



CITY OF HOBART

LGBTIQ+ COMMITMENT 2021–23



City of **HOBART**

Acknowledgment

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

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

Social Inclusion Policy Statement

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

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

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low

literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

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

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

Table of Contents

ACKNOWLEDGMENT	2
OUR COMMITMENT TO LGBTIQ+ COMMUNITIES	5
OUR ORGANISATION	6
GUIDING PRINCIPLES	7
WORKING IN PARTNERSHIP	9
COMMUNITY INPUT	10
PRIORITY AREAS FOR ACTION	11
ACTION PLAN	12
GOVERNANCE AND REVIEW	15



Image Credits: Alastair Bett, Scott Davis



Our Commitment to LGBTIQ+ Communities

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

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

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

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

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

A note on terminology used in the commitment:

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

Our Organisation

CITY OF HOBART MISSION

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

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

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

LGBTQ+ Commitment

Annual and Unit Plans



Guiding Principles

Hobart: A community vision for our island capital, articulates the kind of future the Hobart community would like to see and forms the guiding document for the City of Hobart's strategic plan.

The vision reflects the community's expectation for action in relation to equality and social inclusion in the city and provides a strong mandate for delivery of this LGBTIQ+ Commitment.

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

Hobart is home. We invite everyone into this feeling.

Pillar 1.1.1

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

Pillar 2.2.1

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

Pillar 2.2.3

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

Pillar 2.3.3

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

Pillar 2.2.5

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

Pillar 3.2.4

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

Pillar 3.3.2

We seek advocates who encourage the civic involvement of their communities

Pillar 8.2.2



I RAISE UP
MY VOICE

HOTEL.

HOBART

HOTEL

Working in Partnership

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

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

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

Key partners include:

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



Community Input

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

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

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

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

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

WHAT WE HEARD

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

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

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

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

Priority Areas for Action

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



Truth and Reconciliation

STRATEGIC PLAN OUTCOME 2.1

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



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME 2.3

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



Participation and Access

STRATEGIC PLAN OUTCOME 2.2

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



Safety and Resilience

STRATEGIC PLAN OUTCOME 2.4

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

These priority areas are used to structure our actions in supporting/promoting/working for **LGBTIQ+** inclusion through advocacy, partnership and direct action.

Action Plan

CURRENT AND ONGOING ACTIONS



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

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

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

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



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



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

NEW INITIATIVES AND GOALS



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

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

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

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

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

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

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



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

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

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



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

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

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



Governance and Review

We are committed to being transparent and accountable in the delivery of the LGBTIQ+ Commitment. We look to our community to guide us and provide feedback to strengthen our approach and delivery over time. To support this commitment, we have mechanisms to guide the delivery and review of the commitment and to measure the effectiveness of the action plan. The governance of our review will be implemented by the following groups:

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

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

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

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

Hobart Town Hall,
Macquarie Street,
Hobart, TAS 7000
T 03 6238 2711
F 03 6238 2186
E coh@hobartcity.com.au
W hobartcity.com.au