus for LGBTIQ+ Tasmanians was ageing. Participants elaborated a range of issues facing older LGBTIQ+ people, notably, affordable and inclusive health and aged care services and housing and homelessness, and they discussed how these all intersected in the lives of LGBTIQ+ elders in Tasmania. Worries about ageing as a LGBTIQ+ person were informed by concerns like the fact that 'aged care needs some serious re-education' about LGBTIQ+ lives. As noted in an earlier section, another major worry was how often 'aged care agencies are run by Church organisations in Tassie and I avoid them if I can because of the bigoted views of their church leaders'. These worries were compounded by how, 'as an older person, access to affordable healthcare and independent residential living are important', yet if these services were run by religious organisations, there was concern about how 'often cultural differences lead to different levels of understanding. Workers religious affiliations can have an impact on clients'.

Because of the complexity of the issues noted above, it is unsurprising that fear was commonly expressed about being LGBTIQ+ and being older — they feared the consequences of ageing in Tasmania simply because there was an apparent lack of services/supports that supported positive ageing for LGBTIQ+ people. One of the key sources of significant fear and worry was a lack of LGBTIQ+ focused aged care and 'more affordable social housing' for older LGBTIQ+ people in Tasmania. Their comments reflected limited awareness of options available in Tasmania, and a perception that residential aged care would not accommodate non-heterosexual relationships and family structures:

I just speak for older lesbians because we can't we I think this is happening in all of these capitals, when we haven't got kids. We haven't got any family... I personally, I cannot, I will probably have to think about this at some point. I cannot imagine. I just cannot imagine being in an institution. Because I can't make up my mind what I want for breakfast, just myself to not have that choice taken away. People possibly meaning well, but patronising, that would, you know, I just can't even think about it (P9).

Aged care is shit anyway, for everybody, pretty much. But for queer people, I think for a lot, particularly older queer people, they have very little family connection, in terms of relatives, actual blood relatives, and so community connection tends to be more important. And the whole age thing is not geared to any of that at all. And I think as people entered that kind of age group, it becomes a real issue. Yeah. I know, I look at that. And think, Well, fuck, I'd rather just be able to euthanise myself than go into aged care (P6).

Being LGBTIQ+ identified and older in Tasmania is genuinely frightening for these respondents. For someone to even consider euthanasia as an alternative to living in an aged care facility shows how deeply unsettling these concerns are for older LGBTIQ+ Tasmanians. These considerable worries meant participants expressed substantial anxiety about the very real potential of becoming homeless simply because appropriate housing was financially out of reach or because housing within reach was not supportive of LGBTIQ+ lives. Having LGBTIQ+-identified aged care and housing facilities for older LGBTIQ+ people was recognised as the key way that older LGBTIQ+ people could feel safe about getting older in Tasmania. Providing these forms of support services and housing facilities for older LGBTIQ+ people was noted as a way of honouring the incredible challenges that older LGBTIQ+ Tasmanians had had to endure during their lifetimes. While it was recognised that young LGBTIQ+ people were still experiencing similar hardships, they talked repeatedly about how we needed to honour the very challenging, harmful experiences that older LGBTIQ+ people endured and how these paved the way for younger LGBTIQ+ people in Tasmania.

Participants in our study had thought about what the options could be for older LGBTIQ+ Tasmanians if the government was unable to fund services that accommodated their needs. Suggestions of possible solutions included: 'funding some scheme like checkins, home visits, etc for older queer people living at home: needs to be a peer scheme, i.e. queer'; 'have carers who come to the home who don't find it anything remarkable that they're living there with someone who is the same sex' (P8); and 'housing cooperatives'.

Schemes like these would be less reliant, if at all, on government funding and support, and they were talked about as safer, more appropriate housing options for LGBTIQ+, particularly given the very real possibility of religious-affiliated aged care services discriminating against them.

I'm concerned about those ageing LGBTI people who have to rent and their security.

I am also concerned about older members of our community and poverty and the potential for homelessness- I think secure affordable housing is a concern, and housing where people feel safe to be out, particularly because many have born the brunt of homophobia during their lifelong fight to be who they are.

Schemes like these would be less reliant, if at all, on government funding and support, and they were talked about as safer, more appropriate housing options for LGBTIQ+, particularly given the very real possibility of religious-affiliated aged care services discriminating against them.

While these suggestions are innovative and potentially very successful, they do all rely on social connectedness amongst older LGBTIQ+ Tasmanians. This is something that older respondents in our study really struggled with, and most especially when they lived in rural and regional areas where there were very few other LGBTIQ+ people to connect with. For 'older lesbians in rural environments...it's just the two of you. And that's why I'm trying to develop this bit of a network with the other two couples, but it's difficult because in my generation of very, I think, very private, I think they're so used to doing it on their own' (P9). To add to this complexity, participants in our study shared how LGBTIQ+ activities are typically geared towards young people: 'isolation is my biggest problem. The population is so small. Most social things are for younger queers and revolve around drinking alcohol. It's hard to meet people just to make friendships'. Events for older LGBTIQ+ were talked about as something apparently absent in Tasmania. More importantly, even if social events to connect older LGBTIQ+ Tasmanians, the often isolated, lonely lives that have been led by older LGBTIQ+ Tasmanians may stifle the creation of social connections. As one participant noted, 'there seems to be a very supportive network of gay people in the Tasmanian community who will look out for each other and, you know, friendships that are supportive. But on the other hand...you don't trumpet from the rooftops either' (P8). All these comments demonstrate the very urgent need for the government to consider 'how we support elder queer people' (P6) as a matter of some urgency for older LGBTIQ+ Tasmanians.

Erosion of LGBTIQ+ Rights and Legislative Protections

LGBTIQ+ Tasmanians that we spoke to discussed various concerns when we raised the issue of whether legislative frameworks were not protecting LGBTIQ+ people in their current form. One of the key areas of concern in this respect were the lack of protections for intersex babies and children from "emergency" medical procedures to "correct" variations in sex characteristics. This is a significant human rights concern that is currently being discussed at an international level, with many countries recently taking the step to create legislation to outlaw these practices in their legislative frameworks. This is still not the case in Australia and many of our participants expressed considerable desperation and anger with this. They demanded that the government immediately 'Outlaw surgery on intersex babies', and that the legislation must be sure to outlaw 'surgeries on children with intersex characteristics without their educated consent'. A second area of concern was the exclusion of a lot of people that identified as gay, bisexual, and sometimes transgender, from donating blood: 'Let openly gay men donate blood, as gay blood isn't inherently "dirty". A third key area of focus was conversion practices, another area that our participants called for the government to 'legislate against', and which we address in further detail in the section below.

Erosion of Legislative Protections

While the concerns above were mentioned many times in the comments of our participants, these comments were dwarfed considerably by those focused on the proposed religious freedoms bill. There was substantial concern expressed by our participants across all qualitative data about the erosion of 'gold standard' anti-discrimination legislation in Tasmania that protected the rights of LGBTIQ+ Tasmanians and this was raised repetitively in our study. These concerns mainly focused on the religious freedoms bill being publicly discussed at the level of federal government. Their key concern about the religious freedoms bill was how it was providing religious groups with 'the right to discriminate without fear of repercussions': I am very worried that the Religious freedom Bill if it is enacted will make them able to discriminate against me in any way they want. Some participants talked about how, if the legislation passed, it would introduce the very real 'risk of losing my job (religious organisation) if I have a partner'.

Very real fears about how Catholic, Christian, and other religiously affiliated organisations could influence the lives of LGBTIQ+ Tasmanians were evidenced repeatedly in our data. This position is summarised well by this comment from a survey respondent: 'When I went to a tour of a Catholic school for our daughter, we pretended my partner was her Aunty so not to jeopardise her enrolment'. This person hid their LGBTIQ+ status to "pass" in a Catholic environment, something that demonstrates significant fear of potential consequences. Respondents in our study made it abundantly clear that a top priority of the government needed to be 'preventing discrimination of LGBTQIA+ people by religious organisations.'

The negative experiences recounted by our participants above demonstrate that the fears expressed by LGBTIQ+ Tasmanians in our study are founded and well grounded. Religious organisations can cause very real harm in the lives of these people. Interestingly, these arguments link directly to our next key worry in our study: conversion therapies and practices, which are often developed and initiated by religious organisations.

All I ask is that you try to affect change in the Catholic System too. My time there will leave me will deep trauma for the rest of my life. Too many LGBTIQ+ people that I know are just filled with trauma, some are uplifted by this, and others are ruined. I don't know one LGBTIQ+ person who hasn't thought of taking their own life (at a minimum). Many that I know, including myself, have taken steps to act on this. It is hard enough trying to understand and accept your indifference in society, without society then making you feel wrong and/or different because of it.

I think it is so important for LGBTQ+ students to have a voice, especially in Christian schools where their voices are silenced by homophobic/transphobic teachers who push their beliefs onto the students. There was one instance where a student came forward to talk about their struggles with their gender, and they were told that there was no place for that conversation at the school. That kind of shaming and shunning can have detrimental effects on young people's mental health and there needs to be something done to protect LGBTQ+ youth.

Conversion Practices

Conversion practices, or therapy, describes a range of interventions, underpinned by the idea that a person's sexuality or gender identity can and should be changed. Such practices aim to change people from gay, lesbian or bisexual to heterosexual and from trans or gender diverse to cisgender. LGBTIQ+ identities have long been positioned as being sinful, criminal, signs of immaturity, or mental illness and other pathologies (Beckstead 2012).

Subsequently, LGBTIQ+ people have both voluntarily and involuntarily undergone various forms of 'treatment' to 'correct' their identities (King, Smith & Bartlett 2004; Weiss et al. 2010). Historically, such 'treatments' have been wide-ranging: from religious counselling and corrective prayer, psychotherapy, aversion techniques, and behavioural suppression, to convulsive, hormonal, or even surgical procedures (Flentje et al. 2013; Salway et al. 2020; Serovich et al. 2008). In 2020, the United Nations called for a global ban on conversion therapy, due to the well-documented harm such practices cause lesbian, gay, bisexual, transgender, intersex, queer, and otherwise sexuality and/or gender diverse (LGBTIQ+) people worldwide (United Nations 2020). A range of studies internationally estimate between 7 and 16% of LGBTIQ+ people have been exposed to conversion practices (Jones et al. 2021).

LGBTIQ+ Tasmanians expressed concern about the harms resulting from conversion practices and called for awareness raising, support, and criminalisation of the practice. **In line with other Australian and international research, 5% of LGBTIQ+ Tasmanians surveyed had undergone conversion practices to change their sexual orientation or gender identity.** However, the underlying ideologies supporting conversion practices are incredibly common with **97% of all survey respondents having been told their identity was the result of abuse or trauma or that they needed to be 'fixed'.**

"Religion and church ideology and practices that try and 'heal' or change LGBTIQ+ people are harmful, cruel and can cost lives. It must be stopped as soon as possible."

Who has experienced conversion practices?

Survey respondents of all ages reported experiencing conversion practices, though most (29%) were between the ages of 25-34. Cisgender men were most highly represented among those who had experienced conversion practices, and just under half of all conversion survivors identified as gay. Respondents who had experienced conversion lived all over Tasmania, although, as in the broader sample, were most (75%) were located in the south. There were no significant differences in education between those who had experienced conversion and those who had not. The majority of respondents attended Government primary and high schools, and colleges. The majority of respondents who had experienced conversion practices (62%) had undergone these in Tasmania.

What is the impact?

It is evident that conversion practices are detrimental to LGBTIQ+ people's sense of safety and wellbeing in Tasmania. Those who had experienced conversion were significantly more likely to feel very unsafe in public places (19% > 2%), to be very unhappy (20% > 4%), and to be uncomfortable being LGBTIQ+ in Tasmania (23% > 8%). Conversion survivors were also much more likely to report experiencing abuse at home and feeling unsafe at home. This abuse was largely perpetrated by parents/guardians (64%), housemates (36%), and partners (27%).

Conversion survivors also reported higher rates of abuse and exclusion at school. Notably, those who had experienced conversion practices were more likely to be 'out' at school than those who had not (38% > 26%). They faced significantly higher rates of exclusion from school sport (63% > 10%) and other school events (50% > 30%). One half had experienced threats of violence compared to one quarter of those who had not undergone therapy, while one third of those who had undergone conversion experienced physical violence at school compared to 17% of those who had not.

A large majority of all respondents (80%) indicated that it was very important to ban conversion practices.

RECOMMENDATIONS

Overwhelmingly, LGBTIQ+ Tasmanians surveyed wanted the State Government to genuinely listen to their lived experiences and show leadership on issues of LGBTIQ-inclusion. To promote Tasmanian communities that are equitable and inclusive of diverse genders, sexes, and sexualities, our survey results and community consultation emphasise the need for comprehensive policy and service responses that move away from deficit approaches to LGBTIQ+ people. Rather than focusing on LGBTIQ+ people as vulnerable or problematic, we recommend taking a proactive approach that acknowledges barriers, while drawing on the strengths of Tasmanian LGBTIQ+ communities to systematically address these.

This approach requires taking the following overarching steps:

1. Seeing LGBTIQ+ Tasmanians and acknowledging their experiences
2. Knowing more about LGBTIQ+ Tasmanians' experiences and needs
3. Understanding LGBTIQ+ Tasmanians' experiences and needs and translating this into inclusive practices
4. Embracing LGBTIQ+ Tasmanians as valued members of communities who require equal dignity, respect, and recognition

Towards each of these broad steps, we have identified a range of specific recommendations resulting from this study. Our recommendations target the key priority areas of education, health, and policing. Specific recommendations for these priority areas are outlined in the tables below.

Recommendations

Health

Seeing	Knowing	Understanding	Embracing
Increasing visibility of LGBTIQ+ Tasmanians' experiences. Promoting inclusive policies and practices.	Increasing community awareness of LGBTIQ+ Tasmanians' experiences and needs. Collecting comprehensive data on LGBTIQ+ Tasmanians to guide future policies and practices.	Translating LGBTIQ+ awareness into inclusive practices, service provision, and community engagement.	Prioritising social and legislative changes that proactively support people of all genders, sexes, and sexualities in Tasmania. Acknowledging and celebrating LGBTIQ+ Tasmanians' experiences, skills, and contributions to Tasmania.
Encourage the display of visual signs of LGBTIQ-inclusion in medical and healthcare settings (e.g. rainbow stickers, flags), especially in rural/regional settings. **Represent LGBTIQ+ people and their families in advertising and health promotion imagery, messaging (including in 'non-LGBTIQ' issues/topics).**	**Develop LGBTIQ-inclusive mental health promotion for the wider community to increase awareness and support for LGBTIQ+ people more broadly.** **Increase healthcare practitioners' and staff awareness of:** **1. Transgender-inclusion and gender affirming care,** **2. The needs of intersex people,** **3. The needs of LGBTIQ people who are culturally and linguistically diverse.** **Conduct research that evaluates new and existing health services/initiatives for LGBTIQ+ people.**	**Continue delivering and developing more comprehensive LGBTIQ+ inclusive practice training for service providers across the sector.** **Increase provision of LGBTIQ+ inclusive mental health care throughout the state, ensuring access for rural/remote areas.** **Build Tasmanian capacity for LGBTIQ-inclusive aged care and disability support services.** **Continue to meaningfully consult with LGBTIQ+ organisations in the development and delivery of health services, training and promotion.**	**Address the underlying causes of health inequality and barriers to services for LGBTIQ+ Tasmanians through LGBTIQ-inclusive policy, legislation, service provision, and community education.** **Continue to fund and collaborate with LGBTIQ+ community services such as Working It Out.** **Fund a dedicated LGBTIQ+ mental health service with an emphasis on peer-support.**

Recommendations

Education

Seeing

Increasing visibility of LGBTIQ+ Tasmanians' experiences.

Promoting inclusive policies and practices.

Knowing

Increasing community awareness of LGBTIQ+ Tasmanians' experiences and needs.

Collecting comprehensive data on LGBTIQ+ Tasmanians to guide future policies and practices.

Understanding

Translating LGBTIQ+ awareness into inclusive practices, service provision, and community engagement.

Embracing

Prioritising social and legislative changes that proactively support people of all genders, sexes, and sexualities in Tasmania.

Acknowledging and celebrating LGBTIQ+ Tasmanians' experiences, skills, and contributions to Tasmania.

Seeing

Visibly promote LGBTIQ-inclusion in educational facilities (e.g. rainbow stickers, flags).

Encourage people of all genders, sexes, and sexualities to work in the sector.

Knowing

Promote LGBTIQ-awareness among students and young people through curriculum, policy, and school events.

Build community awareness of LGBTIQ+ people's experiences through visible, public campaigns.

Regularly evaluate curriculum and staff and student experiences to monitor and develop LGBTIQ-inclusion.

Understanding

Deliver school-based sex and relationships education that addresses the needs of and meaningfully includes LGBTIQ+ people's experiences.

Provide training to increase LGBTIQ-inclusive teaching practices and school leadership.

Embracing

Develop clearer LGBTIQ-inclusion policies across all schools that explicitly address homophobia and transphobia in anti-bullying approaches.

Include LGBTIQ+ people's experiences and achievements more comprehensively across curriculum and school events/initiatives.

Provide resources for diversity groups and support for LGBTIQ+ students and staff.

Recommendations

Policing

Seeing

Increasing visibility of LGBTIQ+ Tasmanians' experiences.

Promoting inclusive policies and practices.

Knowing

Increasing community awareness of LGBTIQ+ Tasmanians' experiences and needs.

Collecting comprehensive data on LGBTIQ+ Tasmanians to guide future policies and practices.

Understanding

Translating LGBTIQ+ awareness into inclusive practices, service provision, and community engagement.

Embracing

Prioritising social and legislative changes that proactively support people of all genders, sexes, and sexualities in Tasmania.

Acknowledging and celebrating LGBTIQ+ Tasmanians' experiences, skills, and contributions to Tasmania.

Seeing

Encourage people of all genders, sexes, and sexualities to work in the sector.

Increase visibility of LGBTIQ+ Police Liaison Officer role in both LGBTIQ+ communities and Tasmania more broadly.

Promote commitment to LGBTIQ-inclusion through visible displays (e.g. rainbow stickers, flags, social media posts etc.)

Knowing

Increase community awareness of LGBTIQ+ people's rights, anti-discrimination laws, and reporting pathways.

Collect more comprehensive data on LGBTIQ+ hate crime in Tasmania.

Understanding

Continue to provide LGBTIQ-inclusive practice training for Police and Emergency Services personnel.

Tangibly prevent discrimination and hate speech against LGBTIQ+ Tasmanians through inclusive policing practices.

Embracing

Support and preserve anti-discrimination legislation.

Ensure discrimination and hate speech against LGBTIQ+ people is appropriately persecuted.

Criminalise conversion practices.

Develop clearer reporting pathways for LGBTIQ+ victims of crime.

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Draft Open Space Strategy

Open Spaces for Everyone

September 2025

City *of* **HOBART**

City of Hobart **Draft Open Space Strategy**

Contents

Acknowledgement of Country

In recognition of the deep history and culture of Nipaluna (Hobart), we acknowledge the Palawa (Tasmanian Aboriginal people), their elders past and present as the Traditional Custodians of the skies, land and waterways of Lutruwita (Tasmania). We recognise that Palawa have made journeys across Lutruwita and Nipaluna for many thousands of years. We acknowledge the determination and resilience of the Palawa people who have survived invasion and dispossession and continue to maintain their identity, culture and rights.

We also acknowledge all Aboriginal and Torres Strait Islander people who live on the country of the Palawa, here in Nipaluna (Hobart), Lutruwita (Tasmania).

City of Hobart **Draft Open Space Strategy**

Key Terms

Term	Definition
Beach	The area of land between the property boundary and the low tide mark/intertidal zone.
Biodiversity or biological diversity	Used to describe the incredible diversity of all lifeforms on Earth, how they interact with each other and their environment. It includes not just animals and plants, but also fungi, microbes, the genetic differences among them and the ecosystems in which they occur.
City or City of Hobart	Refers to the local government organisation that is Hobart City Council (City of Hobart).
CPTED	Crime prevention through environmental design.
Dual recreation park	An area of open space where organised sport has priority but that is available for unstructured sport/social games and other informal use such as dog walking and general recreation/play at other times. Sporting facilities will be subject to a different strategy but these spaces are included in this strategy due to the contribution they make to the City's open space network.
Evapotranspiration	Describes the part of the water cycle which removes liquid water from an area with vegetation and into the atmosphere by the processes of both transpiration and evaporation.
Landscaped areas	Small areas generally adjacent to a footpath that contain plantings. They are typically larger than a standard nature strip but smaller than a park
m^2	Square metres.
Nature strip	Public land between the pedestrian footpath and the back of the street kerb, between the footpath and property boundary or between the road edge and kerb.
Open space	Land owned or managed by the City of Hobart that is set aside primarily for leisure, active or passive recreation, nature conservation, other public enjoyment, or gathering. This includes beaches, bushland and public parks, sportsgrounds.

Term	Definition
Recreation	An overarching description for every pastime or exercise undertaken by people in open space. It includes structured sport, unstructured sport, active and passive recreation, fitness activities and play.
Urban ecological restoration	Restoration of ecosystems to the point where nature is able to take care of itself.

Message from the Lord Mayor

I am delighted to introduce the City of Hobart's first draft Open Space Strategy, a comprehensive plan aimed at enhancing and preserving the natural and recreational areas that make Hobart such a special place to live.

Public open spaces are vital for community wellbeing, whether we use them to get some exercise or peace and quiet, connect to nature, walk the dog, play in play spaces or socialise with our friends, family and neighbours.

The City manages over 4600 hectares of bushland for recreation and conservation, and 80 hectares of parks and reserves for active and passive recreation, for people and their dogs.

Hobart's open spaces are also essential components of our community fabric. They provide venues for recreation, relaxation and social interaction, and serve as natural habitats for our local wildlife. As our city continues to grow and evolve, it is crucial that we prioritise the protection of these spaces to maintain the wonderful lifestyle that Hobart offers.

This draft strategy will guide the provision and management of existing open spaces and the delivery of new and improved open spaces to meet the needs of Hobart's residents and visitors, both now and into the future. It considers the challenges we will face over the next decade and includes actions to manage them.

The strategy sets out how we will work with traditional owners to acknowledge country in our open spaces and with all local community groups to maintain the places that provide Hobart with its unique identity, character and sense of place. We will aim to ensure equity of access to open spaces and we will also seek opportunities to transform currently underutilised sites close to the city, while acknowledging the current fiscal climate.

Hobart's bushland areas and urban parks will have an important role in mitigating the impacts of climate change, while continuing to be natural havens for people and animals.

I encourage everyone to engage with this strategy, share your insights and participate in the stewardship of our open spaces. They belong to us all, so let's take good care of them.

Anna Reynolds

Introduction

Why are we developing a strategy?

The development of an open space strategy for Hobart is an outcome of the City of Hobart Capital City Strategic Plan 2023, which reflects the community's values and aspirations in the document *Hobart: A Community Vision for Our Island Capital*.

The City of Hobart's Open Space Strategy 2025-35 will guide the provision and management of existing open spaces and the delivery of new and improved open spaces to meet the needs of Hobart's residents and visitors, now and into the future.

What do we mean by open spaces?

For the purpose of this strategy 'open space' refers to: land owned or managed by the City of Hobart that is set aside primarily for leisure, active or passive recreation, nature conservation, other public enjoyment or gathering. This includes beaches, bushland, public parks and reserves.

Scope of strategy

It is important to note this strategy excludes most of the 'business as usual' work done to maintain Hobart's open spaces on a day-to-day basis.

The strategy excludes restricted access sportsgrounds, for example North Hobart Oval and New Town Sports Precinct, as sporting facilities will be considered during development of the Greater Hobart Sport and Recreation Infrastructure Study.

The strategy is supported by an implementation plan that details when we will implement actions to achieve the principles and goals of the strategy. The implementation actions in the adopted strategy will direct our annual priorities for open space and we will ensure we monitor our progress.

Why are our open spaces important?

Hobart's beaches, bushland reserves and parks are places for activity, contemplation, gathering and play. These open spaces are home to an abundance of native wildlife, plants, woodlands, forests and grasslands. They are places of cultural and heritage significance and provide a wealth of recreational and tourism opportunities. Open spaces help connect communities, they are where we go to socialise with family and friends, take a moment from busy lives to enjoy quiet time in nature, eat lunch, cycle, walk, play games, relax and participate in community activities and volunteering.

Open spaces are vital to a healthy, thriving community and a city. Under this strategy Hobart's open spaces will:

- Continue as places for recreation and leisure for our residents and visitors of all ages and abilities.

- Always be havens for nature in bushland areas and in our urban parks.

- Encourage the community to be outside, participate in activities and improve their health and wellbeing.

- Play an important role in mitigating the impacts of climate change through the sequestration of carbon, by cleaning and cooling the air and water, and by absorbing heavy rainfall.

Under this strategy we will work with traditional owners to acknowledge Country and with all local community groups to maintain the places that provide Hobart with its natural identity, character and sense of place.

Our Vision

The City of Hobart's vision is described in *Hobart: A Community Vision for our Island Capital.*

Hobart breathes.

Connections between nature, history, culture, businesses, and each other are the heart of our city.

We are brave and caring. We resist mediocrity and sameness.

As we grow, we remember what makes this place special.

We walk in the fresh air between all the best things in life.

The community vision is in three parts: identity statements, the eight pillars, and the vision statement.

The identity statements are the stories that summarise the values and special qualities community members and stakeholders want to see reinforced, developed, or improved, and the pillars represent the aspirations for major aspects of life in Hobart.

The vision is not based on concrete policies or actions, rather it outlines the kind of future people would like to see for Hobart. It articulates what people value about Hobart today and what they aspire to for its future.

The City of Hobart Open Space Strategy aims to deliver outcomes that align with these four pillars.

Aligned with four pillars

Sense of Place

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.

Community Inclusion, Participation and Belonging

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

Movement and Connectivity

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.

Natural Environment

We are a city whose people see ourselves as part of a beautiful and unique natural environment, from the mountain to the river, which embraces us and shapes 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.
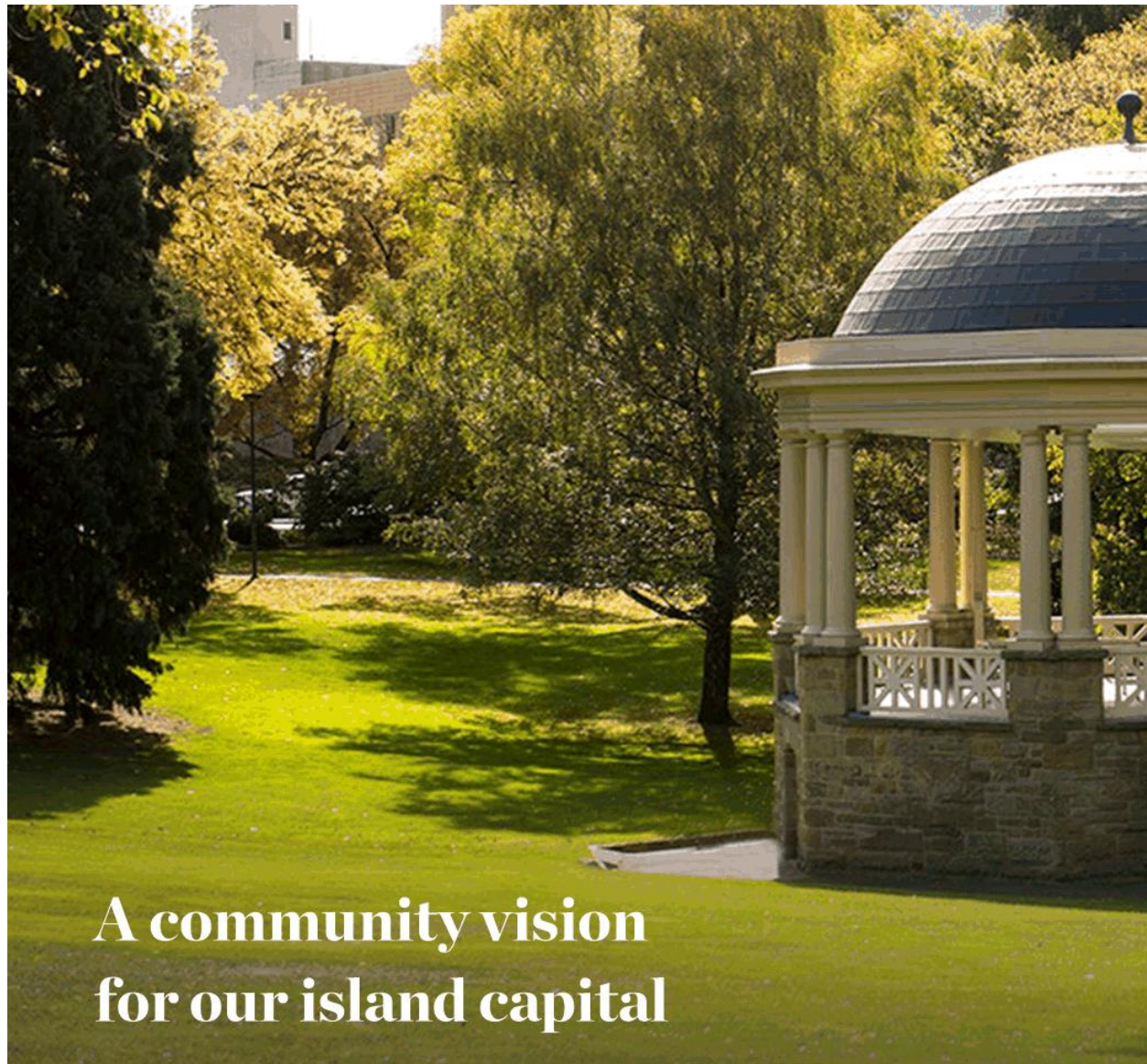
A community vision for our island capital

CAPITAL CITY STRATEGIC PLAN 2023

influencing documents

- Southern Tasmania Regional Land Use Strategy 2010-2035
- Tasmanian Open Space Policy and Planning Framework

DRAFT OPEN SPACE STRATEGY

aligned with

- City of Hobart Street Tree Strategy
- City of Hobart Biodiversity Action Plan
- Bushfire Management Strategy

- 30-year Greater Hobart Plan
- 2040 Climate Ready Hobart Strategy
- City of Hobart Transport Strategy

- Central Hobart Plan
- City Economy Strategy

Our Open Space Vision

Our open spaces are balanced for people and nature, they enhance the health and wellbeing of current and future communities and help mitigate the effects of climate change.

Principle 1: Accessible and Inclusive

Increasing the amount of accessible and inclusive open spaces for people of all abilities, ages and cultures to use them for recreation and leisure.

Goal 1.1 Open spaces that can be accessed and enjoyed by everyone in the community.

Goal 1.2 Welcoming for people of all ages.

Goal 1.3 Safe Places.

2. Nature Positive

Hobart is uniquely entwined with its natural environment. Our natural surroundings define the character and identity of our city.

Goal 2.1 Nature is secure and flourishing.

Goal 2.2 Resilient open spaces mitigate climate change impacts.

Goal 2.3 Nature threads through our city.

3. Cultural

Our open spaces are welcoming locations for ideas to generate, somewhere to celebrate and places to experience art and performance.

Goal 3.1 People can engage with Tasmanian Aboriginal culture in open spaces.

Goal 3.2 Contemporary cultural heritage.

Goal 3.3 A place for gatherings and social events.

4. Health and Wellbeing

Open space provides significant mental and physical health benefits by providing a place to exercise, a space for contemplation and relaxation in natural surrounds, and opportunities for community interaction.

Goal 4.1 Our open spaces benefit human health.

Goal 4.2 Spaces for connection and contemplation.

Goal 4.3 Facilitating active travel.

5. Quality and Quantity

The continued provision of open space of sufficient quantity and quality to meet the needs of residents and visitors.

Goal 5.1 Meet the needs of residents and visitors now and into the future.

Goal 5.2 Our open spaces are carefully planned.

Goal 5.3 New and upgraded open spaces utilise sustainable design principles.

Why do we need open spaces?

Access to open spaces, which include urban and suburban parks, as well as bushland and coastal areas, is fundamental to quality of life with proven benefits for human health, wellbeing and community cohesion.

Open spaces are sanctuaries for native plants and animals, and can act as stepping stones, helping wildlife move through urban landscapes. They contribute to a successful local economy.

Social wellbeing

Open spaces provide places in which people can take part in recreational activities, exercise, relax and find a place to be with nature.

Outdoor exercise makes us physically healthier. It also makes us mentally healthier and helps us feel happier through its effects on the brain. Our beaches, parks, playgrounds and walking tracks create opportunities for us all to exercise, socialise, relax and feel part of a community while accessing these health benefits.

For children, physical and mental development is enhanced by playing and learning in outdoor open spaces such as city parks and in bushland reserves where they are surrounded by plants and trees. Older people benefit from open spaces through improved physical health and social wellbeing - open spaces provide opportunities for social interaction and connection that reduce feelings of loneliness and social isolation.

In some countries, time spent in open spaces is prescribed by medical professionals to help people heal.

Environmental benefits

Open spaces are strongholds for biodiversity and can encompass entire ecosystems, geological and hydrological features, and the lifeforms that are part of them, including native and non-native trees and shrubs, grasses and wildlife.

Our urban parks bring the environment into the city and are a haven for birds, insects and small mammals.

In urban areas, natural open spaces help reduce risks of climate change driven impacts by:

- Absorbing and retaining heavy rainfall.
- Reducing heat by providing shade and increasing evapotranspiration resulting in areas that are significantly cooler than surrounding hard infrastructure.

Economic benefits

Hobart's open spaces attract tourists and visitors whose spending provides economic benefit to local businesses who employ local people.

Our urban parks are frequently used for open air events. The hiring out of these parks provides the opportunity to enhance recreation and visitor experience as well as

a source of income for the City of Hobart that helps fund the management and maintenance of all our open spaces.

It is estimated that approximately 500 000 interstate and international tourists visit Kunanyi/Mt Wellington each year, bringing much needed wealth to Tasmania and Greater Hobart, but funding for the infrastructure on the mountain is predominantly shouldered by the City of Hobart and the Hobart's residents and businesses through rates and charges.

In 2024 the Tasmanian Government began a strategic review of Kunanyi/Mt Wellington.

Case Study

Time spent in nature

A recent study in the United Kingdom looked at the monetary value of providing equivalent health benefits to time spent in nature as equivalent to £356 ($690) an adult[1]. In Belgium, it was found that children with more natural, open space near their homes have significantly stronger bones, potentially leading to lifelong health benefits. Scientists found that children living in places with 20-25 per cent more natural areas had increased bone strength that was equivalent to half a year's natural growth[2].

1. ons.gov.uk/economy/environmental accounts/articles
2. jamanetwork.com/Exposure to Residential Green Space and Bone Mineral Density in Young Children

What we heard through community engagement

In March 2024 the City of Hobart carried out an open space survey to find out what the people of Hobart and surrounding suburbs love about our open spaces.

We received a significant response to the survey, with more than 1400 visits to the Your Say Hobart website. The survey reached nearly 10 000 people through social media and received more than 300 survey responses from the community. Below is a sample of those responses.

People love Hobart's open spaces

Through the survey we heard that people love Hobart's open spaces. Below is just a sample of the feedback we received.

'Safe open space is essential for connectedness. And if the space is green and relaxed, and not grey and noisy, we will all be out there more, and happier and healthier for it.'

'We have a lovely mix of large and small spaces.'

'I treasure them and the walking paths in them.'

'I love walking through Knocklofty since it's been done up!'

'We are lucky to have them.'

'Love them all and appreciate them immensely. Great for both mental and physical wellbeing.'

'We are immensely lucky to have an incredible variety and quality of nature and open spaces within easy access of anywhere in the city.'

'This diversity of birds, flowers and insects is a subtle yet pleasurable attribute in Hobart's green spaces. This wildlife, especially the bird sounds, creates a sense of tranquility and a shared living environment with nature. So vital for a healthy city.'

'Keep up the good work. Hobart's green open spaces are vital in making Hobart a great place to live and visit.'

'I love them!!!! It is the best part of this city.'

'They are a major reason why we live in Hobart.'

'They are incredibly important to provide a sense of community.'

'Thank you for providing a range of parks and allowing dogs. Green space is important for our physical and mental health and wellbeing, plus we can always learn from the natural environment.'

City of Hobart **Draft Open Space Strategy**

But we can do better

'Protect them from graffiti, encroachment and commercialisation.'

'There aren't enough of them.'

'The street network should be part of providing important green links between parks... The journey to the open space could be as rewarding as the destination.'

'I am scared of dogs and many dog owners cannot control their dogs but let them off leash anyhow and there is much dog poo, but no controls and/or little restrictions.'

'Build more off-lead dog parks and get them off sportsgrounds.'

Community ideas for better open spaces

'I do enjoy some arts events in open spaces now and then. I also love seeing sculpture within parks - using art to interpret and tell stories of nature.'

'Street trees so it's a nice walk to get to the open green space. Green city streets.'

'…put more signage up about the significance of green spaces - their role in climate change - their role in keeping cities cool.'

'More traffic calming measures on roads around and through the reserves, especially Cornelian Bay.'

'Toilets at Knocklofty Reserve. More signage about the value of local protecting native biodiversity.'

'Fenced, off-lead dog areas and play equipment in dog friendly spaces.'

'More native plant replacements along the rivulet track; eg. willow removal and replacement with eucalypts. A little playground on the rivulet track next to Waratah nursery would be amazing.'

'Deciduous trees that provide shade in summer and light in winter.'

'Green spaces with lots of tree cover'

'More education about the endemic animal and plant species.'

'If Hobart residential areas are intended for infill development, there needs to be a lot more quality green open spaces.'

Summary

Two thirds of respondents were from Hobart and one third from neighbouring local government areas, showing how popular our open spaces are with people from outside of our city.

Most people visit Hobart's open spaces to exercise, or relax and connect with nature, improving their health and wellbeing.

The overwhelming majority of people (more than 90 per cent) rated protection of environment and habitat and connection to nature as the most important elements of open spaces.

The top three favourite open spaces were Queens Domain, Kunanyi/Mt Wellington, Hobart Rivulet Park.

Community feedback has helped shape the principles and develop actions.
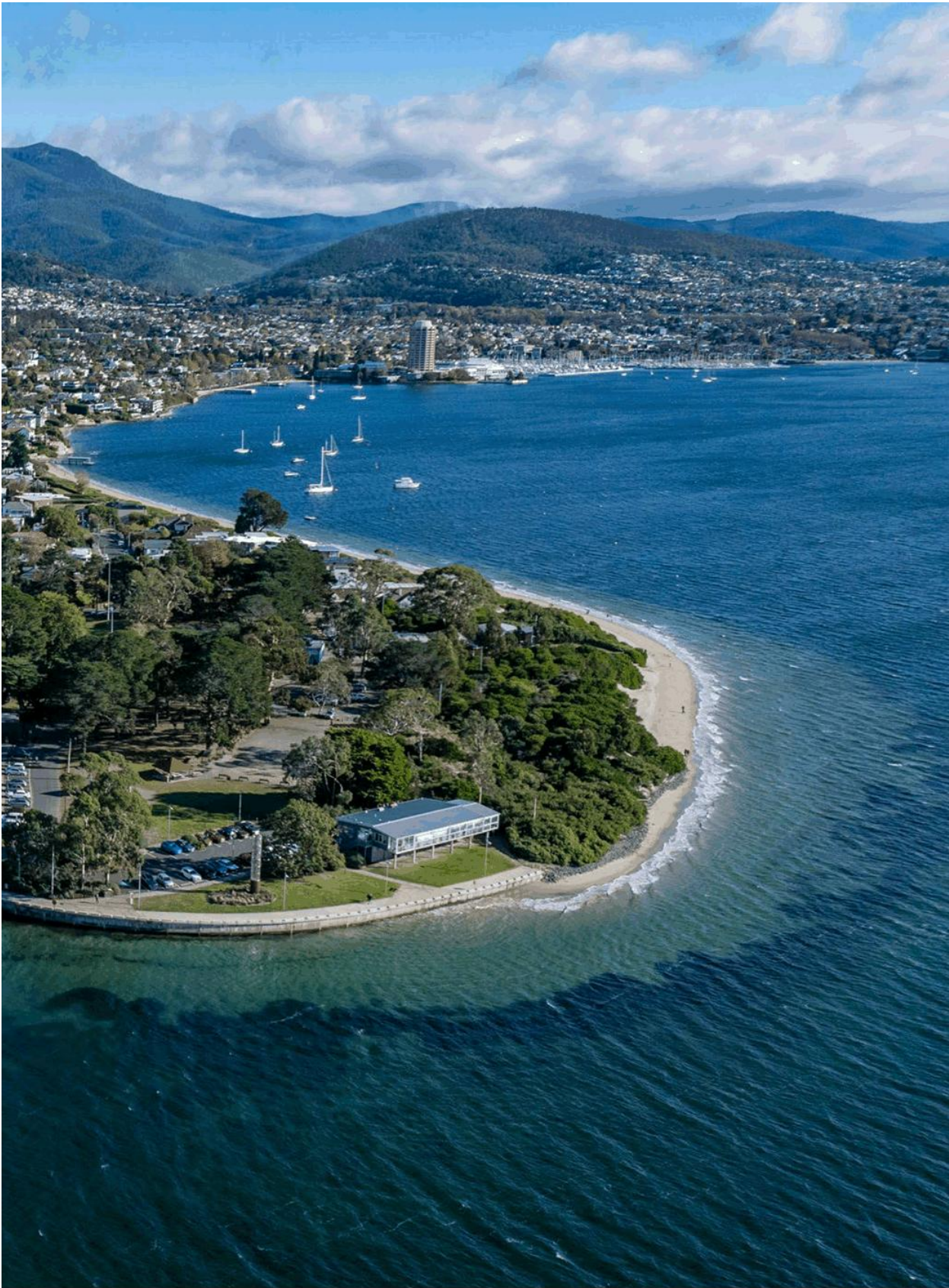
Population and open spaces

Hobart's open spaces change dramatically in character as you move out from the city centre. Our CBD is marked by beautifully-curated city parks full of cultural and historical landmarks. Our suburban parks tend to focus on areas for activity and play – picnic and barbecue areas, recreational spaces including cycleways, walking and running tracks.

Further out, in suburbs such as Fern Tree and Mt Nelson, our open spaces begin to reflect the natural environment and are dominated by heavily forested bushland reserves that are protected for their natural values.

To properly manage these different types of open spaces we need to understand the dynamics of the communities that use them, which of the available open spaces these communities have access to, and whether or not we can expect a significant change in the local population and demographics.

In 2024 Hobart's estimated residential population was 55 977[3]. By 2038, Hobart's population is expected to increase by 3164 people to 59 128 residents[4].

When we look at Hobart's open spaces by suburb it becomes clear that some residents have more access to open space than others. And when we look at which suburbs are expected to see an increase in population over the next 14 years – the inner urban suburbs of Hobart and North Hobart – we can also see that currently these suburbs have the lowest amount of open space in Hobart per resident.

3. Australian Bureau of Statistics, estimated resident population and components, Local Government Areas.
4. 2024 Tasmanian Treasury Population Projections for Tasmania and Local Government Areas Medium Series.

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250km
of tracks and trails

100+
parks and reserves

52
playgrounds

20 000
trees, not including
bushland areas

At a Glance

Existing open space network

The City of Hobart's open space, excluding nature strips and landscaped areas, can be categorised into:

- Bushland areas* – 4600 hectares or 46 000 000 square metres (8267 m² per resident).

- Parks – 71.1 hectares or 711 000 m² (13 m² per resident).

- Dual Recreation Park – 13 spaces totalling 26.4 hectares in size or 264 000 m² (4.7 m² per resident). Public recreation space available when sport is not being played.

* Includes Wellington Park.

HOBART: FIVE YEAR AGE GROUPS

Age group	Population
0-4	2202
5-9	2460
10-14	2687
15-19	2910
20-24	4156
25-29	5690
30-34	5053
35-39	3829
40-44	3161
45-49	3327
50-54	3139
55-59	3295
60-64	3151
65-69	3008
70-74	2665
75-79	1753
80-84	1261
85+	1331
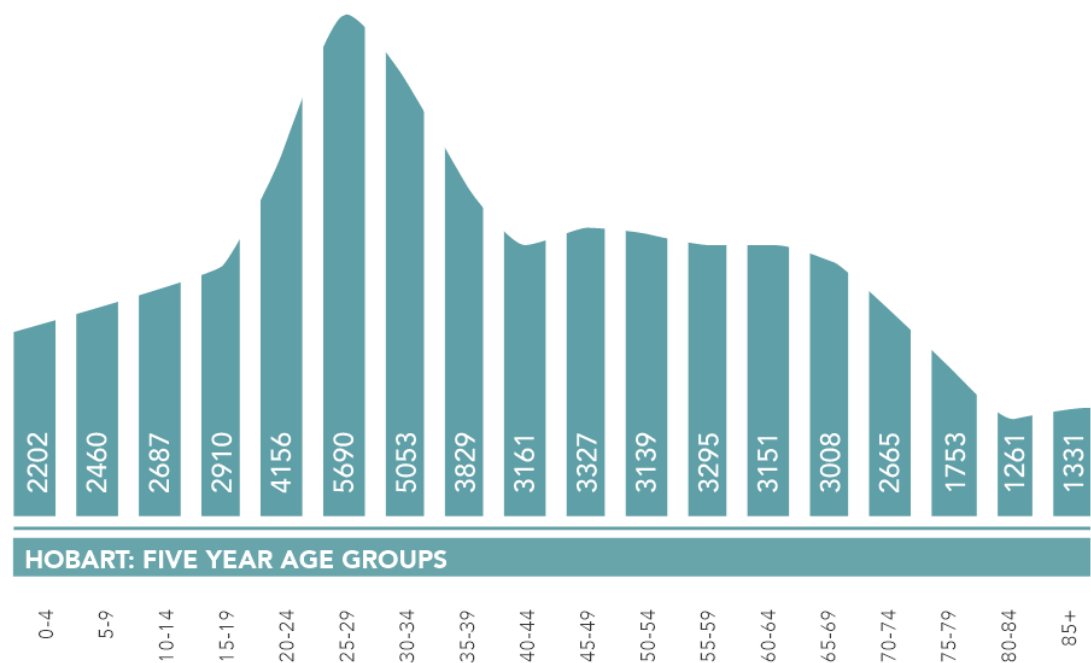
Australian Bureau of Statistics, Census of Population and Housing 2021. Compiled and presented by .id (informed decisions).

Tasmania has the oldest population of any state or territory in Australia. Our median age is 42 – 3.5 years above the national average age of 38.5[5].

In Hobart, the 2021 Census provides our most recent age breakdown. And while we have one of the youngest populations in Tasmania – median age of 37 – we also have almost as many people aged under 20 as we do aged over 65.

The age structure of Hobart's population provides a valuable tool in gauging the level of demand for age-based services and facilities in our open spaces. It also helps us determine when certain resources, such as playgrounds, sportsgrounds and facilities for older people are more likely to be needed.

Ease of access to a range of open space of different sizes and types is of particular importance to enable everyone to experience the differing benefits of open spaces. If people cannot easily access open space they are less likely to visit and experience the benefits. Similarly, if our open spaces are easily accessible but of poor quality people are less likely to visit them.

A number of actions to be delivered as part of implementing this strategy will help ensure our open spaces serve the needs of those living in particular suburbs, as well as the city as a whole.

5. Australian Bureau of Statistics, National, state and territory population, June 2024.

Open space by suburb

Suburb	Resident population	Park area total (ha)	Park per resident (m²)	Bush area total (ha)	Dual recreation parks (ha)	Open space total (ha)	Open space per resident
Battery Point	2197	3.4	16	N/A	N/A	3.4	15
Fern Tree, Dynnyrne, Ridgeway, Tolmans Hill	3382	12.1	36	507	N/A	519.1	1535
Hobart	3509	4.7	13	N/A	N/A	4.7	13
Lenah Valley	6596	5.6	9	179	1.3	185.9	282
Mount Nelson	2764	N/A	N/A	64	2.7	66.7	241
Mount Stuart	2481	1.4	5	40	N/A	41.4	167
New Town	6768	5.4	8	8	9.1	22.5	33
North Hobart	2663	1.4	5	N/A	N/A	1.4	5
Glebe, Queens Domain	608	12.2	201	142	2.8	157	2582
Sandy Bay	12 501	13.1	10	32	4.8	49.9	40
South Hobart	5939	10.1	17	355	3.3	368.4	620
West Hobart	6599	1.7	3	126	2	129.7	197
Total	**56007**	**71.1**	**13**	**1453**	**26**	**1550.1**	**277**

* Estimated on combined statistical area level 1 data.

Physical activity participation in Tasmania

More than half of Tasmanians participate in recreational walking and 26 per cent bushwalk, a pursuit that is more popular in Tasmania than in any other state or territory in Australia.

Hobart is home to Kunanyi/Mt Wellington, one of the most popular bushwalking destinations in Tasmania. We know Hobartians love bushwalking and the City of Hobart currently manages and maintains a large network of tracks and trails, including the popular bushland reserves such as areas of Knocklofty Reserve and Bicentennial Park as well as several major parks.

Walking is the most popular physical activity for adults in Tasmania. Our parks and bushland areas provide places for walking,

cycling and many social and sporting activities.

The tables below detail the most popular activities for adults in Tasmania. For this survey an adult is a person aged 15 and over[6].

In the future, we anticipate that there will be increasing demand for better access to, and provision of facilities in our open spaces and this strategy includes measures that seek to respond to these demands.

Table 4 Adult participation by activity 2023-24

Participation by activity – top 10 recreation activities		
Activity	**Participation Rate (%)**	**Estimate (000s)**
Walking (recreational)	56.4%	270 369
Fitness/Gym	26.3%	125 915
Swimming	16.6%	75 292
Running/jogging	16.1%	77 352
Bushwalking	26.4%	126 371
Cycling	9.4%	44 957
Yoga	5.4%	25 957
Pilates	4.2%	19 918
Golf	3.7%	17 506
Basketball	3.4%	16 448

6. Australian Sports Commission — www.ausport.gov.au. Survey Results July 2023 - June 2024

Open spaces owned or managed by the City of Hobart

Open space owned or managed by the City of Hobart can be seen on the series of maps on the following pages.

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City of Hobart **Draft Open Space Strategy**

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BATTERY POINT
SANDY BAY | MT NELSON

Bushland Open Space
Parks Open Space
Dual Recreation Parks Open Space
Suburb Boundary

1:36,000
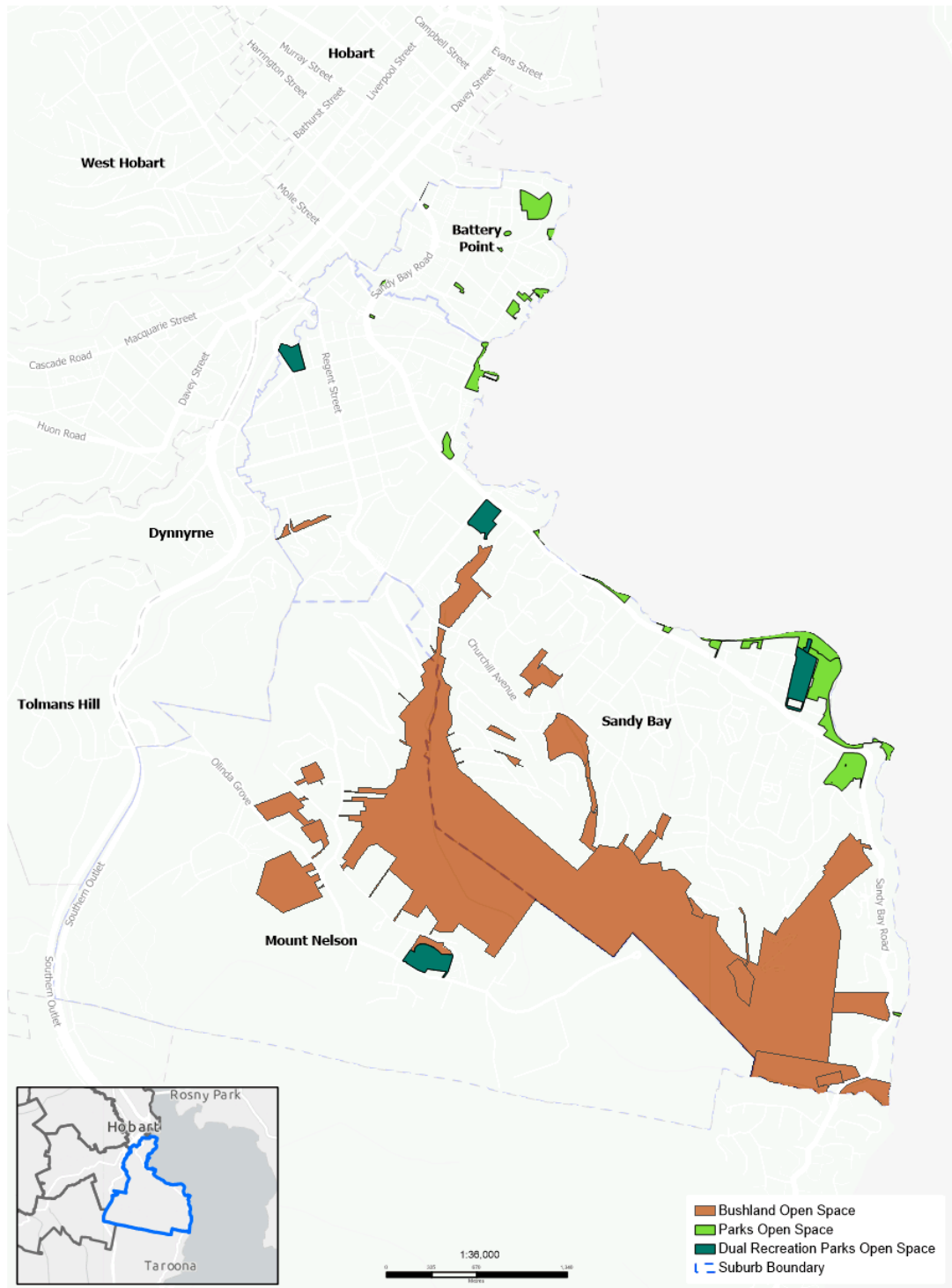
HOBART | NTH HOBART
QUEENS DOMAIN | GLEBE | NEW TOWN

Bushland Open Space
Parks Open Space
Dual Recreation Parks Open Space
Suburb Boundary
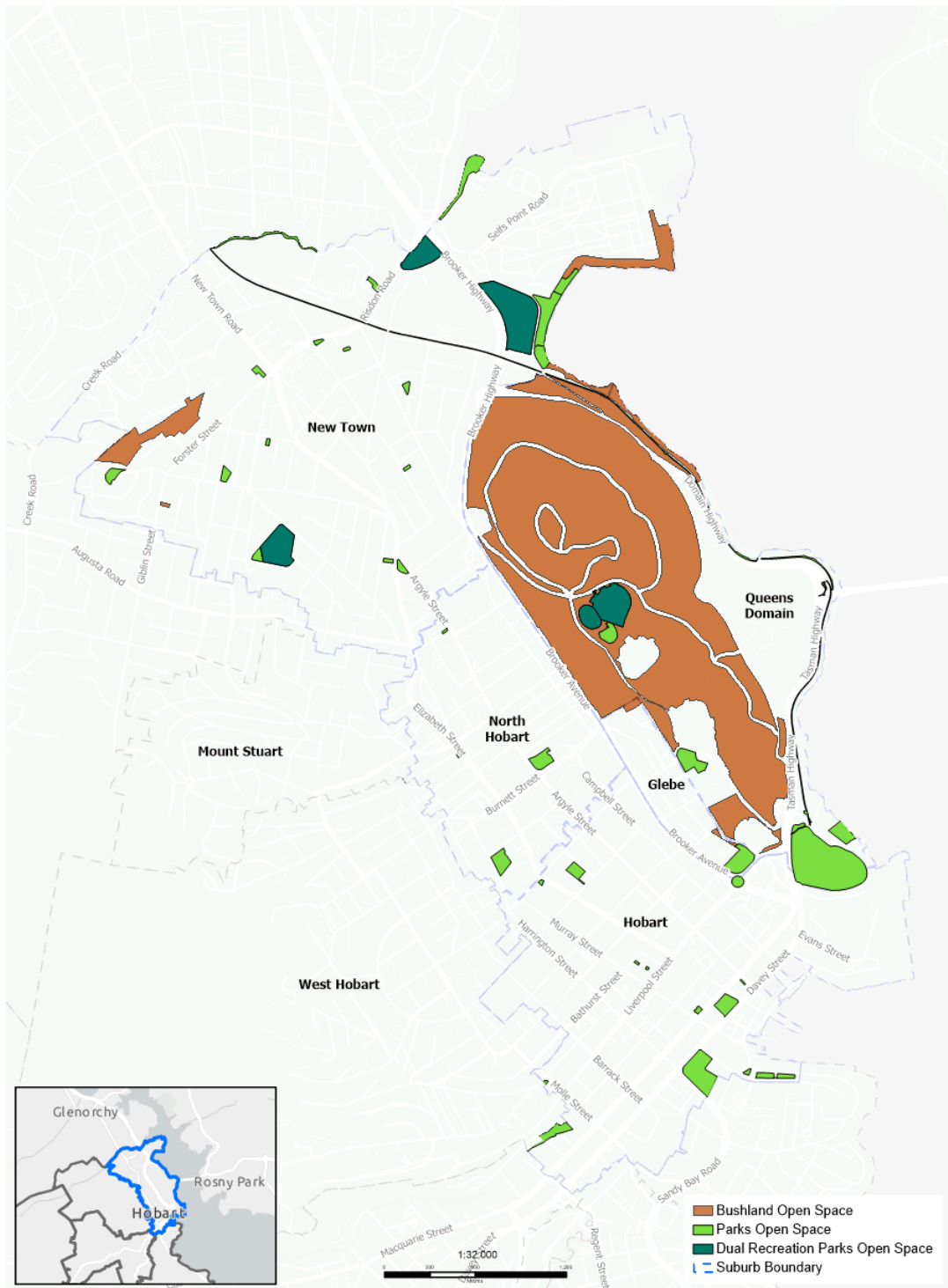
KUNANYI/MT WELLINGTON
OTHER LAND OUTSIDE LGA

Lenah Valley

Wellington Park

Pinnacle Road

Pinnacle Road

Huon Road

Fern Tree

Hobart

Kingston

1:55,000

Bushland Open Space
Parks Open Space
Suburb Boundary

City of Hobart **Draft Open Space Strategy**

RIDGEWAY | FERN TREE
KINGSTON

Legend:
- Bushland Open Space
- Parks Open Space
- Suburb Boundary

1:48,000

SOUTH HOBART | DYNNYRNE
TOLMANS HILL

Bushland Open Space
Parks Open Space
Dual Recreation Parks Open Space
Suburb Boundary

City of Hobart **Draft Open Space Strategy**
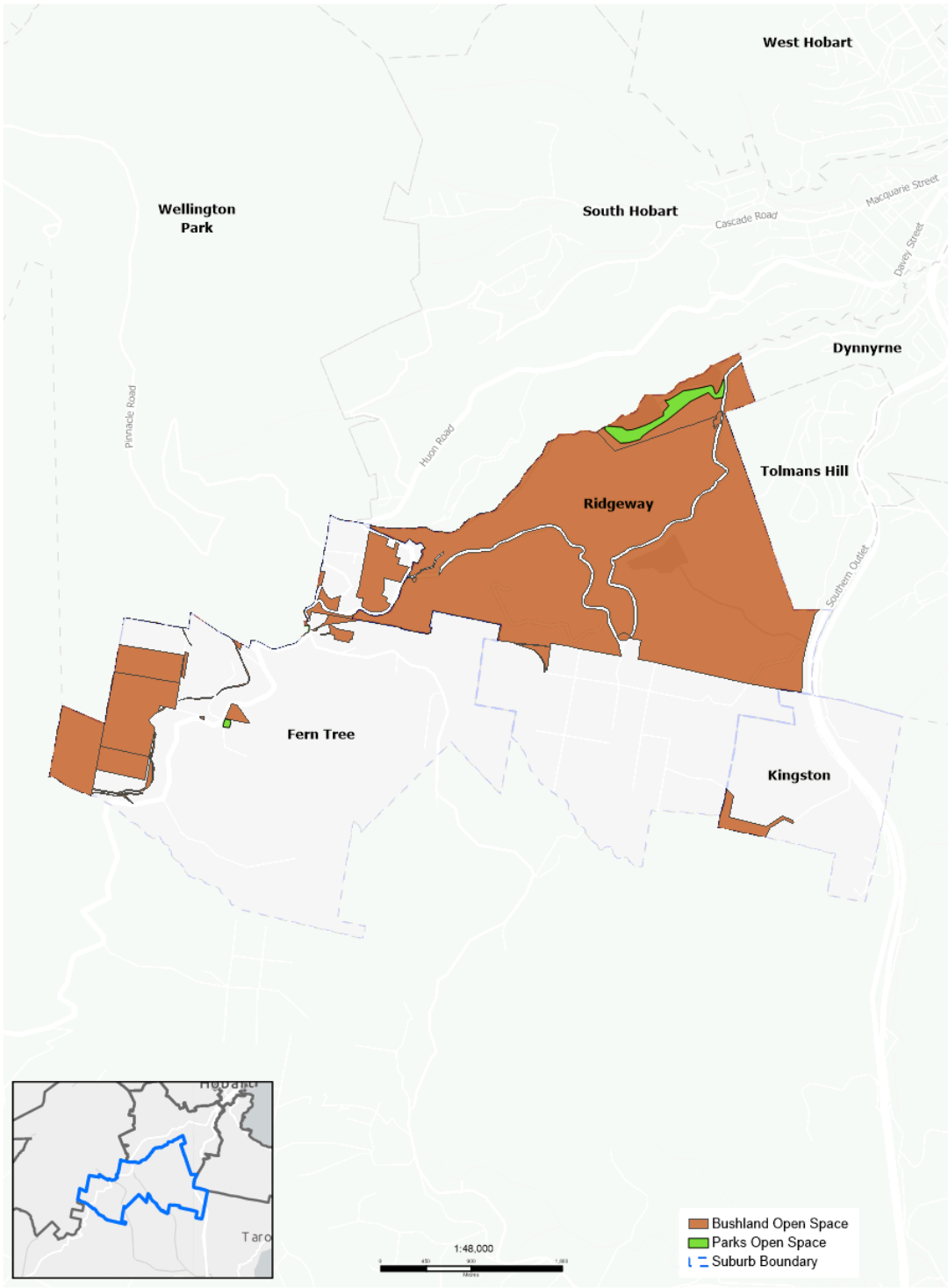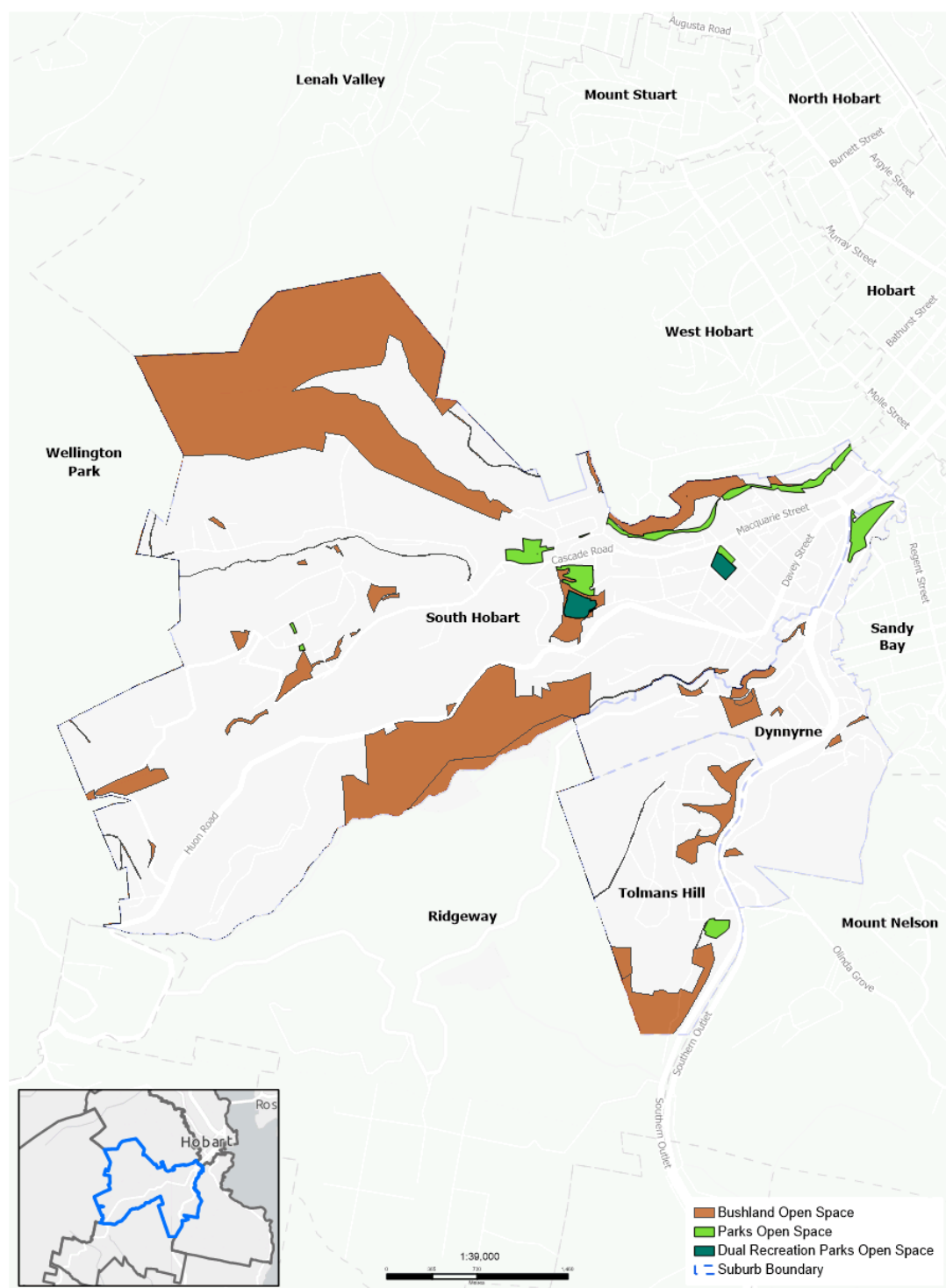
WEST HOBART | MT STUART
LENAH VALLEY

Legend:
- Bushland Open Space
- Parks Open Space
- Dual Recreation Parks Open Space
- Suburb Boundary

1:41,000
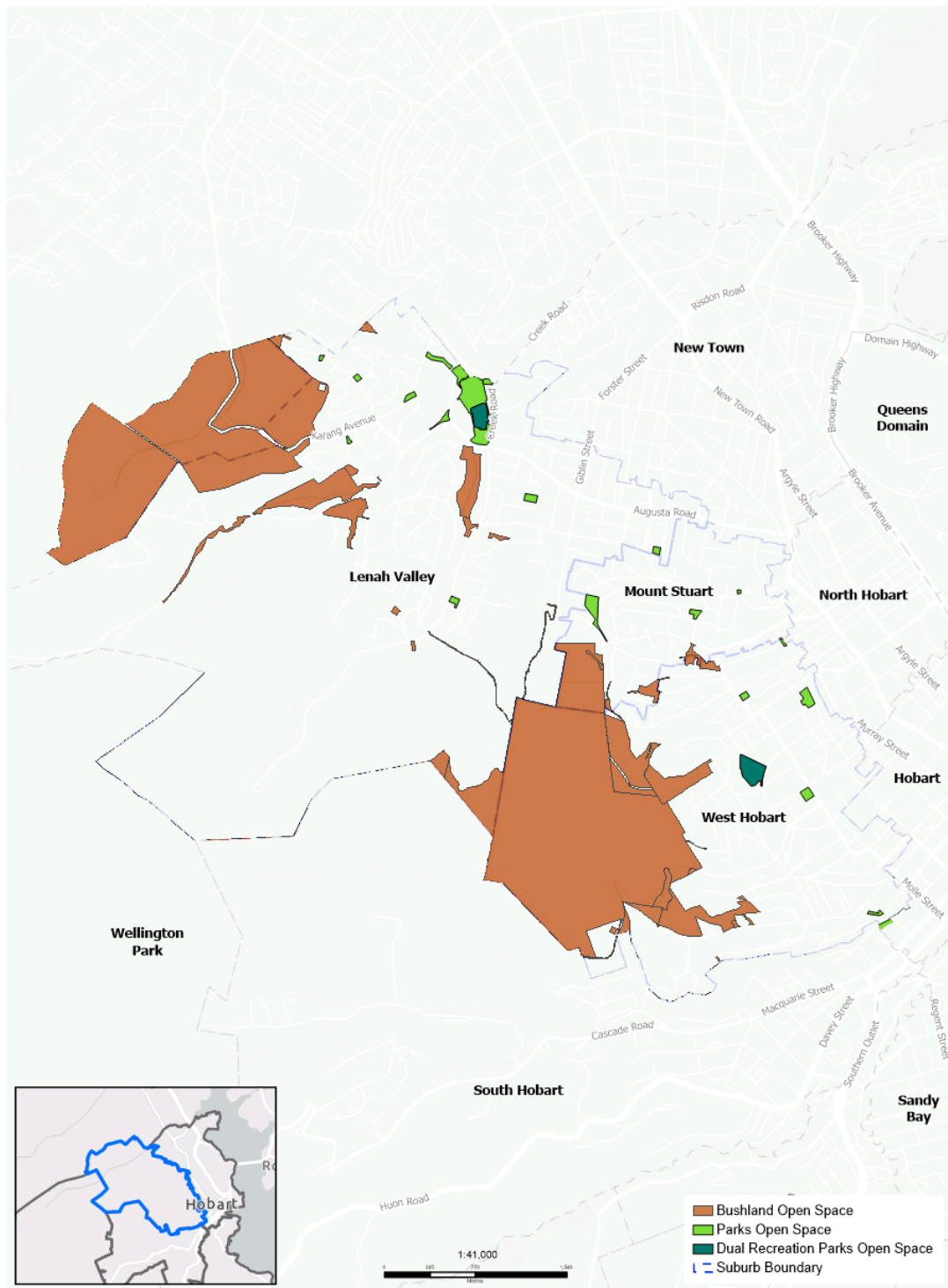
What are the functions of Hobart's open spaces?

Hobart open spaces are found across the city, from Timtumili Minanya/ Derwent River to Kunanyi/Mt Wellington. These open spaces vary in size and character and serve many different purposes or functions.

The Bicentennial Park bushland area is predominantly for conservation of flora or fauna, the famous Caldew (Train) Park in West Hobart is a playground, and the Hobart Rivulet Park's primary function is a popular walking and wheeling track.

Many of our larger open spaces will have more than one function. A good example of this is Cornelian Bay with its general recreation area on the oval, a playground, areas of conservation, and places for rest or relaxation.

Landscaped areas

Landscaped areas provide amenity or have aesthetic values, and are often on roadsides, nature strips, in a roundabout or similar areas. They might be grassed, contain trees or other plantings, and provide benefits for biodiversity or sustainable urban drainage.

Some areas contain seating.

Examples include Waterloo Crescent at Battery Point and the ABC roundabout embankment.

Rest or relaxation

Open spaces predominantly for passive recreation such as sitting, socialising and eating or drinking.

They are usually smaller open spaces such as pocket parks or smaller local parks, heritage parks and beaches.

Conservation

Areas for which the primary purpose is the conservation and enhancement of biodiversity values. These open spaces include bushland reserves and open space with significant trees.

Heritage

Areas for which the primary purpose is the conservation and enhancement of heritage or cultural values. These open spaces include formal landscaped parks and heritage elements within parks.

Cemetery and remembrance

These include closed cemeteries that are managed by the City of Hobart and areas in open spaces in memory of people or animals.

General recreation

Areas that are suitable for all types of recreation activity including unstructured sports activities for people and their dogs.

Playground

Areas that contain play equipment for children and young adults. Sometimes fenced and usually located within a larger area of open space.

Linear tracks and trails

These open spaces are often on rivulets or form connection or linkages between different parts of the city and open spaces.
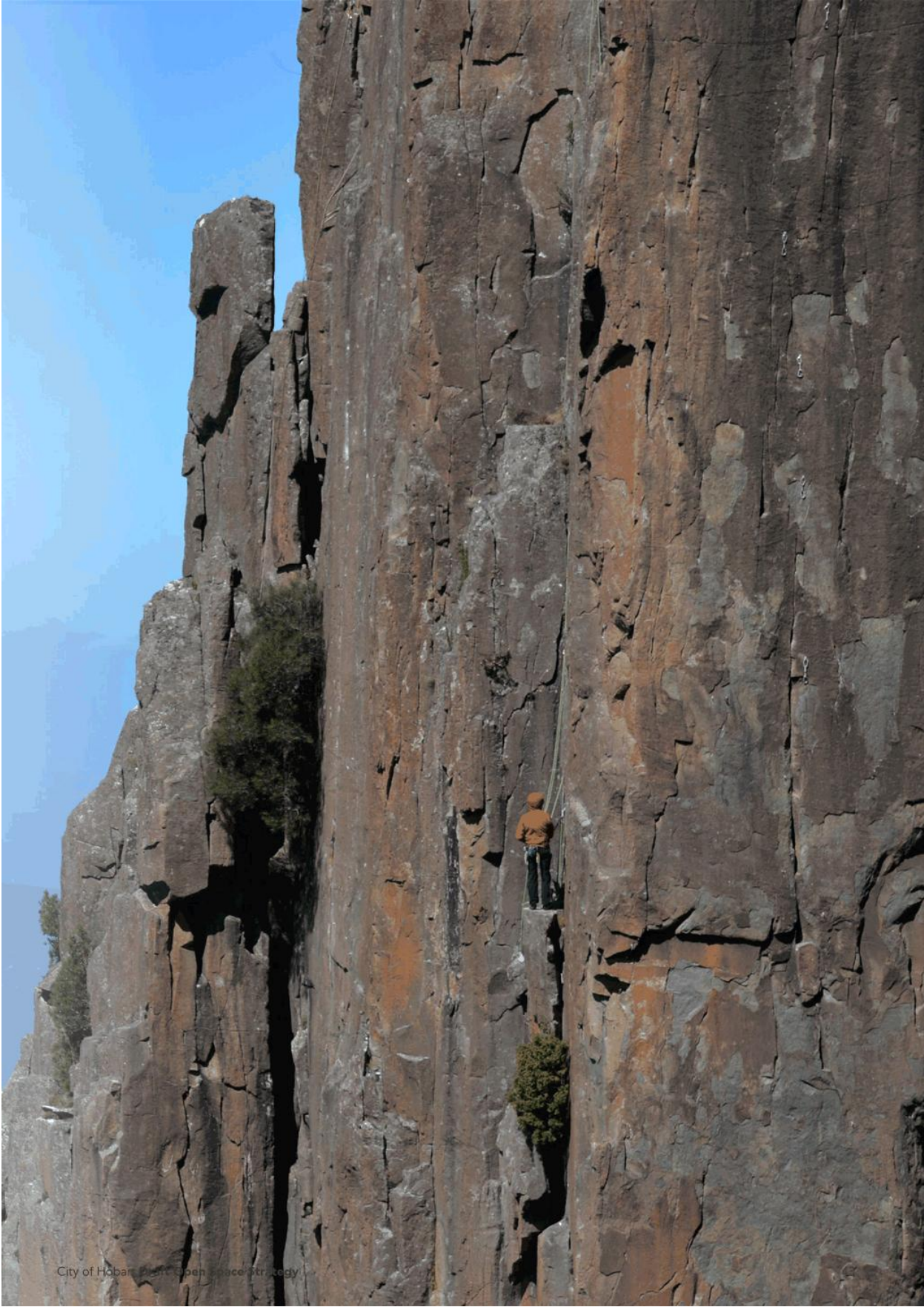
City of Hobart **Draft Open Space Strategy**

Hierarchy of open spaces

To inform this strategy and future work we have developed a hierarchy for Hobart's open spaces. The hierarchy recognises that open spaces operate at different levels and generally service different-sized catchments, while recognising that Hobart is an established city with a huge range of existing open spaces.

Hobart is unique as it contains a significant amount of bushland that is interwoven with the urban environment in many suburbs. Whilst the principal role of this bushland is for protection of biodiversity parts of these areas provide a space for recreation for some residents.

The hierarchy details different levels of open space, a desired proximity standard, a theoretical description of open spaces at that level of the hierarchy for the type of open space. The position within the **hierarchy** of the open space will influence the amenities on offer and the anticipated amount of resources needed for that open space.

For example, **local open spaces**, generally service the local community/suburb and the residents within 5-10 minutes' walk (400m) of the open space.

District, regional and **state significant** open spaces provide different types of recreational experiences with larger areas of open space that will generally service a greater population, including those from neighbouring local government areas and interstate. Accordingly, open spaces that are subject to higher levels of use will need a higher level of service.

As a future priority, we want all residents in urban areas to be within 400m walking distance (desired service standard) of at least a local open space and for all residents to be within 800m of a district level or higher open space.

Some areas of open space may perform more than one function and accordingly operate at more than one level, for example a District level open space may provide a dual recreation park that is sometimes used for structured sport but also meets the local recreation needs of residents in the area.

This hierarchy is intended to be informative and the basis for a comprehensive plan that will specify our plan for delivering open space in the future.

The proposed hierarchy for open space in Hobart is detailed in Table 5, on the opposite page.

City of Hobart **Draft Open Space Strategy**

Hierarchy	Description	Desired proximity standard	Examples
Landscaped Areas	Nature Strips and other areas of open spaces normally located along roadsides.		ABC Embankment Burnett Street.
Local Open Space	Open space typically provided at suburb level. Is readily available for the recreational needs of the residents in the immediate area and neighbourhood. Generally for shorter visits. Able to accommodate neighbourhood gatherings.	400m distance of dwellings (for casual/frequent visits).	Friends Park Kalang Avenue Swan Street Park
District Open Space	Open Space intended to serve more than one suburb including residents and visitors from both the local neighbourhood and surrounding suburbs, including some users from areas outside Hobart such as Glenorchy or Clarence. A destination where visits are for a specific purpose and stays are longer as these spaces are subject to higher levels of amenity/embellishment. Able to accommodate over 100 people and used by individuals or groups/sports teams drawn from Hobart and adjoining Local Government Areas.	800m distance of dwellings	Cornelian Bay Oval and Foreshore Reserve Fitzroy Gardens John Turnbull Oval and Park Soundy Park Parliament Street Oval
Regional Open Space	Large areas of open space and/or subject to high usage from a large number of people. Open Space intended for use by all Hobart's residents, large numbers of people from Southern Tasmania and visitors to the region. Open space that has high value for recreation due to location, size, or facilities on offer. Suitable for events for a large number of people, including events that attract people to the region.	For the Greater Hobart region	Cascade Gardens Long Beach Princes Park Waterworks Reserve
State Significant Open Space	Attracts residents from across Tasmania and interstate and overseas visitors. Open space that has high value for recreation due to cultural reasons, location, size, or facilities on offer. Spaces consistent with a capital city.	Spaces of state and national significance	Cenotaph Queens Domain Wellington Park

Table 5 Open Space Hierarchy

Parks near people – filling in the gaps

Creating a city that makes it easy for people, no matter where they live, to access public open space has both social and health benefits.

Areas of Hobart within 400m of a park

The map on the next page shows Hobart areas that are within 400m walking or wheeling distance of an open space designated as a park.

For this map we have included all parks within the hierarchy (see full list of parks in Appendix 1) but excluded bushland areas. A distance of 400m is a five to ten minute walk for most people. Also on the map are areas of Hobart with buildings – houses, commercial buildings and associated infrastructure – that aren't within 400m of a park.

The map reveals gaps in the open space network where residents do not live within 400m of a park. These gaps are in the suburbs of Hobart, Dynnyrne, Lenah Valley, Mount Stuart, New Town, North Hobart, Sandy Bay and West Hobart.

While access to public open space is important for everyone due to the social and health benefits it provides, in Hobart's more urban areas, access to open space may be considered more important, as dwellings are less likely to have large gardens and residents rely more on public green space for recreation.

Accordingly, we will prioritise these areas when planning to fill the gaps in the open space network.

The implementation plan that supports this strategy includes an action to develop a plan that ensures in the future everyone has access to open space in accordance with the desired proximity standards.
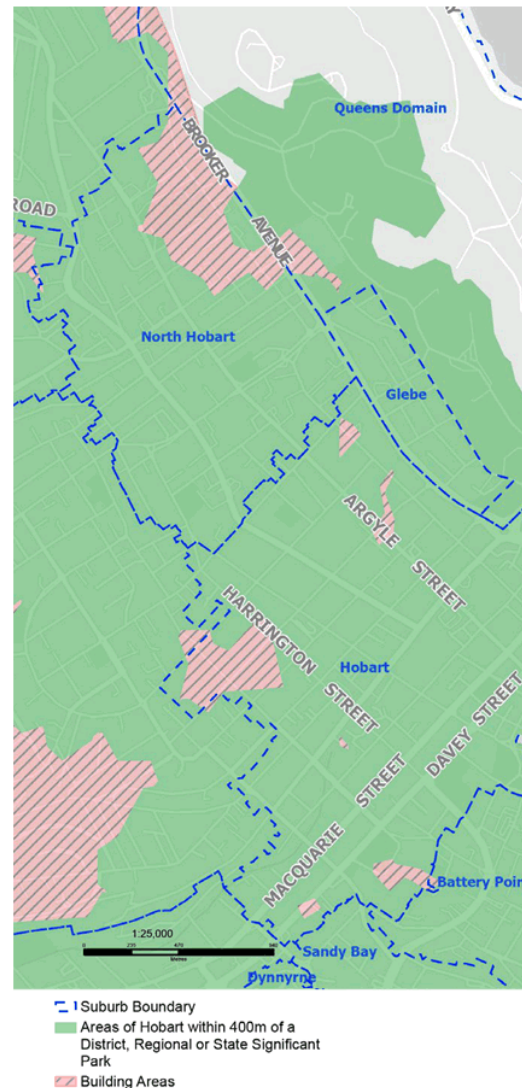
Legend:
- Suburb Boundary
- Areas of Hobart within 400m of a District, Regional or State Significant Park
- Building Areas

City of Hobart **Draft Open Space Strategy**

AREAS WITHIN 400 METRES OF A PARK

City of Hobart **Draft Open Space Strategy**

47
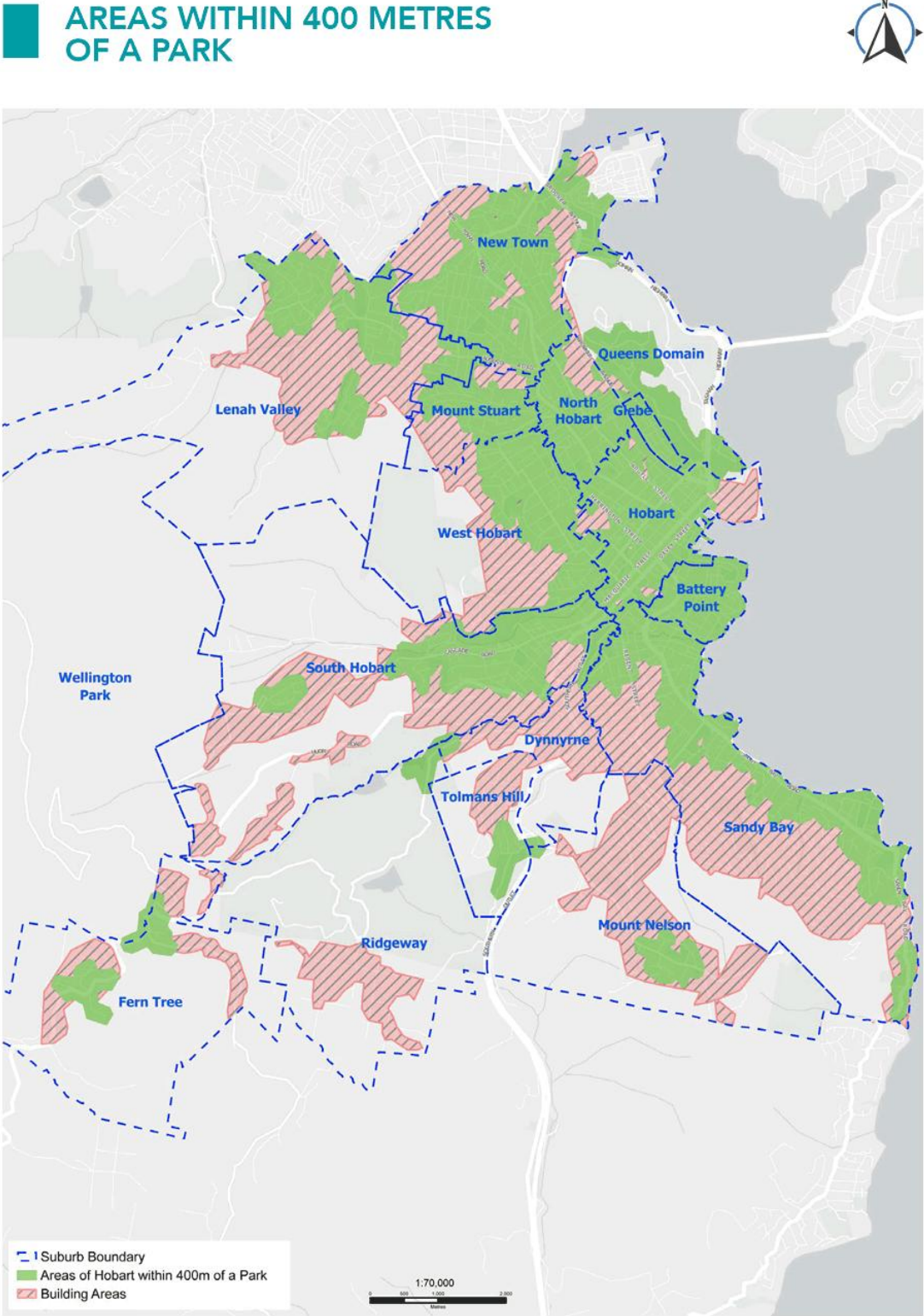
Areas of Hobart within 800m of a District, Regional or State Significant Park

The map on the next page shows Hobart areas within 800m walking or wheeling distance of a district, regional or state significant open space designated as a park (see list of these parks in Appendix 1).

A distance of 800m is approximately a 10 to 15 minute walk for most people but might take longer in some areas due to Hobart's topography.

Also on the map are areas of Hobart with buildings – houses, commercial buildings and associated infrastructure – that aren't within 800m of one of these larger, district, regional or state significant parks.

The map shows gaps across the city where residents do not live not within 800m of a district, regional or state significant park. The main gaps are in Lenah Valley, New Town and Sandy Bay.

It might not be possible to provide access to large parks in all peri-urban areas of the city, however, residents of these areas often have access to bushland that may meet some of their recreation needs.

It is important that everyone has access to public open space due to the social and health benefits it provides. Access to larger areas of open space is important because large parks provide for a more diverse range of recreational opportunities than can be experienced in a smaller local park, some of which, such as pocket parks, might be less than 300m² in size.

In suburban areas, these large parks provide places for active recreation and games, while those close to the city might be a place to walk the dog, visit a skate park or attend an event. Future planning will look at how we can improve access to larger parks and ensure that the facilities can cope with increasing demands.

The implementation plan supporting this strategy includes an action to develop a plan that ensures that in the future everyone has access to open space in accordance with the desired proximity standards.

City of Hobart **Draft Open Space Strategy**

AREAS WITHIN 800 METRES OF A DISTRICT, REGIONAL OR STATE SIGNIFICANT PARK

New Town

Queens Domain

Lenah Valley

Mount Stuart

North Hobart

Glebe

West Hobart

Hobart

Battery Point

Wellington Park

South Hobart

Dynnyrne

Tolmans Hill

Sandy Bay

Ridgeway

Mount Nelson

Fern Tree

Suburb Boundary

Areas of Hobart within 800m of a District, Regional or State Significant Park

Building Areas

1:70,000

City of Hobart **Draft Open Space Strategy**

49
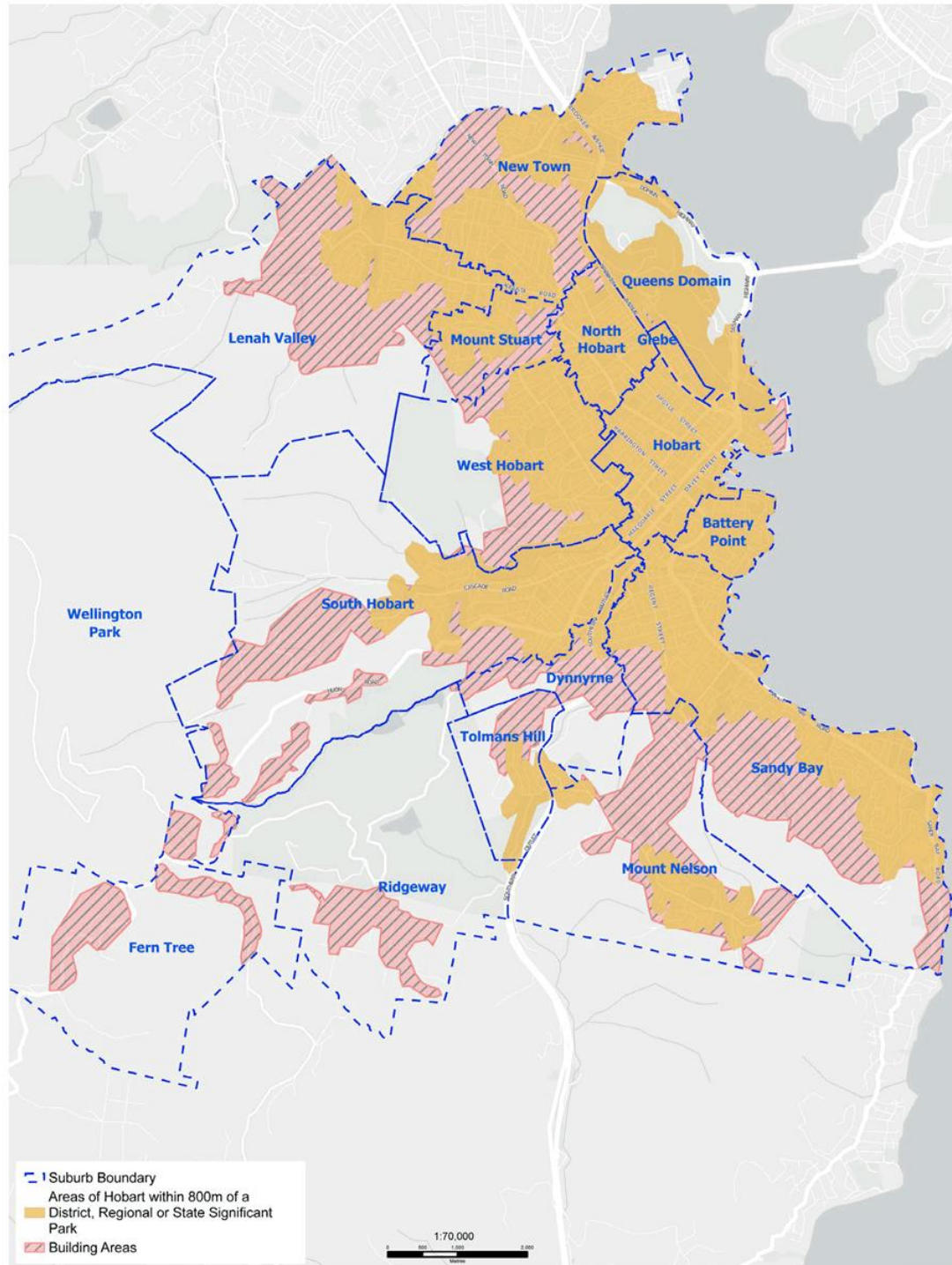
Areas of Hobart within 400m of a playground or play equipment

The maps on the following pages show playgrounds and play equipment in Hobart with a 400m 'as the crow flies' buffer, or catchment area, around each of them. Also on the maps, is the areas of Hobart, where there are buildings (houses, commercial buildings and associated infrastructure) outside of the 400m catchment area.

For this analysis, a playground is three or more pieces of play apparatus, a combination play unit, or a skate park. Play equipment is one or two pieces of play equipment, or sometimes a basketball half court.

The map shows that there are areas in Hobart where there are concentrations of playgrounds and play equipment, some of which might be used infrequently given nearby alternative options. There are areas where there aren't any playgrounds or play equipment, for example, a significant area of Sandy Bay. We currently have two skate parks in the city, one of which is on Department of Education land in North Hobart and the other nearby in John Doggett Park.

The implementation plan that supports this strategy includes an action to develop a playground action plan. In this plan, a more detailed analysis of demographic data will consider where we should have specific playgrounds or play equipment, whilst having regard to the required funding to deliver the play infrastructure. We know that older children and teenagers love skateboarding and scooting so, on completion of this strategy, we propose to undertake an assessment of facilities and equipment to identify if and where we upgrade skate parks and provide facilities such as pump tracks.

AREAS WITHIN 400 METRES OF A PLAYGROUND OR PLAY EQUIPMENT

Legend:
- Play Equipment
- Playground
- 400m to Playgrounds or Play Equipment
- Suburb Boundary
- Building Areas

1:55,000

AREAS WITHIN 400 METRES OF A PLAYGROUND OR PLAY EQUIPMENT

Legend:

- Play Equipment
- Playground
- 400m to Playgrounds or Play Equipment
- Suburb Boundary
- Building Areas

1:35,000

City of Hobart **Draft Open Space Strategy**
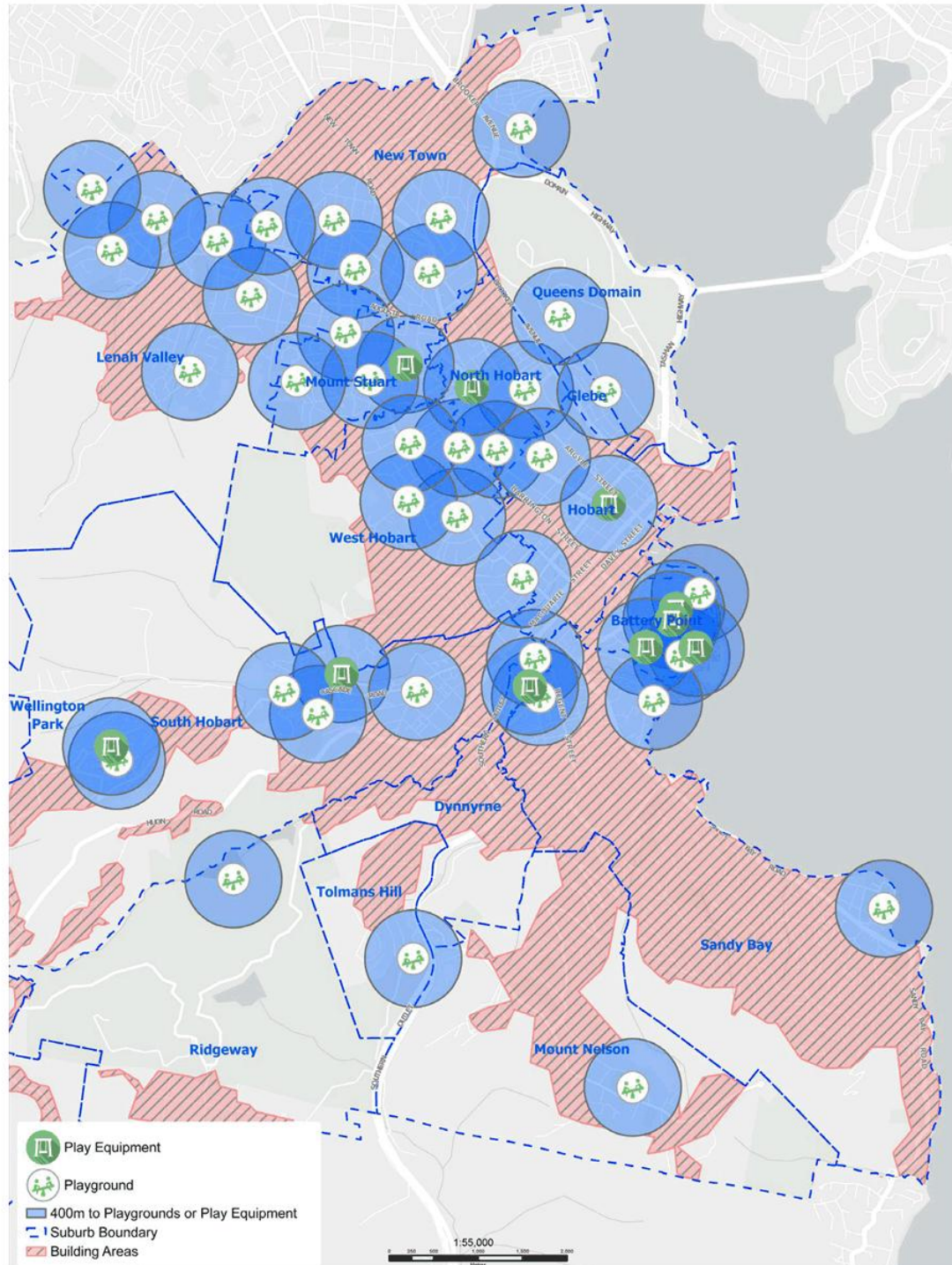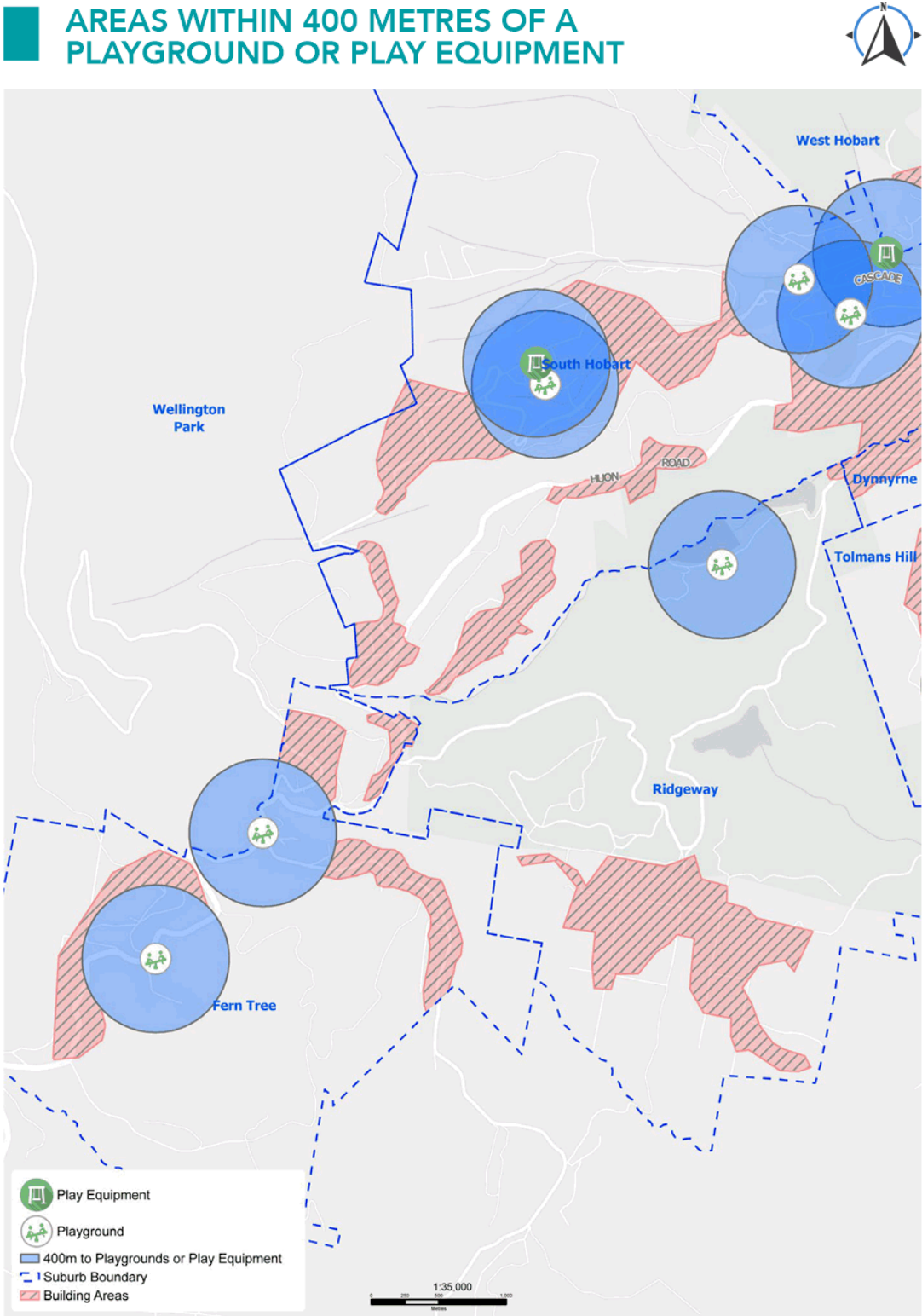
Trends and opportunities

This open space strategy addresses major trends and opportunities that influence how Hobart's open spaces are used now and into the future. These trends present both opportunities and implications for how our open spaces are managed and provided.

Population growth and increasing visitor numbers

In the 12 years from 2023 to 2035, Tasmania's population is expected to increase by almost 36 000 people[7]. Most of this growth will take place in the Greater Hobart region. The plan for Central Hobart actively encourages the provision of additional dwellings and a variety of housing types and tenures to meet the projected population demand.

Increasing the density of development and subsequent number of residents and workers in Central Hobart is likely to lead to additional demand on already limited public open space. Generally, higher density development provides less private open space. For example, more apartments built in inner urban areas results in fewer back yards for recreation. Securing additional land in inner urban areas for public open space is expensive.

Hobart is a popular arrival point for interstate and international visitors. In 2024, the city received approximately 1.6 million domestic overnight visitors and nearly 2.5 million people visited Hobart for the day[8]. The Tasmanian Government would like to see 1.6 million interstate visitors and 400 000 international visitors travelling to the state every year by 2030.

A City of Hobart open spaces survey conducted in 2024 revealed that many non-Hobart residents use our open spaces, with more than a third of survey responses coming from people who reside outside of the Hobart local government area.

Hobart's open spaces play a vital role in servicing considerable demand from residents, people visiting from neighbouring council areas or elsewhere in Tasmania, for work or leisure, as well as interstate and overseas visitors. The most popular natural destination for visitors to Tasmania is Kunanyi/Mt Wellington, which receives approximately 500 000 interstate and overseas visitors annually.

Gaps in open space provision

Mapping of our open space network reveals some significant gaps in open space provision across some suburbs – meaning some residents don't have easy walking access to public open space. This mapping is shown in the parks near people section of this strategy. To remove these gaps, new land will need to be acquired, or existing City of Hobart owned or managed land creatively repurposed. The gaps also extend to the provision of facilities (such as playgrounds, toilets, skate parks and pump tracks) across the municipality. This mapping also shows that some areas are potentially overserviced from a public open space perspective.

7. Tasmanian Government 2024 Population Projections for Tasmania (medium series)
8. statista.com/number of domestic visitors to Hobart by type of trip

— Case Study

Temporary open space – Yard 16, Macquarie Point

This site is open to the public seven days a week. Situated at Macquarie Point, the temporary community space includes an edible garden, two half basketball courts, outdoor seating and a welcoming environment for visitors.

The City of Hobart can seek contributions towards the provision of public open space from subdivision development but not strata development, which is likely to be the majority of future development in Hobart. Without changes by the Tasmanian Government, the cost of acquiring new land for public open space for future residents, workers and visitors will continue to be predominantly funded by existing residents and businesses.

Understanding the current use of open space and estimating future usage demand, including potential conflicts, is needed to help inform priorities and planning for appropriate investment in new and existing open space, services and facilities. One solution to gaps in provision might be to explore the temporary use of vacant land as open space, particularly in central Hobart, where there are a number of vacant blocks of land (see case study).

Climate change

Climate change is already impacting biodiversity and human health. This has led to an increased risk of extreme weather events such as flooding, drought, urban heat and conditions that increase the likelihood and severity of bushfire. These impacts are unavoidable and the costs of repair and renewal of assets after extreme weather events are well documented.

While we cannot stop the impacts of climate change on our open spaces, we can reduce and mitigate the impacts through careful land and resource management. This means carrying out regular and ongoing bushfire mitigation measures such as fuel reduction burns, planting more trees in urban areas and developing new ways to manage heavy rainfall events.

This strategy and the City of Hobart's 2040 Climate Ready Hobart Strategy include actions that help protect our open spaces from the impacts of climate change.

Recognising Tasmanian Aboriginal heritage and culture

Understanding our cultural history and supporting creative and cultural initiatives that invite people to engage with the Tasmanian Aboriginal community, their history and culture in our open spaces needs to be delivered in partnership with Tasmanian Aboriginal organisations and groups.

There are a number of actions we can take to improve connection to country in our open spaces and these actions are detailed in the implementation plan that supports the delivery of this strategy.

Ageing population and health outcomes

Fifty-four per cent of Tasmanians are considered insufficiently active[9]. The most recent National Health Survey found Tasmania has the highest proportion of adults in Australia that are overweight or obese at over 70 per cent[10] of the adult population. We have high levels of people with disability and more than four in five (84.9 per cent) of people living in Tasmania had at least one long-term health condition in 2022[11]. Tasmania also has an ageing population and the likelihood of acquiring a disability increases with age.

Open spaces provide opportunities for people of all ages and abilities to access areas with natural surroundings and take part in activities that can help improve physical and mental health and wellbeing, at no cost or low cost. This is particularly important to ensure equity of access to recreation. We can do more to encourage people to get more active in our open spaces by improving access and making them great places for everyday recreational pursuits.

Changes in the way people use recreation and leisure time

People are changing the way they use their leisure time – with an increase in time spent on individual recreational pursuits, such as recreational walking, cycling, running and bushwalking, which will continue the increasing demand for use of our open spaces.

The increased usage is accompanied by expectations about additional and improved facilities in open spaces. The need to provide diverse and compliant facilities requires
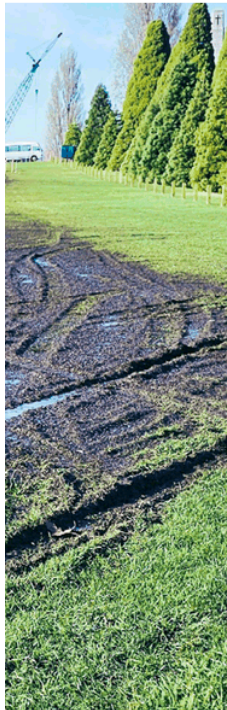
— Case Study

Parking and events at Hobart Regatta Grounds

This land is grassed open space that is available for public use. At times it is utilised for activities that include the Royal Hobart Show and touring events for example, the circus and Spiegeltent. The land is also used to provide free of charge parking during the Christmas/New Year period and Dark Mofo. Whilst a fee is paid for use of the land for private events, car parking generates no income and frequently results in the requirement for costly repairs. Cost benefit analysis is not commonly undertaken for each activity that occurs at the Regatta Grounds but matters for consideration include, the cost of repairing the ground after use as car parking or an event, the impact on neighbouring land uses and whether there is a better or alternate location for the activity. We propose to undertake further investigation into the use of this space and whether we need a dedicated event space in the city.

9. National Health Survey: State and territory findings, 2022 | Australian Bureau of Statistics Released 25/06/2024
10. National Health Survey: State and territory findings, 2022 | Australian Bureau of Statistics Released 25/06/2024
11. National Health Survey: State and territory findings, 2022 | Australian Bureau of Statistics Released 25/06/2024

investment in infrastructure, maintenance and upkeep as well as program development and long-term planning.

For example, bushwalking is more popular in Tasmania than any other state or territory of Australia and mountain biking continues to grow in popularity. The City of Hobart maintains more than 250km of bushland tracks and trails. Increasing demand from locals and visitors requires ongoing investment in maintenance of tracks and trails, upgrades as well as supporting infrastructure like public toilets.

Increasing demand from the commercial sector

Hobart is a popular event city, and easy access to our open spaces makes them popular with event organisers. As the number of events increases so too will our need to plan for the additional demand and resultant impacts on our open spaces. We also need to ensure the revenue collected for the use of our open spaces covers the costs of maintenance following an event. There is a need to explore opportunities and secure sufficient funds to improve the quality and

quantity of open spaces and sustain them for future generations to enjoy. This could be done, for example, by adopting new and innovative ways to use, manage and maintain open space.

Rising construction and material costs

The City of Hobart is not immune to the rise in construction and materials costs. This impacts our ability to deliver open space upgrades and maintain open spaces to a high standard. Efficient allocation of existing resources is required along with the need to identify opportunities that increase funding for open spaces. Additionally, improved data collection is required to support management of open spaces in a way that maximises the use of resources.
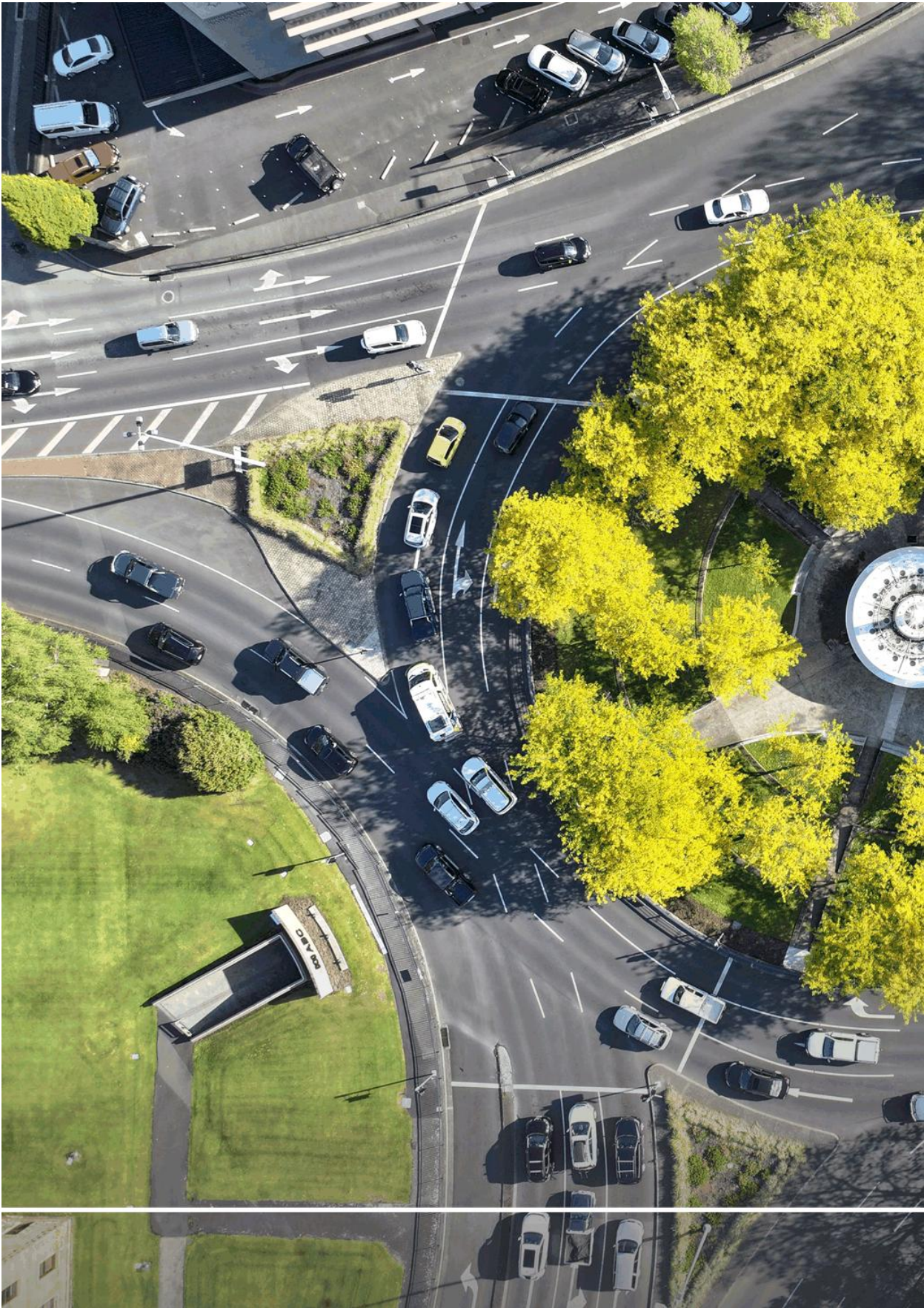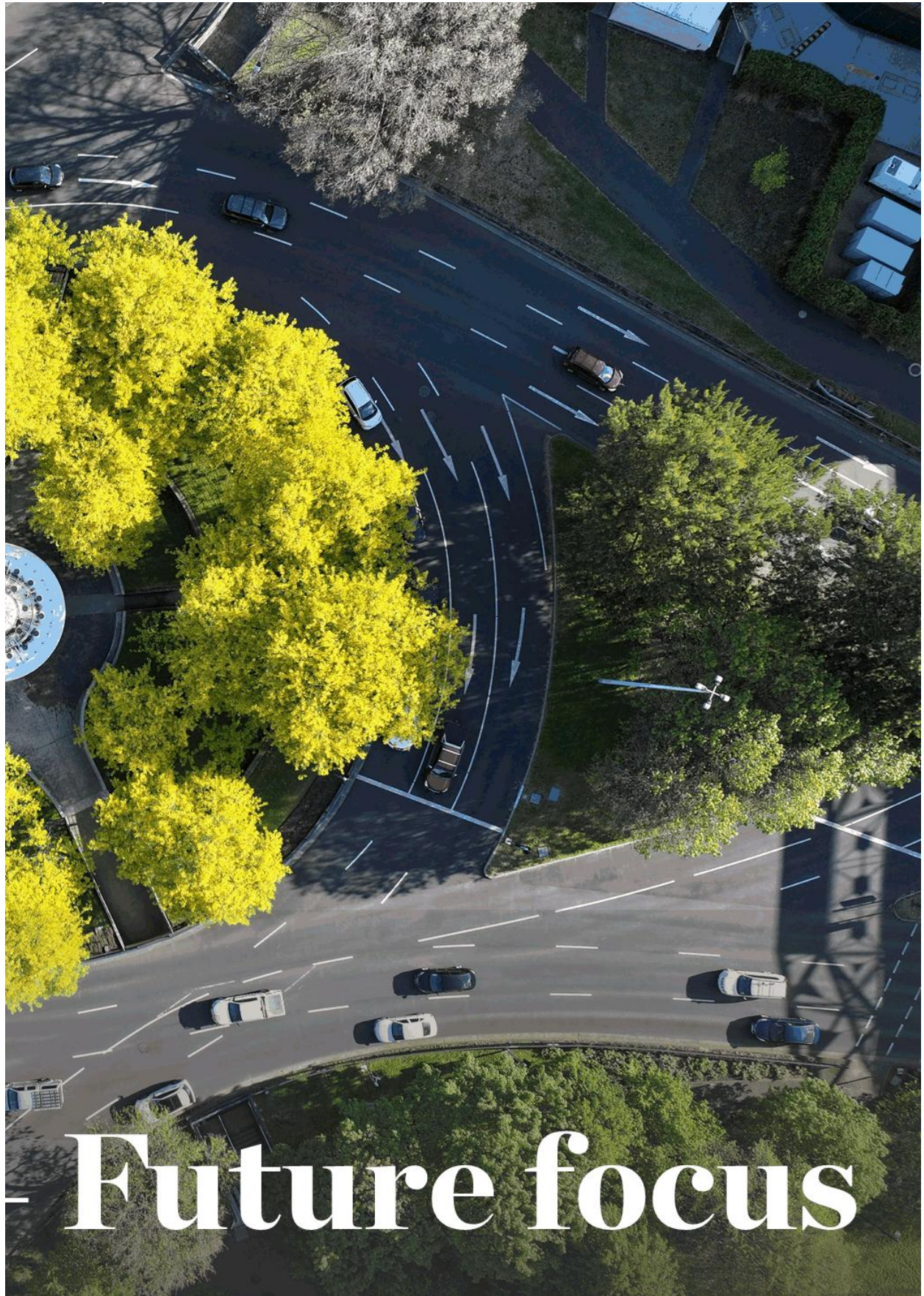
Future focus

Creating open spaces with an eye to the future

Hobart's open spaces contribute greatly to the quality of life enjoyed by our residents, the Greater Hobart population and the many people who visit our city from interstate and across the world.

We need to plan for the challenges of population growth, changing demographics and lifestyles, increasing demand, climate change and its associated impacts on our natural world, our precious native plants and animals, and seek out opportunities to ensure our open spaces are future ready.

This strategy focuses on the City of Hobart's green spaces that cater for a wide range of passive and active recreation and leisure activities. These open spaces are important for the health and wellbeing of our community and the environment, and include:

- bushlands and reserves
- recreation and urban parks
- playgrounds
- skate parks
- outdoor gyms
- beaches and foreshores
- tracks and trails
- public gardens
- other landscaped areas.

Principles for open space in Hobart

We have developed a set of principles to use in planning for open spaces in Hobart. The principles are interrelated and set out the significant values that are central to our planning for open space.

Each principle has a set of goals that will be delivered through actions.

The five principles

1. Accessible and Inclusive

2. Nature Positive

3. Cultural

4. Health and Wellbeing

5. Quality and Quantity

Open Space Vision

Our open spaces are balanced for people and nature, they enhance the health and wellbeing of current and future communities and help mitigate the effects of climate change.

1. Accessible and inclusive

Our open spaces are for the enjoyment of everyone in our city and everyone who visits Hobart. Increasing the amount of accessible and inclusive open spaces for people of all abilities, ages and cultures to use them for recreation and leisure, help build social cohesion and reduce levels of social isolation.

Goals

1.1 Open spaces that can be accessed and enjoyed by everyone in the community

We want our open spaces to be as accessible as possible so that everyone can enjoy them.

In 2022 more than 170 000 Tasmanians were living with a disability – almost 30 per cent of the population[12]. Over 38 000 Tasmanians – almost 7 per cent of the population[13] – need assistance with core activities.

Ensuring our open spaces are accessible and can accommodate people with different needs will become increasingly important as people live longer and the likelihood of disability increases with age.

Older people will continue to be active in our open spaces and, importantly, continue to participate in leisure, recreation and volunteering activities. Due to Hobart's topography and the natural formation of our bushland reserves, not all of our open spaces can be fully accessible to everyone.

We aim to meet different needs in different places. By incorporating universal design principles into new and upgraded open spaces we can ensure as many people as possible can access a range of open spaces.

1.2 Welcoming for people of all ages

Open spaces are social spaces that provide opportunities for activity, relaxation and stimulation for everyone. Our open spaces are welcoming and help combat social isolation and loneliness by being inviting for everyone at all life stages.

We want them to be friendly places for people, where everyone, regardless of their

12. Disability, Ageing and Carers, Australia: Summary of Findings, 2022
13. www.abs.gov.au/statistics/health/disability/disability-and-carers-census/2021

age, wants to spend time and access areas for recreation that are free of charge, inclusive and allow for healthy exercise or relaxation in green space.

1.3 Safe places

Everyone wants to feel safe in their community. Well-designed open spaces should feel safe for everyone.

We want to design and manage our open spaces to mitigate the likelihood and fear of crime. Crime prevention through environmental design suggests the three key elements to safety are:

- encouraging activity
- providing opportunities for passive surveillance, and
- providing safe choices.

WHAT WE ARE DOING NOW

Upgrading playgrounds to include more accessible play that enables children to play together.

SIGNATURE ACTION

Develop a dementia friendly seniors garden in one of our parks.

2. Nature positive

Nature's beauty inspires and enriches our lives, and Hobart is uniquely entwined with its natural environment. From the windswept alpine heaths on Kunanyi/Mt Wellington to the winding paths of our rivulet corridors and the serene banks of the River Derwent, our natural surroundings define the character and identity of our city.

Many people are drawn to Hobart by its seamless integration with our bushland forests, woodlands and grasslands, and the opportunity to seek solace in nature. Others are attracted by our formal gardens, and the diverse tapestry of the Queens Domain, where recreation parks and playgrounds blend seamlessly with winding bushland trails.

Goals

2.1 Nature is secure and flourishing

We are deeply committed to protecting, restoring and improving biodiversity, not just for its own sake, but to ensure our survival and that of future generations. The health of our precious bushland reserves is under threat from climate change, invasive weeds, pest animals, wildfire and habitat fragmentation. These reserves are sanctuaries for extraordinary species found nowhere else on Earth, such as the Knocklofty leek-orchid, Mt Wellington eyebright, Silky snail and Ammonite snail.

Our mission is to safeguard these natural treasures by managing the reserves based on their inherent biodiversity values and the threats they face. By doing so, we strive to secure a thriving future for Hobart's bushland reserves and the unique plants and animals they shelter.

2.2 Resilient open spaces mitigate climate change impacts

Climate change disrupts ecosystems, causing stress to people, plants, animals and natural elements, leading to significant environmental and health challenges. By creating climate resilient open spaces, we can provide essential refuges that help mitigate these impacts.

Open spaces help protect us from some impacts of climate change by acting as natural buffers against extreme weather, mitigating flooding and by absorbing carbon dioxide, a major greenhouse gas. Our bushland reserves and suburban parks help absorb heavy rainfall on the city's edges.

2.3 Nature threads through our city

Our urban parks and bushland reserves are spread throughout our City and provide opportunities for recreation and connection to nature while also providing habitat for wildlife.

Urban open spaces play a particularly important role in reducing urban heat, and irrigated and shaded spaces are particularly important.

Our open spaces are interconnected by a network of green corridors that facilitate movement of people and wildlife across our city. They offer opportunities for active travel, exploration, recreation and nature appreciation, enhancing the city's liveability.

By allowing species to move across the landscape these linkages help increase resilience to disease and the changing climate.

We prioritise preserving and enhancing these connections between the built and natural environments.

WHAT WE ARE DOING NOW

Increasing the number of trees planted in our open spaces and in the corridors that link them.

SIGNATURE ACTION

Develop a plan for a flagship urban ecological restoration project.

3. Cultural

Hobart is a cultural city and open spaces provide opportunity for people to get together and participate in social and cultural activities.

Culture creates conditions for growth and our open spaces provide somewhere for our community to grow by learning and sharing cultural activities and knowledge.

Our open spaces are welcoming locations for ideas to generate, somewhere to celebrate and places to experience art and performance.

Goals

3.1 People can engage with Tasmanian Aboriginal culture in open spaces

Prior to colonisation, there were nine known Aboriginal nations with close to 50 family groups living across Tasmania. They have cared for the land upon which Hobart was built for more than 40 000 years. This place was home to the muwinina people of the South-East Nation.

Tasmanian Aboriginal people, also known as Palawa people, represent the oldest continuous culture in the world and their connection to Country remains unbroken. Appreciation and understanding of this Tasmanian Aboriginal history and cultural connection and relationship to Country is an important part of the story of our open spaces to be acknowledged through interpretation and events.

3.2 Contemporary cultural heritage

In more recent history, there are stories that can be told through our open spaces. Many of our open spaces are either included on the Tasmanian Heritage Register, listed as a heritage place or form part of a heritage precinct. Heritage open spaces include Arthur Circus and St Davids Park.

Many of our residents and visitors have their own special connection to an open space and these are reflected in the names of parks and reserves and memorial benches and trees. These individual connections will continue to promote a sense of place for so many people.

3.3 A place for gatherings and social events

We know people love to use our open spaces as places to meet with friends and family (including their dogs). Being in a natural area with trees, grass and plants creates a pleasant and relaxing environment for socialising. Open spaces are great places for holding organised events or gatherings, particularly those that are easily accessible to many people using a range of transport options.

A variety of open spaces accommodate different numbers of people and different types of events, from food festivals to multicultural events and celebrations. Popular open spaces include Franklin Square, Salamanca Lawns, the Queens Domain, Waterworks Reserve and Kunanyi/Mt Wellington. We will continue to make open space available for large and small events while balancing the needs of everyone in the community.

WHAT WE ARE DOING NOW

Provide Tasmanian Aboriginal cultural activities within the Bush Adventures program to build community awareness and understanding of Aboriginal people and culture.

SIGNATURE ACTION

Increase the presence of Tasmanian Aboriginal words/language in track and path signage as well as parks and bushland reserves to ensure signage recognises Aboriginal connection to country.

4. Health and wellbeing

Open space provides significant mental and physical health benefits by providing a place to undertake activity or exercise, a space for contemplation and relaxation in natural surrounds, and opportunities for community and social interaction.

Goals

4.1 Our open spaces benefit human health and support healthy and physically active lifestyles

Spending time in natural settings can dramatically improve physical and mental health by reducing the incidence and severity of many health conditions such as diabetes, heart disease, obesity, anxiety, depression and dementia, in people of all ages and from all backgrounds.

We will continue to promote and encourage use of our bushland open spaces for activities such as running, walking or mountain biking, and our recreation parks for social interaction and community events.

Creating and improving paths for walking will help improve access to a free, simple and effective form of exercise with many physical and mental health benefits.

We want to provide more green open space for recreation and leisure in urban settings as natural surfaces generally have less noise and air pollution, and lower air temperatures, than open spaces with hard surfaces. This will help to manage the urban heat island effect.

A place to sit and catch up with friends or to simply 'watch the world go by' is incredibility important for social interaction and mental health.

4.2 Spaces for connection and contemplation

Open space is not always about activity and at times we need a quiet place to sit, practice mindfulness and let our senses be connected to nature.

By offering accessible natural and recreation spaces for reflection, we can help increase connection to nature and deepen appreciation for the environment. In urban

areas, our city parks provide lunchtime refuges from work and places to relax on a busy day. In these urban areas, there should be parks with quieter places screened from traffic noise and air pollution.

4.3 Facilitating active travel

Open spaces in natural settings provide ideal routes for active travel options such as cycling and walking, increasing the wellbeing of commuters and reducing the number of vehicles on the road, which will support cleaner air.

By working with partners, we can examine how to improve connectivity between our open spaces and urban areas, providing safe, attractive and seamless paths of travel that enable people to experience nature as part of their daily activities.

We will aim to increase tree canopy cover on connecting paths from surrounding streetscapes and improve safety for pedestrians and cyclists along these connecting routes.

WHAT WE ARE DOING NOW

Support community organisations to use City of Hobart buildings in open spaces.

SIGNATURE ACTION

Develop and upgrade existing rivulet tracks (Hobart, New Town, Sandy Bay) to improve connectivity, accessibility and ensure they provide an enhanced experience for people.

5. Quality and quantity

As the number of visitors to Hobart's open space increases and the climate changes, our open spaces will be placed under additional pressure.

A significant increase in the number of people using existing open space can be detrimental to the quality of the space and its ability to perform its function successfully.

As the climate changes there is an increasing need to build climate resilience into our open spaces.

The continued provision of open space of sufficient quantity and quality to meet the needs of residents and visitors may require a change to the current approach.

Goals

5.1 Meet the needs of residents and visitors now and into the future

Hobart has a vast range of open spaces, with many of regional significance, that are subject to high use and which we maintain to a high standard. As we plan for population growth and changing lifestyles, we need to address gaps in our open space network to ensure we have equitable distribution of open space across the community to meet the needs of residents and visitors.

We will explore how we can provide new open space to meet anticipated population growth in urban areas where opportunity is limited due to land values and requirements to accommodate housing and economic growth.

5.2 Our open spaces are carefully planned

Our open spaces will be appropriately managed, designed and maintained to ensure they are robust and adaptable and remain fit for purpose and capable of being used activities and events where appropriate.

Having defined management or master plans for our district, regional and state significant open spaces will be critical to ensure these spaces can provide maximum benefit to the community. Asset management and maintenance are key considerations for any infrastructure, ensuring future resources can be appropriately apportioned.

City of Hobart **Draft Open Space Strategy**

5.3 New and upgraded open spaces utilise sustainable design principles

Our open spaces will be creatively designed to ensure they use resources efficiently. Water conservation is an important priority. Methods to achieve this might include drought resistant planting, and, in suitable locations, detaining and harvesting rainwater on site to help with watering vegetation and stormwater management.

We will consider using renewable energy to power lighting and our water fountains (bubblers). We will prioritise the procurement of materials with zero to low emissions and where possible use recycled and sustainable materials to promote resource efficiency and reduce waste.

Increasing the number of trees will provide additional shade from summer sun and increase the availability of surfaces that will cool or reflect heat, rather than absorb it. Our open spaces need to benefit the wellbeing of the community and provide an accessible space for everyone while being easy to reach via a range of transport options.

WHAT WE ARE DOING NOW

New urban open spaces are designed to be robust and adaptable over time so they remain fit for purpose and can be used for a variety of activities.

SIGNATURE ACTION

Investigate options for new open space in the Central Hobart Plan and North Hobart Neighbourhood Plan areas.

Making it happen

Implementation plan

The implementation actions outlined in this strategy represent an ambitious plan for Hobart's open spaces over the next decade.

How will we deliver the actions?

These implementation actions will be delivered through a variety of approaches, with an expectation that the significant majority of the actions will be delivered by the City of Hobart.

- Actions will be delivered as part of a **program** of work, as a **project**, or with a **partner** organisation.

- Medium and long term actions for signature projects might require investment from other levels of government, private entities, and philanthropic organisations.

The adopted strategy will be used to assess and prioritise funding needs for open space for all City of Hobart owned and managed open space.

It is important to note that this strategy excludes a lot of the business-as-usual work done to maintain Hobart's open spaces on a day-to-day basis.

Timeframe for implementation of actions

The actions will be delivered within the short term, medium term, long term or will be ongoing across the life of the strategy. As the strategy will be periodically reviewed, some of the medium and long term actions will be considered as part of a review and the priority of these actions may be assessed and the actions reprioritised.

The timeframes are as follows:

- **Short term:** within 2 years.
- **Medium term:** 2-5 years.
- **Long term:** 5-10 years.

Principle 1: Accessible and Inclusive

1.1   We have open spaces that can be accessed and enjoyed by everyone in the community

1.1.1	Develop a program of work to upgrade and improve the accessibility of parks and open spaces. Work will be informed by an access audit and might include pathways, kerb ramps, car parking spaces, accessible park furniture and amenities.	Program	Medium
1.1.2	Work with developers to ensure open space provided to the City of Hobart is accessible to everyone in the community. For example, it meets the requirements of the *Disability Discrimination Act 1992.*	Partner	Medium
1.1.3	Undertake a review of toilet facilities in bushland reserves and parks to include the availability and compliance of accessible toilet facilities, to help prioritise toilet upgrades.	Project	Short

Principle 1: Accessible and Inclusive			
1.2	**Welcoming for people of all ages**	**Delivery Method**	**Timeframe**
1.2.1	When installing new outdoor gyms incorporate exercise equipment suitable for older people.	Project	Medium
1.2.2	Develop a dementia friendly garden in one of our parks.	Project	Medium
1.2.3	Develop a Playground Action Plan that includes a review of existing playgrounds and identifies suburbs where opportunities should be explored for new playgrounds, including nature based playgrounds.	Project	Short
1.2.4	Undertake assessment of facilities and equipment for older children and teenagers – such as skate parks, basketball half courts and pump tracks.	Project	Short
1.3	**Safe places**		
1.3.1	Improve lighting in open space active travel corridors to enhance safety and make them more attractive to all users, while being sensitive to wildlife.	Program	Medium
1.3.2	Undertake a one year trial of the lighting of two dual recreation open spaces during the evening from April to October. Monitor and report on the financial and non-financial costs/benefits of the trial to determine whether to make it an ongoing arrangement.	Project	Medium

City of Hobart **Draft Open Space Strategy**

Principle 2: Nature positive			
2.1	**Nature is secure and flourishing.**	**Delivery Method**	**Timeframe**
2.1.1	Explore ways to increase community connections to Hobart's nature and biodiversity.	Project	Short
2.1.2	Enhance public education on activities that impact our natural values (e.g. vegetation removal, dogs off-lead in sensitive areas).	Program	Ongoing
2.1.3	Promote and drive good quality 'Citizen Science' initiatives and projects, that contribute to centralised databases, including pollinator observations, invasive plants and bird monitoring.	Project	Medium
2.1.4	Create a biodiversity-centred 'welcome information pack' for new residents in key, high value conservation areas.	Project	Short
2.1.5	Develop a plan for a flagship urban ecological restoration project.	Project	Medium
2.2	**Resilient open spaces help mitigate climate change impacts**	**Delivery Method**	**Timeframe**
2.2.1	Develop a Greening Infrastructure Asset Management Plan (including trees) that will capture and record information of the vegetation in our parks and reserves.	Project	Short
2.2.2	Develop plant species lists and guidelines for climate appropriate plantings on private and City of Hobart land.	Project	Medium
2.3	**Nature threads through our city**	**Delivery Method**	**Timeframe**
2.3.1	Identify key ecological corridors through our urban areas that enhance connectivity between native bushland, supporting wildlife movement and habitat diversity.	Project	Long
2.3.2	Identify and develop partnerships with key private landholders to seek opportunities to expand access to open space.	Partner	Long

Principle 3: Cultural

3.1	People can engage with Tasmanian Aboriginal culture in open spaces	Delivery Method	Timeframe
3.1.1	Establish a collaborative partnership with Pakana Rangers to support shared learning and participation in on-ground land management activities across Hobart's natural areas.	Partner	Long
3.1.3	Increase the presence of Tasmanian Aboriginal words/languages in track and path signage in parks & bushland reserves to ensure that signage recognises Aboriginal connection to country.	Program	Ongoing
3.2	**Contemporary cultural heritage**	Delivery Method	Timeframe
3.2.1	Develop a program of works for Princes Park.	Project	Medium
3.2.2	Promote and recognise the importance of our heritage parks during Hobart open house week.	Program	Ongoing
3.2.3	Collaborate with key partners to deliver projects to better service visitor needs for Kunanyi/ Mount Wellington – including implementing projects from the One Mountain Many Stories prospectus.	Partner	Long
3.2.4	Review the use of the Cenotaph and Regatta grounds to determine the suitability of use for parking and events.	Project	Medium
3.3	**A place for gatherings and social events**	Delivery Method	Timeframe
3.3.1	Create an online annual program of events in public spaces.	Partner	Ongoing
3.3.2	Investigate use of the former Beaumaris Zoo site as a permanent event space.	Project	Long

Principle 4: Health and Wellbeing			
4.1	**Our open spaces benefit human health and support healthy and physically active lifestyles**	**Delivery Method**	**Timeframe**
4.1.1	Establish a Parkcare program that allows members of the community to become part of a group that helps maintain a park in their area.	Project	Long
4.1.2	To help combat loneliness and encourage community interaction, install 'Happy to Chat' benches (a simple sign that reads 'Sit here if you don't mind someone stopping to say hello') in selected parks.	Project	Short
4.1.3	Create a trail of fruit trees in open spaces.	Project	Short
4.2	**Spaces provide places for quiet contemplation**	**Delivery Method**	**Timeframe**
4.2.1	Increase the amount of shaded seating areas in parks.	Project	Ongoing
4.2.2	Encourage developers to create 'pop-up' parks and public green spaces on vacant land.	Partner	Medium
4.3	**Facilitating active travel**	**Delivery Method**	**Timeframe**
4.3.1	Review pedestrian accessibility, amenity and safety around key entrances of popular open spaces to improve connections between open space and the public realm.	Partner	Medium
4.3.2	Work with partners to provide information on etiquette for cycling or using a personal mobility device on paths within open space.	Project	Ongoing
4.3.3	Develop and upgrade existing rivulet tracks (Hobart, New Town, Sandy Bay) to improve connectivity, accessibility, and ensure they provide an enhanced experience for users.	Program	Ongoing
4.3.4	Develop a recreational track and trail action plan to improve Hobarts recreational track and trail network (to include links between open spaces such as parks and bushland).	Project	Short

Principle 5: Quality and Quantity

5.1	Meet the needs of residents and visitors now and into the future	Delivery Method	Timeframe
5.1.1	Develop a long-term plan that details how we can provide future open space to ensure everyone has access to open space in accordance with the desired proximity standards in the hierarchy. The plan will include priorities for spending public open space contributions.	Project	Medium
5.1.2	Investigate options for the provision of new open space in the Central Hobart Plan and North Hobart Neighbourhood Plan areas.	Partner	Short
5.1.3	Seek opportunities to partner with schools or other organisations for community use of shared open space.	Project	Medium
5.1.4	Advocate for the Tasmanian Government to seek legislative change that facilitates an infrastructure charging regime to cover the cost of new open spaces to meet the needs of future residents.	Partner	Short
5.2	**Our open spaces are carefully planned**	**Delivery Method**	**Timeframe**
5.2.1	Develop Management Plans for all District, Regional or State Significant level parks to appropriately plan for future use, starting with Salamanca Lawns and Cornelian Bay.	Program	Medium
5.2.2	Develop a plan that identifies visitor facility needs across the five major bushland parks/reserves (Kunanyi/Mt Wellington, Queens Domain, Ridgeway/Waterworks Reserve, Bicentennial Park, Knocklofty).	Partner	Medium

Principle 5: Quality and Quantity			
5.1.3	Undertake biennial analysis of the use of Hobart's open spaces and use the findings to inform future budget priorities.	Program	Medium
5.3	**New and upgraded open spaces utilise sustainable design principles**	**Delivery Method**	**Timeframe**
5.3.1	Identify suitable open space locations for managing overland flow.	Project	Medium
5.3.2	Investigate opportunities to connect parks to recycled water.	Project	Medium
5.3.3	Investigate alternatives to the use of synthetic grass in City of Hobart owned parks.	Project	Medium

Appendix 1

The following tables provide a snapshot of recreation open spaces that are included in the Open Space Strategy and shown on the maps detailed in the strategy.

It should be noted that not all areas of bushland shown on the mapping are reflected in the following tables, as the focus is on open spaces used for recreation.

The open spaces in the tables are either owned or managed by the City of Hobart, some of which are managed in partnership with community organisations.

The open spaces are grouped in accordance with their position in the hierarchy with the primary function of the open space listed next to the name of the open space. It should be noted that in some instances, specific areas of open spaces have more than one primary function.

Local Open Space

Suburb	Open space name	Function	Other significant features
Battery Point	A.J. White Park	Rest or Relaxation	
	Arthur Circus Reserve	Heritage	Play equipment
	Buckley's Rest	Heritage	
	Gladstone St Reserve	Rest or Relaxation	
	Henslowe Park	Playground	
	Napoleon St Playground	Rest or Relaxation/ Playground	
	Purdon & Featherstone Reserve	Rest or Relaxation	Play Equipment
	Ross Kennedy Patent Slip Park	Rest or Relaxation	
	St George's Park	Rest or Relaxation	
Fern Tree	Fern Tree Picnic Area and Playground	Rest or Relaxation/ Playground	Playground
	Westringa Playground	Rest or Relaxation/ Playground	Playground
Hobart	Garden of Memories	Cemetery and Remembrance	
	Lord Mayors Garden	Rest or Relaxation	
	Mathers Lane	Rest or Relaxation	
	Molle & Goulburn Play Area	Rest or Relaxation/ Playground	
	Railway Roundabout Gardens	Rest or Relaxation	
	St Andrews Park	Heritage/Cemetery and Remembrance	
	St Davids Cathedral Gardens	Rest or Relaxation	
Lenah Valley	Bakers Milk Corner	Rest or Relaxation	
	Doyle Ave Playground	Rest or Relaxation/ Playground	
	Edge Ave Playground	General Recreation/ Playground	
	Girrabong Reserve	Rest or Relaxation	

Local Open Space

	Glenrose Park	Rest or Relaxation/ Playground	
	Haldane Reserve	Conservation	Bushland
	Kalang Avenue Park	Rest or Relaxation/ Playground	
	Riseley Crt Playground	Rest or Relaxation/ Playground	
	Wallace Ave Playground	Rest or Relaxation/ Playground	
Mount Stuart	Mt Stuart Hall Play Area	Playground	
	Rosina Court Playground	Rest or Relaxation/ Playground	
New Town	Fairfield Play Area	Playground	
	Forster St Reserve	Linear Tracks and Trails	
	Garrington Park	General Recreation/ Playground	Walking track
	Harbroe Ave Park	General Recreation	
	John Kennedy Playground	Rest or Relaxation/ Playground	
	Seymour St Playground	Rest or Relaxation/ Playground	
	Stoke St Reserve	Rest or Relaxation	
	Swanston St Playground	Rest or Relaxation/ Playground	
	Valentine St Reserve	Rest or Relaxation	
	Wendover Place Reserve	Rest or Relaxation	
	Wilmslow Ave Reserve	Linear Tracks and Trails	

Local Open Space

North Hobart	Swan St Park	Rest or Relaxation/ Playground	
	Wilson Street	Landscaped Area	
Queens Domain	Aberdeen Street Playground	Rest or Relaxation/ Playground	
Sandy Bay	Derwentwater Reserve/Lords Beach	Rest or Relaxation	
	Manning Avenue Reserve	Rest or Relaxation	
	Osborne Park	Rest or Relaxation	
	Pearces Park No.1	Rest or Relaxation	
	Pearces Park No.2	Conservation	Bushland
	Red Chapel Avenue Reserve	Rest or Relaxation	
South Hobart	Degraves Street Reserve	Rest or Relaxation	
	Marlyn Rd Play Area	Rest or Relaxation	Basketball Hoop
	Saunders Crescent Reserve	Playground	
	South Hobart Play Area	Playground	Tennis Court Basketball/Netball Hoop
West Hobart	Friends Park	Rest or Relaxation/ Playground	Playground
	Leonard Wall Valley Street Reserve	Conservation	Community Orchard
	Peace Park	Rest or Relaxation	
	Una Street/Lower Jordanhill Road	Rest or Relaxation	

District Open Space

Suburb	Open space name	Function	Other significant features
Dynnyrne	Fitzroy Gardens	Heritage/Rest or Relaxation/ Playground	Toilet
Lenah Valley	Acanthe Park	Conservation/ Heritage	Bushland
Mount Nelson	Mount Nelson Oval	General Recreation/ Playground	Toilet
Mount Stuart	Mount Stuart Park	General Recreation/ Playground	Toilet
New Town	Clare Street Oval	General Recreation	Toilet
	Cornelian Bay Oval Bayside Grounds and Foreshore Reserve	General Recreation/ Playground	Toilet
	John Turnbull Oval and Dog Park	General Recreation/ Playground	Toilet, Dog Agility Park, Outdoor Gym Equipment
	New Town Bay Reserve	Rest or Relaxation	
	New Town Walking Track	Linear Tracks and Trails	
North Hobart	North Hobart Cultural Park	General Recreation/ Playground	Skate Park, Toilets
	Soundy Park	General Recreation/ Playground	Toilet
Queens Domain	University Rose Gardens	Rest or Relaxation	
Sandy Bay	Alexandra Battery	Heritage	
	Blinking Billy Reserve	Heritage/ Linear Tracks and Trails	
	Lower Queenborough Oval	General Recreation	Toilet
	Marieville Esplanade Reserve	General Recreation/ Playground	
	Nutgrove Beach Reserve	General Recreation	

District Open Space			
	Parliament Street	General Recreation/ Playground	Toilet, Giant Slide
	Sandown Park	General Recreation	Toilet
South Hobart	South Hobart Oval	General Recreation	
	Wellesley Park Oval and Reserve	General Recreation/ Playground	Toilets, Bushland
Tolmans Hill	Tolmans Hill Park	General Recreation/ Playground	Toilets
West Hobart	Caldew Park	Playground	Toilets
	John Doggett Park	Rest or Relaxation/ Playground	Skate Park, Toilets
	Knocklofty Reserve	Conservation/ Linear Tracks and Trails	Bushland
	West Hobart Oval	General Recreation	Playground, Toilets

Regional Open Space

Suburb	Open space name	Description	Other significant features
Battery Point	Princes Park	Heritage	Playground, Toilets
Hobart	Inner City Cycle Way (Various suburbs)	Linear Tracks and Trails	Outdoor Gym Equipment
	Salamanca Place Lawns	Rest or Relaxation	
	Hobart Rivulet Park	Linear Tracks and Trails	Play Equipment
Queens Domain	Domain Crossroads Oval	General Recreation	Toilets
	Legacy Park	Playground	Toilets
	Soldiers Memorial Oval	General Recreation	Toilets
Ridgeway	Ridgeway Park	Conservation	Bushland
	Waterworks Reserve	Rest and Relaxation	Toilets, Bushland
Sandy Bay	Bicentennial Park	Conservation	Bushland
	Long Beach Reserve/Beach	General Recreation/ Playground	Toilets
South Hobart	Cascade Gardens	Heritage	Playground, Toilets

Open Space of State Significance

Suburb	Open space name	Description	Other significant features
Fern Tree	Kunanyi/Mount Wellington	General Recreation/ Conservation	Bushland, toilet
Hobart	Franklin Square	Heritage	Toilets
	St David's Park	Heritage	Toilets
Queens Domain	Cenotaph	Cemetery and Remembrance	
	Regatta Grounds	Heritage	Toilets
	Queens Domain Reserve	General Recreation/ Conservation	Bushland

Appendix 2

Open Space Provision Standards: This table provides an overview of the level of provision or embellishment to an open space that is listed in Appendix 1 of this strategy.

Open Space Provision Standards		
	Landscaped Areas	**Local**
Parking	• Not provided	• Parking may be available on street.
Toilets	• Not provided	• Not provided
Playgrounds	• Not Provided	• Optional • Typically targets under 7 age group. • Caters for up to 5 children
Skate parks and pump tracks	• Not provided	• Not Provided
Rubber softfall	• Not provided	• Not Provided
Seats	• Optional	• Provided
Picnic tables	• Not Provided	• Optional
Barbecues and shelters	• Not Provided	• Not provided
Shelters	• Not typically provided	• Not provided
Rubbish bins	• Not provided	• Optional

District	Regional	State Significant
• Parking may be available on street • Determine level of usage and if possible, provide parking	• Onsite parking provided depending on location	• Onsite parking provided depending on location
• Optional	• Toilets provided	• Toilets provided
• Typically provided	• Typically provided	• Optional
• Typically targets multiple age groups	• Typically targets multiple age groups.	
• Typically includes multiple pieces of equipment for multiple age groups including bouncers, swing, slide, combination climbing unit	• Typically includes specific themed equipment unique to the site.	
• Caters for up to 30 children	• Caters for over 30 children and groups	
• Optional	• Optional	• Not typically provided
• Optional	• Preferred	• Not provided
• Provided	• Provided	• Provided
• Typically provided	• Typically provided	• Optional
• Typically provided		• Optional
	• Optional	
• Waste and recycling	• Waste and recycling	• Waste and recycling

Open Space Provision Standards

	Landscaped Areas	Local
Dog tidy bins	• Not Provided	• Not provided
Water	• Not typically provided	• Optional • Include water bottle filling station on bubbler
Garden beds	• May have small garden beds or planter boxes	• Typically, generic native gardens
Trees	• Shade trees where appropriate	• Shade trees
Irrigation	• Not provided	• Optional
Visitor Information	Optional	• Standard Naming sign
Master plan / Management plans	• Not provided	• Generic management plan

District	Regional	State Significant
• Provided where dog off lead exercise is approved	• provided where dog off lead exercise is approved.	• Optional
• Typically provided • Include water bottle filling station on bubbler • Include dog bowl if dogs are permitted in the open space	• Optional • Include water bottle filling station on bubbler. • Include dog bowl if dogs are permitted in the open space	• Typically provided
• Gardens may be a mix of native and exotic gardens • May have specific gardens as detailed in management plans	• Typically provided • Regional Open Spaces may have specific themes that gardens will follow that are detailed in management plans	• Typically provided • State Significant Open Spaces may have specific themes that gardens will follow that are detailed in management plans
• Large feature trees	• Large feature trees	• Large feature trees
• Optional.	• Automatic irrigation system	• Automatic irrigation system
• Standard Naming sign • Interpretation signage where appropriate	• Standard Naming sign • Interpretation signage where appropriate • Tasmanian Aboriginal words/languages where appropriate	• Standard Naming sign • Interpretation signage where appropriate • Tasmanian Aboriginal words/languages where appropriate
• Site specific management plan	• Site specific management plan	• Site specific master/management plan
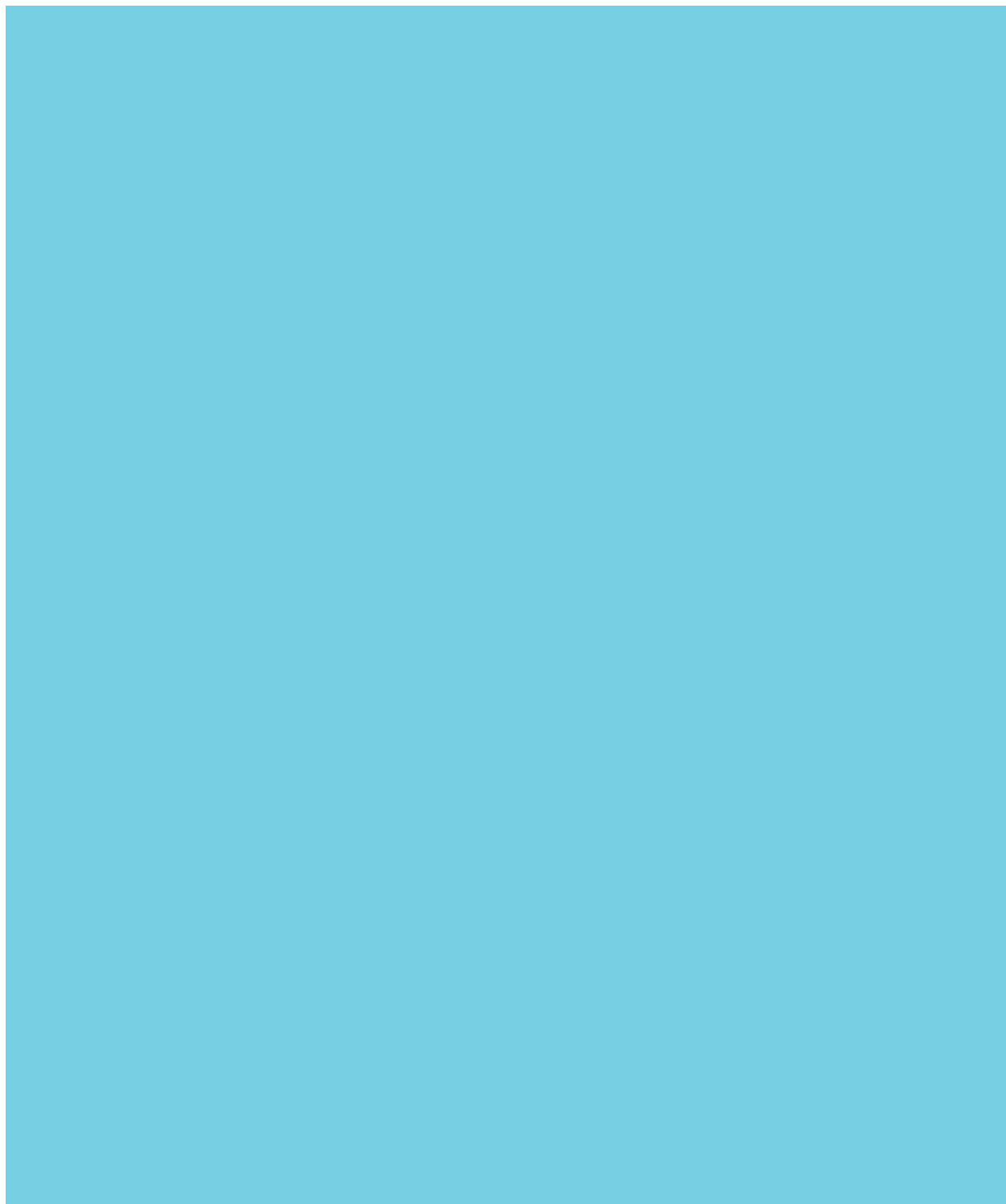
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Draft Open Space Strategy Summary Engagement Plan (Round 2)

Background

The first round of community engagement for this project was undertaken in February/March 2024. The purpose of this engagement was to help us to understand what the community values in green open space in Hobart and what should be prioritised in future planning and management. The engagement report for this first round can be found at the weblink yoursay.hobartcity.com.au/open-space-hobart

Engagement Goals (Round 2)

1. **Present** the draft Open Space Strategy
2. **Inform** the community about the City's vision for current and future open spaces.
3. **Prioritise** key actions identified in the draft strategy.
4. **Receive feedback** from a broad cross-section of the community including underrepresented groups such as Palawa, people with disability, seniors, young people.

Engagement Design

- **Two focus areas:**
  - **Broad community engagement** (including those who have engaged previously)
  - **Targeted engagement** for migrant community, Palawa, people with disability, seniors, young people

Timeline

- **18 August**: Hobart Workshop Committee (draft strategy presented for feedback)
- **29 September:** Report to Council
- **6 October:** Engagement period begins
- **10 November:** Engagement period closes
- **Date TBC:** Open Space Strategy presented to Council with engagement findings and any amendments

Engagement Activities

- **Online (Your Say)**:
  - Updated content
  - Survey for feedback on key strategy areas
- **Face-to-Face**:
  - Pop-up at community events (e.g. Park Run, community bake day)
  - Accessible pop-up
  - Targeted workshops and committee meetings (dates to be confirmed):
    - Access Advisory Committee
    - Youth Action Priorities
    - Mathers House Pop-up
    - Council of Hobart Community Association
    - Palawa consultant, Paliti Rruni – Island Spirit
    - Migrant Resource Centre
    - International Student Ambassador Group

Appendix 1:

Investigations and summary of options:

Table 1: Each option was assessed against criteria and summarised in the decision matrix below

Option	Cost to CoH (1=High, 5=Low)	Community Impact (1=Negative, 5=Positive)	Long-Term Sustainability (1=Low, 5=High)	Ease of Implementation (1=Hard, 5=Easy)	Reputational Risk (1=High, 5=Low)	Notes
Shift Rail Crossing to CoH Owned Track	3	4	5	4	5	Recommended by officers; retains 1km access
RTBG Retains Land and Decommissions Track	5	1	1	3	2	No cost to HCC; reputational risk; community loses access
RTBG Retains Land, Lowers Service Level	5	3	2	4	3	Minimal cost; not a long-term fix; foreshore degradation
RTBG Licences Track to CoH	1	4	4	2	4	Short-term fix; long-term costs; heritage constraints
RTBG Transfers Land to CoH	1	4	4	1	3	Full control; heritage constraints; significant costs

OPTION 1 SHIFT RAIL CROSSING TO COH OWNED TRACK (RECOMMENDED):

Delivers continuous public through-access from Boatsheds to the RTBG without requiring land transfer or shared land use arrangements or costly repair work to the degraded water edge track. The rail corridor is Crown Land managed by TasRail who have provided in principal approval for shifting the crossing. Implementation requires a formal submission to TasRail's Property Department for final approval and coordination of construction by their approved contractor. This proposal is also subject to approval from Aboriginal Heritage Tasmania.

Estimated costs: Total cost ~ $35,000. The cost of the current rail crossing was $31,000 in 2014. TasRail's civil construction contractor Gradco advises the estimated cost of a rail crossing treatment is ~ $13,000. Due to the terrain a new rail crossing would also require steps or ramp to access from the existing track up to the crossing, fencing and signage, costing ~$22,000.

Pros:

- Lowest cost option for construction and ongoing maintenance.
- Least complex design and approvals - TasRail / level crossing committee have stated they have no objection to the proposal to shift the rail crossing.
- Achieves good community outcome by reinstating the continuous through link from the Boatsheds to the RTBG.

Cons:

- Potential dissatisfaction from the public regarding using 300m of the Intercity Cycleway instead of the existing bushland coastal track. (However, it is noted that the cycleway is generally setback < 10m from the degraded water edge track and has water views along this section.)
- Potential Aboriginal Heritage limitations on stair / ramp construction.

OPTION 2 RTBG RETAINS LAND AND DECOMMISSIONS TRACK:

CoH would incur no operational or financial responsibility but could bear the brunt of ongoing frustration from the community.

Estimated costs: ongoing officer time in responding to the public.

Pros:

- No action required from Council (aside from public communications)

Cons:

- High reputational risk to Council from community dissatisfaction due to the loss of connectivity.

OPTION 3 RTBG RETAIN OWNERSHIP AND LOWER SERVICE LEVEL TO A CLASS 4 AS TRACK:

This minimal intervention approach of managing the water edge section of the track in a similar way to more challenging bushland track classes across the City of Hobart bushland was suggested to the RTBG. However, the RTBG are not prepared to enact or support this option.

Estimated costs: No cost to Council.

Pros:

- Involves limited input from CoH and would be the quickest solution for the public to regain use of the track.

Cons:

- Not supported by the RTBG.
- Does not resolve the underlying erosion issues, and the risk profile of the water-edge section of the track will compound / escalate further over time.
- Offers short-term relief but does not provide a sustainable solution, particularly during high tide when the track becomes impassable.

OPTION 4: RTBG RETAINING OWNERSHIP AND LEASE OR LICENSE THE TRACK CORRIDOR TO COH:

The RTBG is open to this option - subject to Council undertaking repairs and ongoing maintenance at Council's full expense. While this option would enable track reclassification and some control, it carries significant costs due to ongoing foreshore erosion issues and is not in line with HCC's legal advice to strategically retreat from unnecessary asset investment in coastal areas. Temporary works have been costed at ~$75,000, with long-term solutions requiring further substantial infrastructure investment. Construction treatments for the track may be constrained by Aboriginal heritage considerations.

Estimated costs:

Treatment A - $75,000 (eg. rockwall edging and gravel surface)

Treatment B - $310,000 + (comprising boardwalk @ 130m x $2000/m; $50,000 planning, design and approvals; not including handrail)

Pros:

- Council assume management responsibility for track development and ongoing monitoring and maintenance.
- Council could temporarily allow access to the track as a class 4 track - whilst long –term infrastructure solution is developed.

Cons:

- Potentially higher costs to construct and maintain track.
- Potential Aboriginal Heritage limitations.

OPTION 5 RTBG TRANSFERRING OWNERSHIP OF THE LAND TO COH:

The RTBG suggested this option which would provide Council with full control over the track's future but involve significant up front capital costs / maintenance costs and likely delays due to land transfer processes, infrastructure development and heritage assessments.

Advice from Council's Senior Statutory Planner indicates that no subdivision is required for the proposed land transfer, and there appear to be no restrictions under the planning scheme related to heritage listings that would affect a potential land transfer. Heritage provisions apply only to areas where development is proposed, and do not impact the transfer of land in this instance. Further heritage implications may exist outside the planning framework.

Estimated costs:

Treatment A - $75,000 (eg. rockwall edging and gravel surface)

Treatment B - $310,000 + (comprising boardwalk @ 130m x $2000/m; $50,000 planning, design and approvals; not including handrail)

Pros:

- Council assume management responsibility for track development and ongoing monitoring and maintenance .
- Council could temporarily allow access to the track as a class 4 track - whilst long –term infrastructure solution is developed.

Cons:

- Potentially higher costs to construct and maintain track.
- Potential delays in land transfer administration.
- Potential Aboriginal Heritage limitations.

Figure 1: Current rail crossing from Royal Tasmanian Botanical Gardens land to the Intercity Cycleway
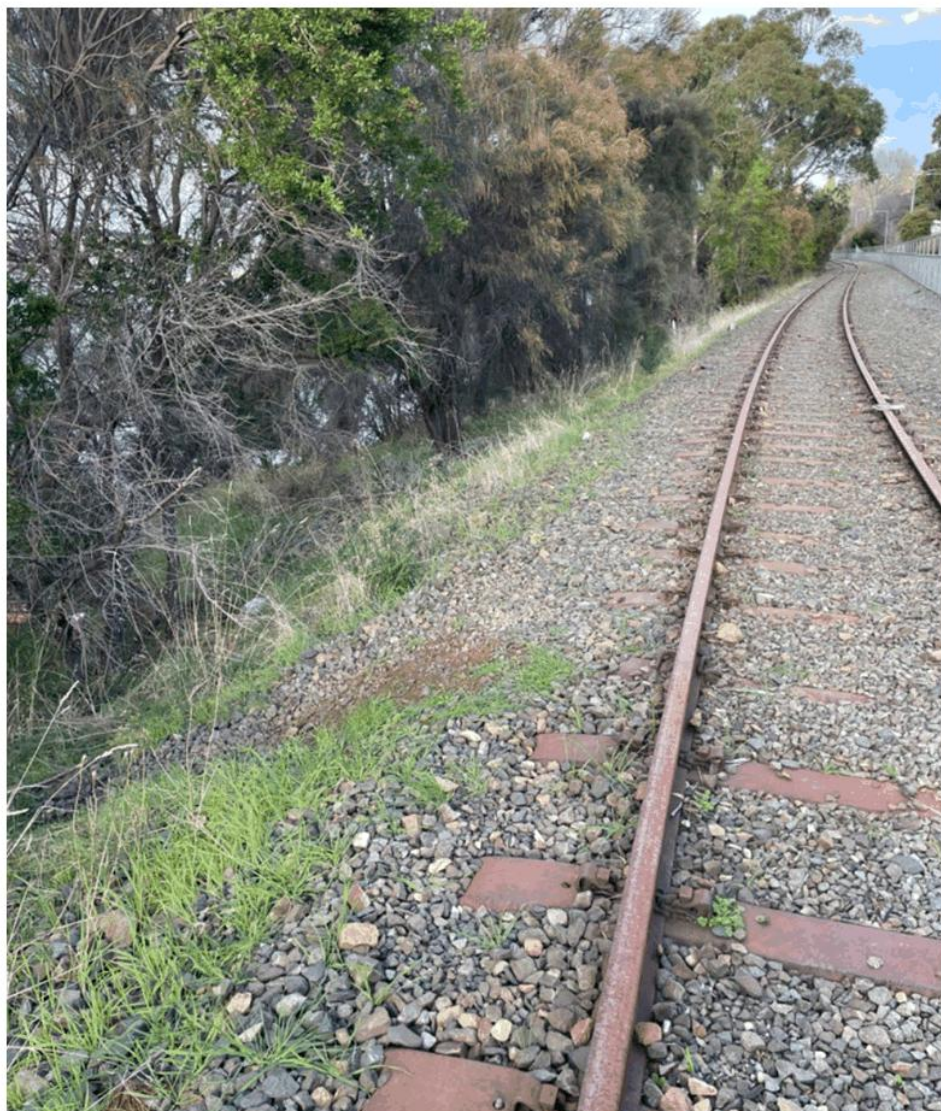
Figure 2: Proposed site for standard rail crossing to connect Cornelian Bay Foreshore Track on City of Hobart land to the Intercity Cycleway
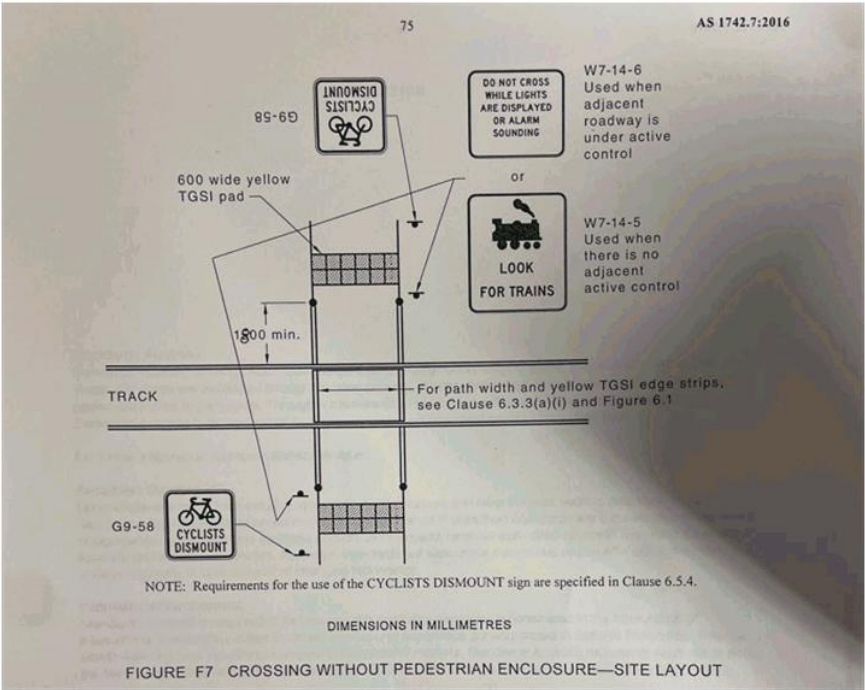
Figure 3: Crossing specifications provided by TasRail

Figure 4: Condition of Cornelian Bay Foreshore Track Royal Tasmanian Botanical Gardens section July 2025 (facing south)

Figure 5: Condition of Cornelian Bay Foreshore track Royal Tasmanical Botanical Gardens section July 2025 (facing north)

Friends of Soldiers Memorial Avenue Inc.

Postal Address: GPO Box 1867, Hobart 7001
Telephone: John Wadsley, President - 0417 487 289

Email: wadsley@bigpond.com   Web: www.soldiersmemorialavenue.org.au

29 July 2025

The Rt Hon Lord Mayor of Hobart, Councillor Anna Reynolds
City of Hobart
Town Hall
Macquarie Street
HOBART TAS 7000

Dear Lord Mayor,

WORKS TO RECAST AND REFURBISH STOLEN PLAQUES FROM SOLDIERS MEMORIAL AVENUE

Thank you for attending the media interviews with me on 30 June, when the stolen plaques were returned to FOSMA. There has been a significant outcry regarding this despicable act, with many in the community appalled that something like this could happen to one of Tasmania's most significant war memorials. We have been contacted by many descendants concerned about how we can restore the Avenue to its rightful condition.

In all, some 19 plaques were removed, 3 were damaged in situ, and 15 number plates were removed. All of the plaques suffered varying degrees of damage in the act of being stolen. We have received the quote to replace/refurbish the plaques/number plates, as attached – over $14,000. Three plaques have to be completely recast, while all the others have to be refurbished. However, the process to return all the plaques to their original condition will require substantial work over many weeks, including sandblasting, grinding and polishing of lettering, repainting of unit colours and two lacquer finish coats; let alone consideration of how they are to be installed to stop future damage. Installation costs are not included yet, although FOSMA volunteers and Council crews will need to be involved.

At our meeting, you indicated that the City of Hobart would assist FOSMA with the restoration effort. So, I am writing to you now to ask for Council's help. FOSMA has limited funds, so we cannot afford this significant cost alone, nor should we rely on descendants who paid for the original plaques.

You should also be aware that FOSMA has been planning for refurbishment of other plaques along the Avenue that have suffered in the elements, a program that will be expensive. And we need to print a new brochure, as we have nearly exhausted the original print run from 10 years ago. We still expend many volunteer hours on cleaning plaques for Anzac/Remembrance Days, as well as offering free tours and presentations for schools, community groups and others. There is also much time spent on assisting descendants with researching the service of Tasmanian soldiers in the Great War.

FOSMA is grateful for the work Council Bushland staff and ground crews do along the Avenue, and for your support and that of other councillors. However, we urgently need Council's help now to reinstate the plaques, with a view to unveiling them on Remembrance Day this year. I look forward to your reply.

Yours sincerely,

John Wadsley
PRESIDENT

Quotation

apco ENGINEERING

APCO Engineering Pty Ltd

ABN: 27 009 491 909

(Formerly Skeels & Perkins Pty Ltd)

14 Bender Drive

Derwent Park 7009

Tasmania AUSTRALIA

John Wadsley

FOSMA

Quote №: **F2596**

Friday, 11 July 2025

Dear John,

We are pleased to supply our quotation for the following:

Qty	Description	Unit Price	Total Price
3	Plaque - 297 x 210 "Soldiers Walk" New	$770.00	$2,310.00
19	Plaque - 297 x 210 "Soldiers Walk" Refurbish	$535.00	$10,165.00
15	Refurbish Plaque Numbers	$30.00	$450.00
		Total (ex-GST):	$12,925.00
		GST:	$1,292.50
		Total (incl-GST):	$14,217.50

Delivery will be available 6 weeks from receipt of your official purchase order.
Validity of quote is 30 days.
Please contact me if you have any questions or comments.

Regards,

Oliver Perkins
Foundry Manager

Tel: +61 3 6272 8344 | Fax: +61 3 6272 4983
email: admin@apcoengineering.com | Web: www.apcoengineering.com

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Dining with Friends (St Vincent de Paul)
Support provided to the community	Community meal and social connection - A free three course meal
How often the support is provided	Last Thursday of the month.
How many people attend	25 – 50 regularly attend.
Does the program provide this support at other venues? If yes, where and when?	Bridgewater First Wednesday of the month and Glenorchy the second Wednesday of the month.
Information on the diversity of people who attend your program	We welcome all people and have families with children and babies through to grandparents.
Other services that accompany the program	No. however we bring donations to share with our guests, such as warm clothing and bread. Bread is from Banjos.
Long term improvement to clients	Social connection is huge through our program, and we are able to share additional services available at the DWF events.
Impact on the program without City of Hobart support	We are able to continue to provide this free service at no cost.
Other comments	Thank you. We host the Hobart DWF on the last Thursday of each month, and it would be great to continue on that day of the month as our guests know to come then for the whole year.

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ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Circle of Love and Care
Support provided to the community	Provide freshly prepared two-course meal, along with fruits, nutritious snacks, juice to the homeless and the needy
How often the support is provided	Weekly Mondays & Tuesdays at Mathers House
How many people attend	Approximately 10-15 people per session
Does the program provide this support at other venues? If yes, where and when?	No
Information on the diversity of people who attend your program	Our program does not discriminate people. People from all caste, race, religion, or ethnicity of all ages avail our service.
Other services that accompany the program	No
Long term improvement to clients	We believe our program has had huge impact on the well-being of Hobart community in need, especially during and after COVID. The community members feel more happy, contented, and able to go to sleep without an empty stomach. This in turn, has led to improved mental health, reducing the demand on health services.
Impact on the program without City of Hobart support	Significant. City of Hobart provide venue (Mathers House) without charging us. That has helped program strive and succeed. Without this support, we may have to cut down on the services / food items to be provided to the needy. We are grateful to the staff at the City of Hobart helping us deliver service to the one of the most marginalised members of the society.
Other comments	The Circle of Love & Care program has been well received and acknowledged by the Hobart community. It has evolved over time (especially during COVID) with increased recognition by the City of Hobart itself. We are particularly thankful to Mark Joseph for his help, support & guidance spreading kindness in the Hobart community.

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Pets in the Park
Support provided to the community	We provide free health checks for the companion animals of those in the Hobart community who are homeless or at imminent risk of homelessness. This includes vaccinations, microchipping, parasite control and where possible, arranging for desexing and minor surgical procedures at general practices.
How often the support is provided	Our clinics are held on the first Saturday of every month (except January) at Mathers and Lower Criterion Houses. We arrive at 1pm to set up for a 1:30 clinic start with the last consultation aiming to be completed at 3:30pm. We then pack up and aim to have left by 4pm at the latest. The venue is central, easy to get to, open and accessible to our clients.
How many people attend	We usually assist 6-12 owners with between 1 and 3 pets per owner, per clinic. The service is provided by an average of 11 volunteers per clinic including Veterinarians, Vet Nurses and Admin staff.
Does the program provide this support at other venues? If yes, where and when?	The Hobart clinic is only conducted at Mathers and Lower Criterion Houses. No other Pets in the Park clinics are held in Hobart.
Information on the diversity of people who attend your program	Our clients come from diverse backgrounds and circumstances. In the 4 years I've been associated with the service the age range for our clients has been 18-60+ years, male, female and transgender, majority Australian with a few Asian background clients. Our clients are referred by Service Providers such as Anglicare, Colony 47, Salvation Army, etc who verify their client's status and eligibility to access our service.
Other services that accompany the program	We are not accompanied by any other services.

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Long term improvement to clients	Companion animals provide invaluable emotional and physical support to our clients. They provide unconditional love to owners who are suffering hardship.
	They can also provide physical warmth and security to those at risk in the community and give a purpose to their lives. Several of our clients would not be alive today if it weren't for the support their companion animals give them.
	We provide a service free of judgement for their circumstances. By keeping their animals healthy, we also protect the broader community from the spread of serious diseases such as Parvovirus.
Impact on the program without City of Hobart support	By waiving the hire fees, it frees our funds up to spend on the support of our clients and their animals. Our clinic is run solely by volunteers.
	Any funds we have go directly to the support of our clients and their animals. The money we save by not paying for the hire of a venue goes directly to providing medications and surgical procedures like desexing that are arranged through vet practices.
Other comments	Pets in the Park are very grateful to Hobart City Council and the support they've given us over the years. Our clients have experienced violence (domestic and otherwise), mental health issues, have been shunned by family and friends but they all have an enduring love for their animals and want the best for them.
	Their "fur-babies" are often the only positive thing in their lives. We, and the Council, improve the lives of the less fortunate by continuing to provide this service that our clients wouldn't otherwise be able to afford.

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Mutual Aid Community Kitchen (M.A.C.K.)
Support provided to the community	M*A*C*K provides a fresh, free meal, a place for community support, skill building and extra groceries for all of its attendees, contributors and volunteers.
How often the support is provided	Every Sunday from 12:30-4:30pm.
How many people attend	Around 30-50 participants attend on a weekly basis.
Does the program provide this support at other venues? If yes, where and when?	We are currently only based at Mathers House but would like to expand as our volunteer base grows.
Information on the diversity of people who attend your program	The ages of our participants range from children to the elderly, from all different gender identities, cultural backgrounds and with different social and physical needs.
Other services that accompany the program	The M*A*C*K aims to provide mutual aid in any way that it is needed and is open to working with all different individuals and services to meet the needs of our community.
Long term improvement to clients	We have been overjoyed with the impact our services have had on many of our participants. The attendees have often exalted the quality of the produce, the service and the company at M*A*C*K and our volunteers have all grown in their confidence and knowledge of working in mutual aid. We consider M*A*C*K a community hub where are attendees can network with each other to link up to other services and we foster that atmosphere as best we can with our limited resources.
Impact on the program without City of Hobart support	As a not for profit program run entirely by volunteers and with produce sourced entirely from donations, we can only afford to run our service and maintain our mutual aid values by relying on the care and solidarity of others in our community. Mathers House and Hobart City Council have been tireless in their support and understanding for M*A*C*K and we owe them a great amount of gratitude. If we were to be granted a fee waiver over the 2023-2024 financial year, we would be able to repay our hire fees from the previous six months incrementally without accruing further debt.

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

	It would also allow us to focus on building our volunteer base, make strong relationships with other service providers and reach more and more participants from a wider range of community members, especially those with complex needs.
Issues that have arisen from the provision of your program	None
Other comments	It has been a great honour and privilege for M*A*C*K to work with Mathers House and HCC to deliver this program over the past six months.
	We feel confident that with your continued support we will be able to deliver and grow the program safely and effectively for years to come.
	If a fee waiver is not possible then we will endeavour to continue to program however we may in a way that will benefit and strengthen the work of Mathers House and HCC.

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Love Hobart
Support provided to the community	Love Hobart Inc. provide a night for the Youth of Hobart as a drop in place
How often the support is provided	Every Friday during school term.at Criterion House.
How many people attend	Numbers fluctuate, generally between 12 to 30 young people.
Does the program provide this support at other venues? If yes, where and when?	We only provide this support at Criterion House. The only other services provide are being available on the streets three days a week to help provide food and clothing as needed.
Information on the diversity of people who attend your program	We have a range of young people that attend from private schools to public schools to young people not going to school much at all. Age range is from 11 to approx. 20 with the average age being 14/15-year-olds. We have people from different ethnicity groups coming as well as children from dysfunctional families who are either couch surfing or in shelters.
Other services that accompany the program	Not at this time.
Long term improvement to clients	As the Youth night and street work has been going for 10 years plus, we often come across young people who tell us how much involvement in their lives help them at that particular point in time, who are very thankful for what we offered them and many of them are well adjusted young adults now.
Impact on the program without City of Hobart support	The waiving hire fees means we can put our finances towards other needs of offer them more personal nature for people including food and clothing sometimes even swags and sleeping bags as needed.
Other comments	A fee waiver would assist our program to remain sustainable for the long term. So many of the young people who attend our youth night are doing drugs, shop lifting, and other crime. There are also those who have parents in jail or parents who've died. There are others still who have been abused, rejected, or just not fitting in. As we build relationships with the youth, we encourage them there is hope. We remind them they're precious and that life is worth living.

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ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Name of Program	Food Not Bombs
Support provided to the community	We provide a warm, dry space for all people to come and access food and hot drinks that caters for all dietary requirements as best as possible.
How often the support is provided	Every Saturday between 4-6pm, though able volunteers may start earlier, and dining is typically completed by 5:30pm. Donated bread is available from 5:15pm
How many people attend	Since re-opening post-Covid lock downs we have been getting approximately 15-20 people per session, though last Easter Saturday we shared an attendance of 6 people with Orange Sky mobile laundry.
Does the program provide this support at other venues? If yes, where and when?	No
Information on the diversity of people who attend your program	The people who attend FNB are generally aged between 20-70yo. Average age possibly 40-50s? More males than other genders. We try to ensure the space is open, safe, and welcome for all but difficult to monitor behaviour and attitudes of attendees. Out oldest regular diner is reputed to be 97yo. Our youngest diner – a 2-year-old child of our regular cook. With limited promotion of our service, we have seen less backpackers and students including international students – some of whom have come back between work contracts.
Other services that accompany the program	We are joined by Orange Sky who provide free laundry services outside Criterion House during our service hours.
Long term improvement to clients	We have seen many individuals over the past years benefit from Food Not Bombs from feeling a part of the community, developing confidence and skills in cooking, and fundamentally, being able to access food.
Impact on the program without City of Hobart support	We would struggle to operate without the space at Criterion House. It is an excellent location due to being central and close to main bus interchanges. Difficult to see us operate without the space, though during Tasmania's 2020 lockdown months we continued to provide an outside donated bread service beside the courtyard. A 3pm bakery close made that service doable in mid-winter.

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consideration\Attachment A Revew of Fee Waiver for Social Support Services Mathers House 2025.docx

ATTACHMENT A:

Review of fee waiver for social support groups based at Mathers and Criterion Houses 2025

Other comments	The service that Food Not Bombs exists because our society doesn't adequately provide and distribute resources fairly or equitably, and so we try our best to help where we can, by coming together and utilising a council managed space to create this and contribute in small ways that are genuine.

2024-25 Capital Works Program

Project status of all Council approved projects in July 2024 including any carry forwards from 2023-24 financial year.

Job Number	Name	Proposed Annual Budget @ start of FY	YTD Actual	Delivery % Completed	Comment
H506069	New Town Rivulet Outfall - Bank Reinstatement	$2,152,000.02	$1,432,833.60	80%	Substantially Progressed. Expected completion in October.
J001164	Argyle and Campbell Bicycle Facilities	$530,867.00	$172,632.37	100%	
J001194	Mid-Town Dining Deck Trial	$7,996.00	$1,996.74	80%	Substantially Progressed
J001468	Queenborough Oval Changerooms Redevelopment	$3,754,730.98	$2,426,244.90	70%	Substantially Progressed. Expected completion in October.
J001528	DKHAC Chemical Delivery Area/Vehicle Bay Fitout Re	$42,000.00	$12,796.00	100%	
J001573	DKHAC Tile 50m concourse	$149,999.96	$33,404.61	90%	Substantially progressed
J001718	Tower Rd Bridge Guardrail	$110,348.00	$44,273.42	80%	Majority of works completed.
J001842	Open Office Completion Phoenix Projects	$5,662.00	$21,600.00	100%	
J001843	TRIM to SPO Records Management	$64,648.00	$65,679.50	100%	
J001845	PlanBuild	$5,384.00	$61,920.00	100%	
J001846	Knocklofty to McRobies Gully Connector	$210,000.00	$232,164.30	100%	
J001898	Council Centre - Lift Number 1 and 2 Replacement	$260,635.00	$206,588.55	30%	Substantially Progressed with works expected to be completed by Dec 2025.
J001901	Hobart Central Car Park Lift 1 and 2 Replacement	$21,790.00	$1,365.11	100%	
J001925	New Town Rd Bridge	$415,541.00	$532,997.81	100%	
J001993	Greater Hobart Ferry Service Expansion	$4,500,000.00	$429,614.47	NA	Multiyear project
J002018	Lefroy Street Public Car Park Extension	$20,000.00	$48,156.15	100%	
J002039	New Town Netball Courts Upgrade	$1,344,314.99	$1,356,971.10	90%	Majority works completed with minor outstanding works to be completed before Christmas 2025.
J002052	Enterprise Road Rock Face Stabilisation	$45,000.00	$44,814.62	100%	
J002068	Reservoir Tank Fire Trail Renewal	$68,961.00	$68,253.68	100%	
J002121	New Intranet Project	$71,228.00	$68,267.81	100%	
J002177	Pinnacle Road Guard Rail Stage 4	$430,000.00	$217,878.08	100%	
J002195	Pinnacle Road Guard Rail Stage 3	$129,511.00	$6,476.42	10%	On-Hold due to complexity of works
J002246	Parking Sensor Replacement	$160,000.00	$166,250.68	100%	
J002266	Forest Rd Fire Trail	$28,371.00	$701.30	0%	Deferred to 2025-26FY
J002268	CCTV and Safe City Infrastructure Maintenance	$49,999.95	$22,911.92	100%	
J002269	Elizabeth Midtown Refresh	$5,000.00	$0.00	100%	
J002273	Marlyn Rd Bridge	$104,400.00	$6,980.64	10%	Multi year project
J002274	Queens Walk Bridge	$111,608.00	$88,895.46	70%	Multi year project
J002275	Battery Point Walkway - Place Holder	$13,888.00	$39,808.75	100%	Feasibility studies only.
J002278	Yelgun Place - Girrabong to Head - Conc FP & K&C	$62,000.00	$60,658.13	100%	
J002280	Murray St stormwater relining and new pipe	$159,000.00	$136,059.87	100%	
J002281	Rose Garden Bridge Handrail Defects	$15,000.00	$29,555.12	100%	
J002282	Upgrade of Council Chambers	$128,000.00	$34,173.45	30%	Substantially progressed
J002285	Parking meters upgrade 3G to 4G	$640,509.01	$634,857.73	100%	
J002286	Pottery Rd & Doyle Ave Junction FP KC Overlay	$11,612.00	$8,432.37	100%	
J002287	Program Contingency	$666,449.96	$0.00	NA	Program Contingency
J002293	Crowther Reinterpreted Stage3&4 - bronze remove	$20,000.00	$17,829.00	100%	
J002301	Hill St - Faraday to Lansdowne - Ash RFP & K&C	$128,575.00	$162,290.09	100%	
J002302	Roope St-Swanston to Pirie-L&R Ash FP & Pavement	$163,713.00	$250,108.79	100%	
J002330	Faraday 28 to Cavell St 37 Stormwater Pipe Relinin	$42,000.00	$42,084.44	100%	
J002366	Castray Esplanade Light Pole Replacement	$453,999.99	$541,825.04	100%	
J002367	The Good Water project	$35,683.00	$36,962.42	100%	
J002409	Hill St - Warwick to Lansdowne (Pine) - Ash RFP	$11,706.00	$24,082.96	100%	
J002434	Domain Athletic Centre New Shelter	$45,895.00	$28,025.26	100%	
J002435	Soldiers Memorial Oval Drainage Replacement	$550,000.00	$541,831.35	100%	
J002447	Girrabong Rd - Yelgun Junction - Pavement Repairs,	$96,831.00	$67,772.41	100%	

J002448	Bathurst Street - Barrack to Molle - Heavy Patchin	$54,000.00	$28,504.09	100%	
J002449	Jabez Crescent - Giblin to Dead-end - Right Should	$350,000.00	$77,831.66	100%	
J002450	Goulburn St - Forest to Cavell - Joint treatment a	$1,155,000.00	$864,596.05	100%	
J002451	Sonning Crescent - Portland Place Intersection - P	$134,628.00	$113,573.16	100%	
J002452	Baden St - Randall to Lord - Full Reconstruction	$367,322.00	$373,421.24	100%	
J002453	Augusta Rd - Alt Na Craig to Clare - Ash RFP	$300,288.00	$4,653.71	0%	On-hold to align with proposed cycleway project.
J002454	Patrick St - Harrington to Watkins - LK&C & Ash LF	$186,831.00	$248,307.23	100%	
J002455	Henry St - Patrick to Deadend - R&L Ash FP	$100,000.00	$45,446.51	100%	
J002456	Benjafield Tce – Gordon to Ogilvie - Conc RFP	$270,670.00	$355,179.45	100%	
J002457	Harrington St - Liverpool Intersection - Inlay	$68,000.00	$153,664.83	100%	
J002458	Hill St - Patrick to Warwick - Overlay & Skid Resi	$614,000.00	$746,618.43	100%	
J002459	Liverpool Street - Murray Street Intersection - In	$64,000.00	$809.16	0%	Deferred due to TasWater project
J002460	Murray St - Warwick to Patrick - Overlay	$420,143.00	$1,510.22	0%	Deferred due to delay in finalisation of stormwater project.
J002461	Rosehill Cresent - No. 28 to No.38 - Overlay	$80,000.00	$1,022.40	0%	Deferred due to delay in finalisation of stormwater project.
J002462	Chimney Pot Hill Rd - Entire Link - Spray Seal	$400,000.00	$223,000.53	100%	
J002463	24-25 Reseal Prep Program 1	$1,141,000.00	$596,911.33	100%	
J002464	24-25 Reseal Prep Program 2	$1,090,000.00	$990,127.03	100%	
J002465	24-25 Reseals (Slurry) Program 1	$1,141,000.00	$920,881.69	100%	
J002466	24-25 Reseals (Slurry) Program 2	$800,000.00	$669,785.33	100%	
J002467	Battery Sq - Hampden to Mcgregor - CrtnCoat&Ovly	$355,478.00	$451,682.03	100%	
J002468	TH Annexe Car Park Surface & Drainage Renewal	$400,000.00	$404,770.51	100%	
J002469	Argyle St Car Park Concrete Remediation L4 - 5	$100,000.00	$132,706.87	50%	Substantially progressed by the contractor
J002471	Building Disability Upgrades 24-25	$20,000.00	$19,872.40	100%	
J002472	DKHAC Condition and Compliance Upgrades	$421,000.00	$89,328.63	100%	
J002473	24-25 Bushland Infrastructure Asset Renewal	$45,000.00	$41,503.96	100%	
J002474	Pipeline Track Extension - city to mountain	$499,000.00	$544,436.66	80%	Substantially progressed by the contractor
J002475	Marlyn Road Fire Trail	$70,000.00	$141,794.80	100%	
J002476	Fire Trail Renewal 24-25	$180,000.00	$0.00	NA	Deferred to 2025-26FY to fund the Forest Road Fire Trail project
J002477	Pipeline Track Resurface	$190,000.00	$226,670.43	100%	
J002478	Huon Road Shoulder Sealing 24-25	$150,000.00	$19,125.40	20%	Cancelled due to loss of grant funding
J002479	Pedestrian Priority Phase - CBD Junction upgrades	$160,000.00	$0.00	0%	Cancelled due to loss of grant funding
J002480	Olinda Grove Roundabout - Partial Signalisation	$149,999.96	$150,000.00	100%	
J002481	Collins Street Streetscape Improvement	$340,000.00	$554,041.83	100%	
J002482	PMO365 Maintenance Iteration	$106,600.00	$105,662.05	100%	
J002483	Crowther Reinterpreted - Interpretive Commission	$29,999.97	$0.00	10%	Complex project
J002484	DKHAC 50m Pool UV filter replacement	$170,000.00	$96,666.00	100%	
J002485	DKHAC Expansion Joints Renewal-pools grandstand	$39,000.00	$11,729.60	100%	
J002486	DKHAC Filter Internals Replacement	$115,000.00	$113,499.77	100%	
J002487	DKHAC Heat Pump Compressor Unit Renewal	$75,000.00	$73,442.00	100%	
J002488	DKHAC Moveable Bulkhead	$632,073.00	$177,394.50	50%	Substantially progressed pending delivery of the equipment
J002489	Uninterruptible power supply (UPS) replacement	$29,999.97	$29,923.78	100%	
J002490	Asset Management Software Upgrade	$100,000.01	$72,612.50	70%	Substantially progressed
J002491	24-25 Bushland Fund	$50,000.00	$0.00	100%	Funding reallocated to bushland fund
J002492	Inner City Cycle Way Concrete Repairs	$22,000.00	$0.00	100%	Works completed under maintenance
J002493	24-25 Parks Bins	$25,000.00	$24,097.95	100%	
J002494	24-25 Parks Fences, Walls and Edging	$30,000.00	$19,419.10	100%	
J002495	24-25 Parks Playground Equipment Renewal	$200,000.00	$136,411.70	80%	Substantially progressed with 3 play equipment installed at various location with the Long Beach Liberty Swing remaining outstanding. Will be completed in 25/26FY.

J002496	24-25 Parks Seating and BBQ facilities	$48,144.00	$37,738.80	100%	
J002497	Parliament St Slide Replacement	$140,000.00	$177,618.48	100%	
J002498	Workplace Health and Safety System	$100,000.01	$60,759.30	70%	Substantially progressed
J002499	Marieville Espl. Car Park - Partial surface replac	$30,000.00	$2,216.29	80%	Design only. Detailed design will be completed by December 2025.
J002500	DAC - Partial Replacement and Linemark	$125,000.00	$71,136.26	100%	
J002501	North Hobart Oval Ryde Street Steps	$50,000.00	$15,701.29	100%	
J002502	144 New Town Road - land aquisition	$13,200.00	$3,500.00	50%	Under negotiation with private owner.
J002503	225 Harrington & 250 Murray Pipeline Renewal	$349,999.98	$75,428.36	0%	Deferred to 2025-26FY due to change of scope. Change required due to significantly higher tender price.
J002504	Booker Highway Stormwater Main - DP24202	$90,000.00	$2,035.89	0%	Deferred to 2025-26FY due to change of scope. Change required due to significantly higher tender price.
J002505	Harbroe Ave Stormwater Minor Renewal	$30,000.00	$24,097.28	100%	
J002506	McRobies Outlet GPT Installation	$600,000.00	$105,139.75	90%	To be completed by August 2025.
J002507	Liverpool Street 286 - DP30005 - Minor repairs	$30,000.00	$38,252.58	100%	
J002508	Market Place - Urgent Minor Renewals	$49,999.95	$10,519.74	100%	
J002509	Hobart Rivulet - Gore Street Debris Irons Renewal	$200,000.00	$277,285.31	100%	
J002510	Sandy Bay Rd 747-751 SW connections Renewal	$110,000.00	$184,635.72	100%	
J002511	Brooker Avenue Pedestrian Bridge - Debris Mesh (BD	$95,559.00	$239.98	0%	Deferred to allow investigation of alternative options
J002523	Hobart Rivulet Wall Repair 82- 84 Liverpool Left	$70,000.00	$2,285.21	0%	Deferred to allow further investigation
J002445	Park and Street tree planting 24-25	$100,000.01	$82,463.00	100%	

2024-25 Capital Works Program – Additional Project Added to the 2024-25 Financial Works Program

Job Number	Name	Proposed Annual Budget	YTD Actual	Delivery % Completed	Comment
J002263	Bushland Fund - for strategic land acquisition	$30,000.00	$29,255.00	100%	
J002283	Access & Identity Control Upgrade for Buildings	$156,750.00	$141,850.21	100%	
J002433	South Hobart Oval Courts Upgrade	$48,000.00	$43,478.75	100%	
J002479	Pedestrian Priority Phase - Pavers	$64,981.00	$0.00	100%	
J002524	Forest Road Pedestrian Improvements	$735,000.00	$9,303.34	100%	
J002531	24-25 Parks Pavement	$205,150.00	$196,182.20	100%	
J002552	DKHAC Spa, Steam Rm, Sauna amenity-plant upgrade	$150,000.00	$46,055.01	20%	Substantially progressed
J002553	DAC - Lighting and PA System	$23,000.00	$22,450.00	10%	Substantially progressed
J002554	Saunders Cres Playground	$75,000.00	$83,128.30	100%	
J002570	DKHAC Raised Tile Concourse Area.	$75,000.00	$64,873.05	90%	Works underway
J002581	New Town Oval Cycle Track Partial Replacement	$6,500.00	$3,052.83	100%	
J002587	Cornelian Bay Foreshore Public Convenience Design	$15,000.00	$14,311.53	0%	Design works completed with construction subject to successful application of external funding.
J002588	Town Hall Ballroom Ceiling Access Safety Upgrades	$500,000.00	$0.00	80%	Works underway and expected to be completed soon.
J002599	New Town Oval - Interchange Shelter	$14,744.00	$14,743.57	100%	
J002612	DKHAC Rear Court Yard Renewal	$220,000.00	$219,378.01	100%	
J002615	Wellesley Park Sports Ground Amenities Upgrade	$200,000.00	$183,103.78	NA	External funding directly to local club.
J002616	Town Hall Basement Lift Lobby Fitout Renewal	$120,000.00	$44,590.28	0%	Project not progressing due to competing priorities and investigation into future of TH annexe building.
J002617	Multi Story Car Park Infrastructure Replacement	$60,000.00	$49,250.00	100%	
J002618	Computer network upgrades at multipe sites	$160,000.00	$0.00	90%	Substantially progressed
J002623	Domain Slipway Stormwater Extension	$84,951.20	$85,126.91	100%	
J002626	Matilda Pontoon Replacement	$85,000.00	$4,287.52	100%	
J002632	Cooling Unit Replacement - Town Hall IT Data Centr	$29,000.00	$3,106.25	0%	Works committed or under contract
J002633	TCA Ground - Western Changerooms Upgrade	$139,880.00	$112,526.21	NA	External funding directly to local club.
J002638	Selfs Point Basketball Stadium	$96,000.00	$101,756.72	5%	Funding for preliminary investigation.
J002639	New Town Sporting Precinct DA	$132,000.00	$163,616.92	10%	Funding for preliminary investigation.
J002641	Lark Distillery Partial Roof Replacement	$80,000.00	$689.67	100%	
J002644	Browne St - Hamilton to Pine incl. Pine - Browne t	$50,000.00	$0.00	100%	
J002645	Maning Ave - Cedar to Sandy Bay Rd	$150,000.00	$7,080.47	100%	
J002648	Elizabeth Street 325 stormwater relining	$60,000.00	$58,490.91	0%	Deferred to 25/26FY
J002649	Wayfinding maintenance and uplift	$12,000.00	$5,763.00	0%	Deferred to 25/26FY
J002650	DKHAC - Ceiling Insulation and Moisture Barrier	$25,000.00	$0.00	10%	Development of options paper. Consultant has substantially progressed works in 25/26FY
J002651	North Hobart Oval Cazaly Stand - Structure and Pai	$28,500.00	$28,371.32	100%	
J002657	Parks' Drinking Fountain Upgrade	$55,000.00	$0.00	100%	
J002658	Hobart Rivulet Track Wayfinding Signage	$30,000.00	$0.00	0%	Cancelled due to complexity of works and requiring further rescoping of works.
J002659	The Loop - LED Screen - Sound upgrade	$30,000.00	$29,255.00	20%	Substantially progressed
J002660	Centrepoint Carpark - Victoria Walk Ramp	$156,750.00	$141,850.21	0%	Design only. Detailed design substantially progressed.
J002667	Queens Domain Parking Meter Credit Card Readers	$48,000.00	$43,478.75	100%	