



Glenorchy
City Council

2025

LGBTIQ+ Community Inclusion Consultation Report



Acknowledgement of Aboriginal People and Country

GLENORCHY CITY COUNCIL ACKNOWLEDGES THE MUWININA PEOPLE AS THE TRADITIONAL OWNERS OF THIS LAND.

We recognise all Tasmanian Aboriginal people as the original owners and continuing custodians of the land and waters of this island, lutruwita. We pay our respect to Aboriginal Elders, past and present.

We commit to working in a way that welcomes and respects all Aboriginal and Torres Strait Islander people.

Acknowledgement of Lived Experience

Furthermore, we recognise that prior to colonisation, Aboriginal and Torres Strait Islander peoples nurtured rich and diverse cultures, including culturally unique understandings of gender, sexuality, and identity that continue to thrive today.

We honour and pay respect to Sistergirls, Brotherboys, and other LGBTIQ+ Aboriginal and Torres Strait Islander identities, and recognise the strength, resilience, and wisdom of First Nations communities in shaping inclusive futures for all.

We acknowledge the advocates and community members who have fought hard for progress and inclusion for LGBTIQ+ people in our state. We are grateful for the efforts of those who have gone before us and recognise the many people who have experienced harm from unjust and unequal systems and laws here in Tasmania.

WE CELEBRATE OUR COMMUNITY AND WORK TOWARDS A FUTURE WHERE NOBODY HAS TO HIDE THEIR IDENTITY TO FEEL SAFE.



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Introduction

It is estimated that around 4.5% of Australia’s population are LGBTIQA+¹: for Glenorchy, this means around 2290 members of our community.

Research shows that while attitudes and stigma have shifted significantly over the last decades, LGBTIQA+ Australians continue to experience higher rates of unemployment and insecure housing, poorer health and mental health experiences and significantly higher rates of suicidality². In Tasmania, research shows 75% of LGBTIQA+ people always or sometimes hide their identity for fear of abuse in public³.

Glenorchy City Council (GCC) is committed to maintaining a safe, inclusive, active, healthy and vibrant community⁴. GCC has made strategic commitments to improving LGBTIQA+ inclusion since 2003⁵.

GCC's Community Plan envisions a 2040 where locals love the community feel and inclusion⁶ and where GCC supports and celebrates our diversity⁷. GCC conducted the LGBTIQA+ Inclusion Consultation under this framework, and GCC's commitment to promote pride and inclusion of the LGBTIQI community⁸.

The GCC LGBTIQA+ Inclusion Consultation was held between March – June 2025, to assess community sentiment,

gauge community needs and prioritise actions and ideas around making Glenorchy municipality more inclusive for LGBTIQA+ people. A working group of community was formed to guide the consultation itself, data analysis and presentation of findings to GCC and community.

During the consultation, people engaged through information stalls at events, via GCC's online engagement platform “Let’s Talk, Glenorchy”, at targeted local school consultations and at a Community Pop-Up where community were invited to speak directly to Elected Members.

Promotion of the consultation happened through the Glenorchy Gazette, GCC's social media platforms, posters and flyers in community venues, Working It Out Tasmania’s Schools Pride Newsletter, LGBTIQA+ and other community networks and directly to “Let’s Talk, Glenorchy” registered users.



¹ Australian Bureau of Statistics (2024) [Estimates and characteristics of LGBTIQ+ populations in Australia](#).

² La Trobe University (2020-2021) [Private Lives 3 National Report](#).

³ Dwyer, A., Grant, R., Mason, R., and Barnes, A. (2021) “Just listen properly, like with intent”: [LGBTIQ+ Tasmanians: Telling us the story – final report](#).

⁴ Glenorchy City Council Community Strategy 2021-2030 p18. <https://www.gcc.tas.gov.au/wp-content/uploads/2021/09/Community-Strategy-2021-2040-FINAL.pdf>

⁵ [Glenorchy social plan : 2003 social report and recommendations for future planning | Catalogue | National Library of Australia](#).

⁶ Glenorchy City Council Community Plan 2015-2040 p6.

⁷ Glenorchy City Council Community Plan 2015-2040 p7.

⁸ GCC Community Strategy 2021-2030.



SUMMARY OF REACH/PARTICIPATION:

- 10 community members joined the LGBTIQ+ Community Codesign Group,
- 598 visits to the Let's Talk, Glenorchy site
- 170 surveys completed, with:
 - › 101 participants identifying as LGBTIQ+
 - › 7 as parents or guardians of someone LGBTIQ+
 - › 35 as allies/family/friends of someone LGBTIQ+
 - › 29 identifying no personal connection to the LGBTIQ+ community
 - › 116 respondents live in the Glenorchy area
 - › 5% of respondents are Aboriginal
 - › 32% of respondents have first or second-generation experience of migration.
- Thirty one students and seven staff members from three schools participated in school-based consultations
- Five community information stalls held at TasPride, Moonah Arts Centre and Glenorchy City Council events.

SUMMARY OF DATA/FINDINGS

With strong participation from local LGBTIQ+ community members, the consultation has made clear findings about the experience of living, working or visiting in Glenorchy for LGBTIQ+ people, including:

- Almost half of LGBTIQ+ respondents (49%) **disagreed with the statement** "Glenorchy is an accepting place for LGBTIQ+ people to live, work and play", demonstrating a clear need for action to improve LGBTIQ+ inclusion in our community.
- A range of LGBTIQ+-specific or inclusive clubs or social/recreational opportunities currently exist in our city, however **finding out about and promoting these opportunities remains a challenge.**
- Opportunity for **social connection is a key issue** for LGBTIQ+ community members, looking for low cost and local opportunities to make friends and reduce isolation.

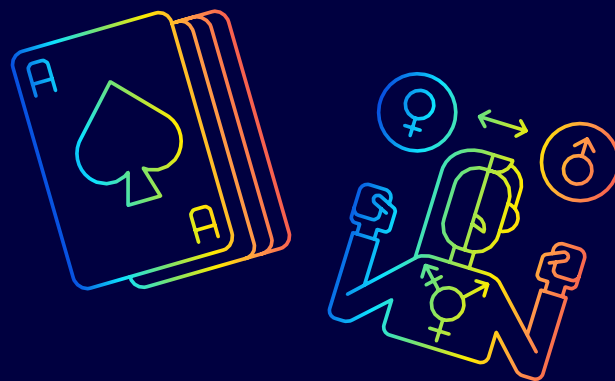
⁹ Glenorchy City Public Toilet Strategy (2020-2030): [public-toilet-strategy-2020.pdf](https://www.glenorchy.tas.gov.au/public-toilet-strategy-2020.pdf)

- **Almost one in three (29.7%) LGBTIQ+ respondents have personally experienced abuse or harassment in the last year**, with the majority of these experiences happening in public places like the streets, parks, shopping centres and public transport.
- **A high level of support for Council to take actions** to improve LGBTIQ+ inclusion in Glenorchy, with the top four actions being:
 - › LGBTIQ+ inclusion training for Elected Members
 - › advocacy for LGBTIQ+ community and services
 - › host or collaborate with LGBTIQ+ organisations to host local services
 - › updating forms and processes to better include gender identity and preferred names
- LGBTIQ+ survey respondents rated all of the suggested actions higher than other survey participants, with a focus on direct engagement, consultation and financial support for local LGBTIQ+ activities, indicating that while there is widespread support for these actions, **LGBTIQ+ people may feel a more urgent and profound need.**
- A strategy for future construction or renovation of council facilities to be inclusive, such as accessible single-stall all gender toilets/ changerooms⁹.
- Five community information stalls were held at TasPride, Moonah Arts Centre and Glenorchy City Council events.

RECOMMENDATIONS

- Glenorchy City Council accept this report
- Glenorchy City Council endorse this Statement of Commitment to LGBTIQ+ Inclusion
- Glenorchy City Council endorse this five-year action plan

Glossary



This report acknowledges that language used by and about LGBTQIA+ people is always evolving and changing. We also acknowledge that there is no singular LGBTQIA+ community, but rather a diversity of people, identities and experiences. There are many other terms used by community members: for more information, visit the [Australian Government AIFS LGBTQIA+ glossary of common terms](#).

We also acknowledge intersectionalities between these identities and other populations, such as Aboriginal and Torres Strait Islander people, other First Nations people, people with disabilities, racialised, migrant and refugee people.

AGENDER

A person who experiences having no gender.

AROMANTIC/ARO

A person may identify as aromantic or ace if they experience little to no romantic attraction to others.¹⁰

ASEXUAL/ACE

A lack of sexual attraction to others, or low or absent desire for sexual activity or relationships. Some asexual people still seek romantic relationships with others, however, sex is not experienced as a big part of their identity or how they connect with others.

BISEXUAL

A person who is sexually and/or romantically attracted to people of the same gender and people of other genders.

CISGENDER

A term describing people whose gender identity is in line with the expectations based on the sex they were presumed at birth (e.g. someone who was presumed female at birth who describes themselves as a woman is a cisgender or 'cis' woman).

DEMIROMANTIC

Someone who only experiences romantic attraction after forming a deep emotional connection with another person.¹¹

DEMISEXUAL

A sexual orientation in which someone feels sexual attraction only to people with whom they have an emotional bond.¹²

GAY

A person who identifies as a man and is sexually and/or romantically attracted to other people who identify as men. The term gay can also be used in relation to women who are sexually and/or romantically attracted to other women, or non-binary people who are attracted to other non-binary people.

GENDER

Refers to 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. A person's gender identity refers to their deeply held internal and individual feeling of their gender. Gender can be expressed in different ways, such as through behaviour or physical appearance.

GENDER DIVERSITY

Acknowledges that there are many ways to identify outside of the binary of male/man and female/woman.

HETEROSEXUAL

A person who is only sexually and/or romantically attracted to people of a different gender to them.

INNATE VARIATIONS OF SEX CHARACTERISTICS (ALSO KNOWN AS "INTERSEX")

Refers to people who are born with variations of sex characteristics (genetic, hormonal or physical) that do not conform with stereotypical definitions for female or male bodies. Being intersex is a naturally occurring variation in humans and there are lots of ways someone can be intersex. Not all people with such characteristics identify as intersex.

¹⁰ From Pride Corner: <https://www.pridecorner.org/resources/glossary-1>

¹¹ From Pride Corner: <https://www.pridecorner.org/resources/glossary-1>

¹² From the Demisexuality Resource Center: <https://demisexuality.org/articles/what-is-demisexuality/>

INTERSECTIONAL

This term was coined by Kimberlé Crenshaw to address the complex overlapping power relations that shape the lives of women of colour, and Black women in particular.

The term “intersectionality” is now used to describe the ways in which the different aspects of a person’s identity and experience place them within systems of power.

For example, a person might be trans, living with a disability and with lived experience of homelessness and poverty, which gives them a different relationship to power than a wealthy, educated cisgender person.

LESBIAN

A person who identifies as a woman or non-binary and is sexually and/or romantically attracted to other people who identify as women or non-binary.¹³

LGBTIQA+

An acronym for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other people of diverse sexual orientations and gender identities. This acronym is widely used in 2026 and has been adopted by all Tasmanian Government departments, however, there are other terminologies and expressions that people use.

In this report, you may also see the acronym spelled as LGBTQA+, LGBTI, LGBTIQ+ or LGBT: these are references to other documents where the acronym reflects the way in which language was used at the time, or is used to refer to specific cohorts.

NEURODIVERSITY

Refers to the natural diversity of human brains meaning that everyone has a unique way of thinking, feeling and functioning.¹⁴

NEURODIVERGENCE

Means that some people think, feel and function in ways that are considered less common, as opposed to people who are neurotypical.

NEURODIVERGENT

A non-medical, self-identifying term that may be used by people with a range of diagnoses including Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), Tourette Syndrome and Specific Learning Disorders (SLD).

NON-BINARY

Refers to gender identity, where someone does not identify as exclusively male or female. Non-binary people may use any of the terms listed here or other terms to describe their sexuality.

¹³ Clarification – non-binary describes gender identity and lesbian describes sexuality. Non-binary people experience diverse sexualities and use the words which fit best to describe their experiences.

¹⁴ Australian Institute of Family Studies “What is neurodivergence” *Defining key terms relating to neurodivergence* August 2025

QUEER

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.

PANSEXUAL

A sexual orientation describing people who are sexually and/or romantically attracted to any people regardless of their gender identities.

RACIALISATION

The act of giving a racial character to someone or something: the process of categorising, marginalising or regarding according to race.¹⁵

SEX

The legal status that was initially determined by sex characteristics observed at birth (i.e. female, male).

SEX CHARACTERISTICS

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. Sometimes the term 'sexuality' is used to mean the same thing.

SISTERGIRL/BROTHERBOY

Terms used for trans people within some Aboriginal or Torres Strait Islander communities. How these terms are used may vary across different locations, countries and nations. Sistergirls and Brotherboys have distinct cultural identities and roles. Sistergirls are Indigenous people assigned male at birth but who live their lives as women, including taking on traditional cultural female practices. Brotherboys are Indigenous people assigned female at birth but are a man or have a male spirit.¹⁶

TRANSGENDER (TRANS)

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were presumed at birth. For example, if someone is presumed female at birth but lives as a man, they are a trans man. Being transgender does not imply any specific sexual orientation. Trans people may identify as straight, gay, lesbian, bisexual, etc.

¹⁵ Merriam-Webster Dictionary <https://www.merriam-webster.com/dictionary/racialization>

¹⁶ See Australian Institute of Family Studies *LGBTIQA+ glossary of common terms* or ACON TransHub for more information

LGBTIQ+ Inclusion Codesign Group

This project was led by GCC's Social Planning & Policy Officer, Scoutt Winter, under GCC's commitment to *"Promote pride and inclusion of the LGBTQI community"* (GCC's Community Strategy 2021-2030).

This process included invitations to LGBTIQ+ Glenorchy community members to join a codesign group, resulting in a group of eleven LGBTIQ+ volunteers with diverse lived experience, who all live within the Glenorchy LGA.

This group included representatives from key local organisations such as Working It Out Tasmania (WIO) and Migrant Resource Centre Tasmania. The purpose of engaging this group was to ensure the survey design, promotion and analysis was as inclusive and accessible as possible, and led by community.

The LGBTIQ+ Inclusion Codesign Group (codesign group) first met in December 2024, and then met monthly over 10 months to:

- develop questions and structure for LGBTIQ+ Inclusion Community Consultation
- guide language and supporting resources for promotions of the survey
- guide development of promotional materials
- promote the consultation through their own networks
- analyse and discuss survey results
- guide structure and feedback on this report
- draft Statement of Commitment on LGBTIQ+ Inclusion and associated action plan.





LGBTIQ+ Inclusion Codesign Group Members:

- Alessandru Lemos (he/him),
Migrant Resource Centre Tasmania
- Andrew Badcock (he/him),
Working It Out Tasmania
- Andrew Shaw (he/him),
human rights advocate
- Isabel Minanya (she/they)
- Dr Merri Randell (they/them),
artist, researcher, nature rights activist
- Mop O'Shaughnessy (they/them),
disability inclusion advocate
- Relic O'Shaughnessy (they/them)
- Sophie Milburn (she/her),
Tasmanian Aboriginal community member,
artist, dancer, Foxii Princess and full time Mum
- Yalei Wilson (they/them),
psychologist, Equality Tasmania
- Scoutt Winter (they/them),
Social Planning & Policy Officer,
Glenorchy City Council.

Invitations were posted through GCC's social media and shared by key LGBTIQ+ organisations Working It Out Tasmania, Equality Tasmania and TasPride. Applicants completed an online form, and a small group was established which includes a diversity of lived experience.

REFLECTIONS FROM CODESIGN GROUP MEMBERS:

“It was really positive to read that some of our community are thriving in Glenorchy, and sad to hear about the barriers and hardships community members have experienced. The impact of reading the comments dismissing our experience, or those which are actively hateful towards us and members of our community has been difficult. We hope that community members who read this report take care of their own safety while reading.”

If you need support, contact Lifeline Tasmania on 13 11 14, QLife on 1800 184 527 or Kids Helpline on 1800 551 800.

Methodology: LGBTIQ+ Inclusion Survey and Consultations

Survey questions were developed to align with other similar consultations held by other local and state government departments.

Examples include Kingborough Council's 2022 LGBTIQ Engagement, Brighton Council's LGBTIQ+ Tasmanians: Telling Us the Story (DPAC/UTAS 2022), and other national reports with LGBTIQ+ focus such as Writing Themselves In and Private Lives. The codesign group workshopped this consultation plan and survey with the aim of maximum inclusivity and accessibility, using lived experience to guide language and question format.

Alignment with other surveys was sought to add value to results: similarities in question style allow closer comparison of data and results.

The Community Engagement Plan was developed in accordance with GCC's Community Engagement Policy (2023), Framework and Toolkit¹⁷.



¹⁷ To learn more about Glenorchy City Council's Community Engagement policy, framework and toolkit visit: <https://www.gcc.tas.gov.au/services/community/community-engagement/>

The consultation included:

- Community Survey, offered online via GCC's community engagement platform "Let's Talk, Glenorchy"¹⁸ or in hardcopy from Customer Service
- Group Consultation with three local high school Pride groups
- Community Pop-Up at Northgate Shopping Centre.

Promotions of the survey included:

- Stalls at TasPride events in February 2025, including TasPride's flagship event "Party in the Park" and two events at the Moonah Arts Centre, to promote the consultation and collect email signups.
- Regular posts on social media to promote the survey, including a paid post to boost visibility.
- Promotion to and via key LGBTIQ+ organisations e.g. Working It Out Tasmania, Equality Tasmania, TasPride and more.
- Monthly ¼ page ads in Glenorchy Gazette April and May 2025 editions.
- Mayor's address at May 2025 meetings.
- Posters in shops and community venues throughout Glenorchy municipality.
- Attendance to the Youth Homelessness Matters Day event at Tolosa Park (17th April) to promote the survey at the GCC stall and engage in conversations about what matters to local communities. This event had approximately 500 attendees.

¹⁸ <https://letstalk.gcc.tas.gov.au/lgbtiqa-2025>



LGBTIQA+ Inclusion School Pride Group Consultation

On advice from school staff that many young people are unlikely to complete an online survey, informal consultations with local schools were held in collaboration with WIO. WIO supports school staff to run pride groups for interested students within school time through the Valuing Diversity Framework funded by the Tasmanian Government. Pride groups are opt-in informal gatherings and provide a safe space for young people to ask questions, explore their identity and relax with other LGBTIQA+ young people.

This element of the consultation involved 31 young people from three schools and collected advice and feedback from seven pride group staff – including teachers, social workers and nurses.

All high schools and colleges between Granton and New Town were contacted via WIO's Valuing Diversity Framework project. Six schools expressed interest, and three sessions were completed (schools anonymised for student safety).

Summary of pride group consultation:

- LGBTIQA+ young people have a heightened sense of danger in public places, especially the Glenorchy bus mall, Glenorchy CBD, Springfield bus station, Claremont Village and Northgate Shopping Centre.
- This sense of danger is based on experiences of harassment and abuse from other young people and adults in public places, including people yelling slurs, making aggressive noises or homophobic comments.
- Multiple students report removing all signs of their LGBTIQA+ identity before walking through Glenorchy bus mall or CBD to avoid harassment or abuse.



“Thank you so much. Today was exactly what our little group needed to know they will be heard”.

—
Testimonial from a Pride Group staff member

- Participants reported a lack of safety or belonging at faith-based schools – several students had changed schools due to:
 - › lack of appropriate bathroom access
 - › exclusionary policies
 - › deadnaming of students / refusing to use a student's chosen name
 - › requiring legal name and gender marker change for recognition of a trans student's name and gender
 - › school management turning a blind eye to targeted bullying of LGBTIQA+ students.

What makes a place feel safe for LGBTIQ+ young people:

- signage about LGBTIQ+ inclusion, like pride flags, trans flags, or rainbows
- proactive policies about dealing with bullying behaviour (in a school)
- security guards and police officers
- all gender/unisex toilets
- events or programs which are run by LGBTIQ+ organisations like TasPride
- seeing staff or other community members who are visibly queer.

Other findings:

- LGBTIQ+ young people don't feel safe on public transport, and many do not use public transport to access LGBTIQ+ services and events in other places such as OutSpace in Hobart.
- Some students do not have parental support to access LGBTIQ+ events.
- Many student participants had not heard of other programs and events for LGBTIQ+ young people, for example OutSpace (YouthARC).

Recommendations:

- GCC to display signage about LGBTIQ+ inclusion.
- GCC to hold LGBTIQ+ inclusion training for staff especially those working with young people.
- Youth programs offered by GCC should be inclusive for LGBTIQ+ young people.
- GCC to support services and activities specifically for LGBTIQ+ young people in our municipality.
- Conversations about public safety should include LGBTIQ+ young people.

Action since consultation:

Feedback from these consultations led to discussions about the need and capacity for a northern suburbs after-school program for LGBTIQ+ young people. Under GCC's priority actions 2025-26, we have taken a partnership approach to develop a pilot program with Pulse Youth Health Service (PYHS) and WIO.

During the six months of this pilot (Aug 2025 – Jan 2026), the project explored:

- need/uptake/participation by young people
- feedback from young people – future activities, time, format and safety
- any funding or resourcing implications.

Furthermore, the Glenorchy City Council 2025-26 Action Plan¹⁹ includes the following priority actions:

2.1.1.1 Deliver programs to improve opportunities for our young people.

2.1.1.2 Partner with government and community organisations to deliver programs that improve community safety and inclusion.



¹⁹ [Glenorchy City Council Annual Plan 2024/25 - 2027/28](#)



LGBTIQA+ Inclusion Survey

A total 598 visits were made by 491 people to the survey project page during the survey period: <https://letstalk.gcc.tas.gov.au/lgbtiqa-2025>.

170 people participated in the consultation survey, which was run through GCC's online community engagement platform, "Let's Talk, Glenorchy". The survey was open from 27th March – 2nd June 2025.

The survey was anonymous in order to encourage people to speak freely and without fear of repercussions, especially about their experiences with GCC.

A raffle was offered to incentivise participation. Participants could choose to enter the raffle, for one of two \$100 vouchers for Northgate Shopping Centre. The raffle survey was separated from the main consultation in order to protect the anonymity of respondents, and with the hopes that data quality might be improved – people wouldn't do the survey just to enter the raffle.

Six people who did not complete the inclusion survey completed the raffle entry, and not all the people who did the consultation survey entered the raffle (176 contributors overall: 170 consultation survey responses, 112 raffle entries).

- 101 respondents (27.4%) reached the survey through a link directly emailed or QR code – suggesting they had either signed up for notification of the survey or found a poster out in the real world.
- 18 respondents were registered with "Let's Talk, Glenorchy" and clicked a link on an email they received through that platform.
- Four respondents arrived there via search engine.
- 58 respondents clicked on a link from social media – the majority of these via Facebook but also including Instagram and Twitter.
- Seven respondents were referred to the survey by another respondent.



HOW PEOPLE REACHED THE "LET'S TALK, GLENORCHY" PROJECT PAGE

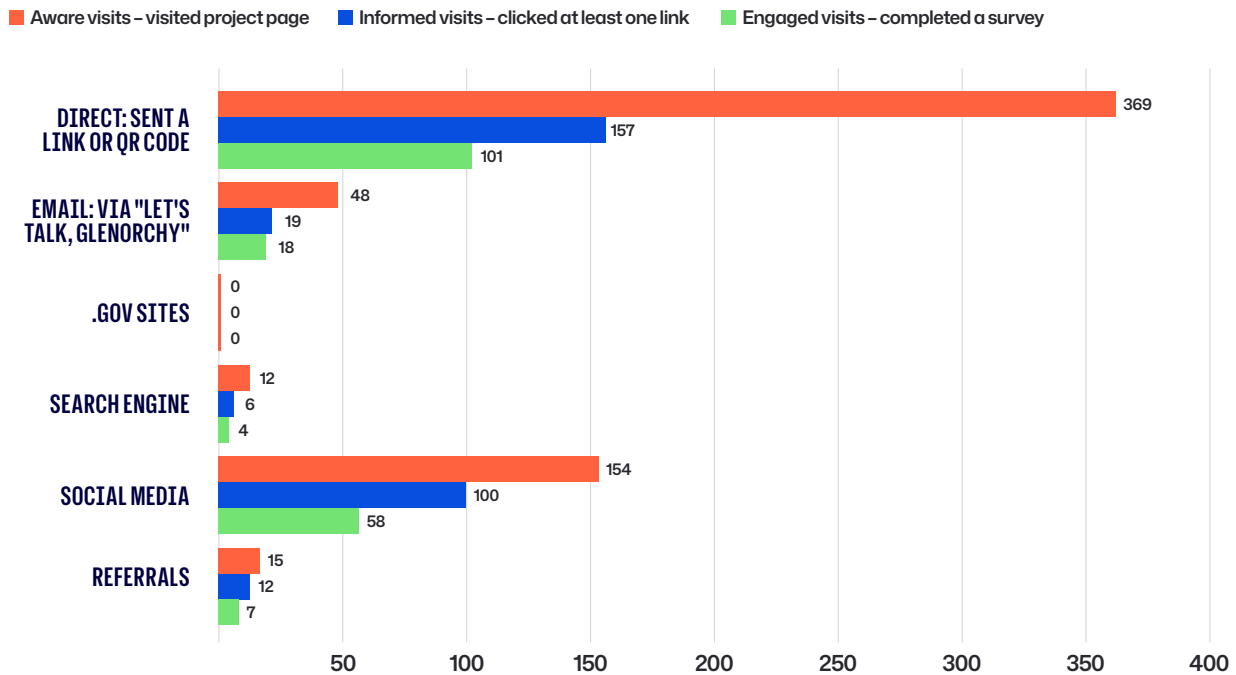


FIGURE 1

WHO PARTICIPATED IN THE SURVEY

Connection to Glenorchy

72% of respondents nominated a postcode within Glenorchy LGA and a further 21% are from Greater Hobart.

Survey respondents have strong connections to Glenorchy LGA, with many respondents nominating more than one category of connection: 68% live, 30.5% work, 7% study in Glenorchy and 51% visit for sports, shopping or other reasons.

Connections to LGBTIQ+ Community

A strong response was received from people who are LGBTIQ+ (59.4%) and friends, family, colleagues or allies of someone who is LGBTIQ+ (42.3%), parents or guardians (9.4%) or working in a LGBTIQ+ identified role (6.5%), noting that people may identify with more than one of these categories. Only 17% of respondents declared no connection to LGBTIQ+ community.

Gender

45.3% of respondents are women, 27.6% are male, 16.5% are non-binary, 5.3% are agender and 1.7% preferred not to choose a gender. 18% of respondents are transgender (trans).

Age

The majority of responses came from people aged between 25 – 54 years (84%), with only 14% under 25 and 17% over 55 years old.

Cultural identity

Respondents are from a range of cultural backgrounds:

- 5% of survey respondents are Aboriginal – similar to Glenorchy's general population²⁰.
- 13.5% of respondents were born outside of Australia – compared to 21.6% of Glenorchy's general population.
- 23% have one or both parents born outside Australia, compared to 48% nationally²¹.
- 67.7% of respondents and their parents were born in Australia, compared to 52% nationally.
- Languages spoken at home include Auslan, Vietnamese, Nepalese, Telugu, Indonesian, Polish, Tongan and Spanish.

Demographics of survey respondents somewhat reflect the diversity of Glenorchy's general population, with lower rates of response from people with first- or second-generation migrant experience.

²⁰ Australian Bureau of Statistics 2021 Census data: <http://profile.id.com.au/glenorchy/>

²¹ Australian Institute of Health and Welfare – [Profile of Australia's population Profile of Australia's population - Australian Institute of Health and Welfare April 2025](https://www.aihw.gov.au/reports/population/profile-of-australia)

Disability, chronic illness and neurodivergence

18.8% of respondents have a disability or identify as disabled, 42.9% have a chronic illness and compared to 7.5% of Glenorchy's general population needing help with day-to-day lives due to disability or chronic illness. This is not a true comparison, as this survey's results are based on self-identification and did not require a threshold of care needs.

42.9% of survey respondents are neurodivergent, compared to an estimated 15-20% of the global population.²²

Intersectionality

Intersecting aspects of a person's identity – such as being First Nations or from a migrant background, identifying as LGBTIQ+, experiencing racialisation, being neurodivergent, or living with disability or chronic illness – can interact and may compound to deepen marginalisation and create barriers to employment, healthcare, and other life opportunities.

An 'intersectional approach' amplifies the voices of those who are often overlooked in mainstream discussions. Acknowledging the challenges faced by members of these groups leads to more effective policies which address the needs of diverse populations.

PERCEPTIONS OF INCLUSION IN GLENORCHY

We asked: "Consider this statement: 'The city of Glenorchy is an accepting place for LGBTIQ+ people to live, work and play.' Do you agree with this statement?" Respondents were asked to choose an answer from 1-5, where 1 = Yes and 5 = No.

The differences in perception are clear – LGBTIQ+ respondents feel less like Glenorchy is an accepting place, with nearly half (49.5%) disagreeing or strongly disagreeing with the statement that Glenorchy is an accepting place.

Parents/Guardians of LGBTIQ+ people showed the highest level of disagreement (56.25%) which may reflect the concerns they have for younger community members experiencing bullying because of their LGBTIQ+ identity.

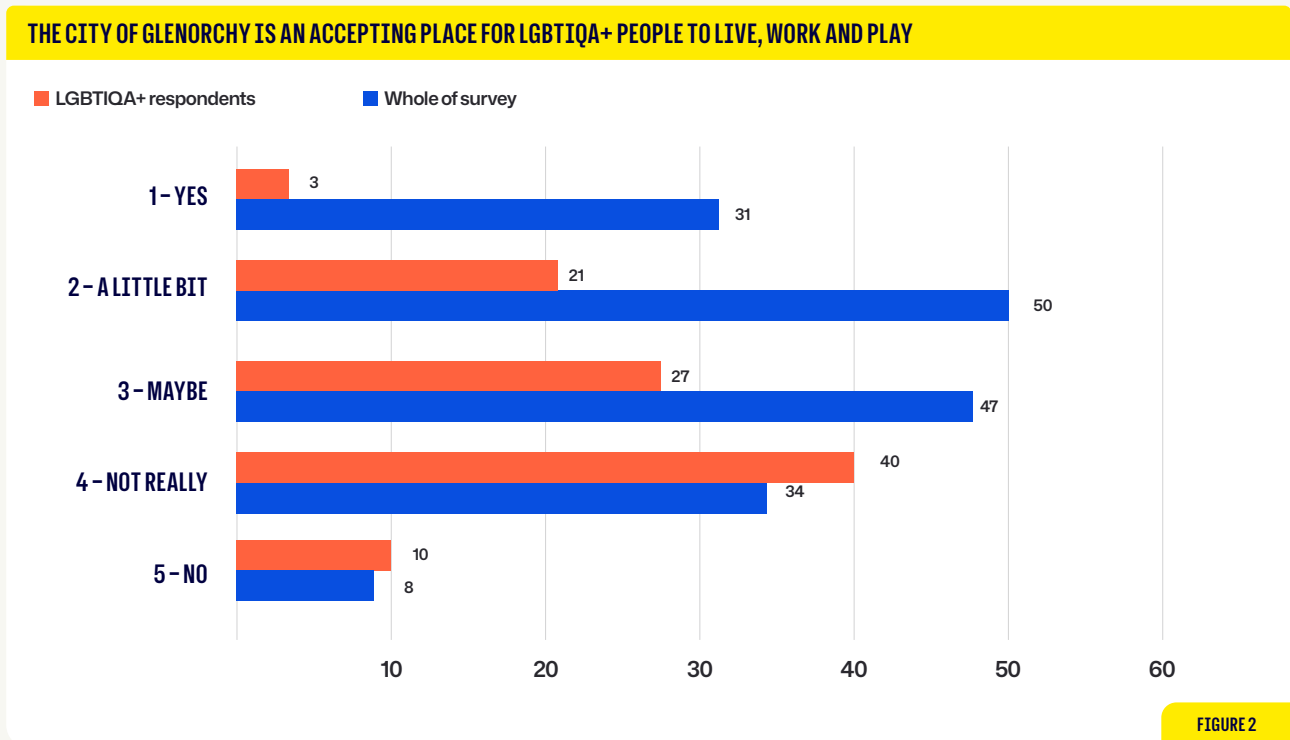


FIGURE 2

²² Neurodiversity at work: a biopsychosocial model and the impact on working adults, Doyle, N. 2020, [Neurodiversity at work: a biopsychosocial model and the impact on working adults - PMC](#)

EXPERIENCES OF ABUSE, VIOLENCE AND DISCRIMINATION IN GLENORCHY MUNICIPALITY

About one in three LGBTIQ+ respondents had experienced abuse or harassment in the last 12 months (27.9%). The majority of these experiences happened in public places, like on the streets, shopping centres or public transport.

Results indicate that LGBTIQ+ individuals, their parents/guardians and allies report more experiences of abuse than people with no connection to LGBTIQ+ community.

WHERE DID THIS ABUSE/HARASSMENT OCCUR?

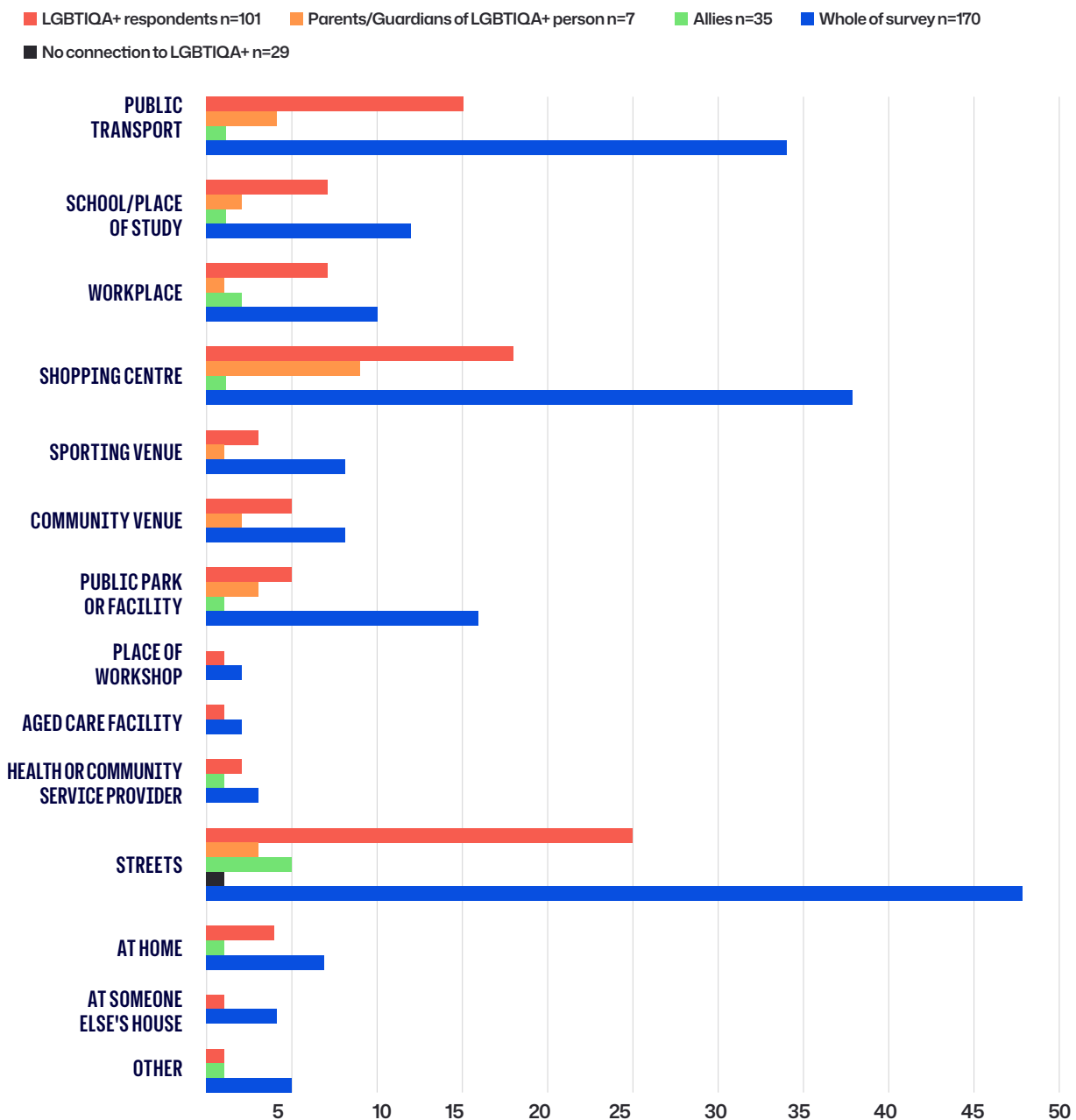


FIGURE 3

ISSUES AFFECTING LGBTIQ+ PEOPLE IN GLENORCHY

In Question 17, we asked respondents to rate how much certain issues affect LGBTIQ+ community members. We analysed responses from LGBTIQ+ community members and compared them to responses from people who have no connection to LGBTIQ+ community (answered “none of the above” to question 1).

The following graph shows the top concerns for LGBTIQ+ survey respondents are issues which affect all community members: those of public safety, cost of living and access to affordable, inclusive and safe housing.

LGBTIQ+ people however may experience additional public safety concerns and barriers to safe housing or employment because of their identity. Recent Tasmanian research shows that LGBTIQ+ people are more likely to hide their identity (75% always or sometimes hide their identity for fear of abuse in public) and 1/3 of LGBTIQ+ Tasmanians have experienced abuse at home.²³

LGBTIQ+ Glenorchy residents also reported a lack of access to specialised LGBTIQ+ health and mental health services. Recent studies show that levels of mental ill-health and suicidality are very high among both LGBTIQ+ adults and young people in Tasmania and that young LGBTIQ+ people from Tasmania were more likely to have ever experienced suicidal ideation or self-harm in their lifetimes than young LGBTIQ+ people from other parts of the country.²⁴

The Tasmania Project²⁵ (2021) shed some light on factors which may result in these lower levels of health and wellbeing, finding that LGBTIQ respondents were highly represented in lower income brackets and more likely to be unemployed or underemployed. This report also showed that LGBTIQ Tasmanians may be more likely to experience housing stress and may lack familial or social networks they could rely on in times of hardship.

These patterns show both the ways that stigma and discrimination against LGBTIQ+ people result in long term economic and health outcomes for LGBTIQ+ community members and highlight the need for more inclusive services and ongoing advocacy.

The differences between these two graphs also show a discrepancy between how the wider public sees the world for LGBTIQ+ people vs how LGBTIQ+ people see the world for themselves: people with no connection to community have a real lack of understanding of the issues affecting LGBTIQ+ people. This also demonstrates the importance of involving LGBTIQ+ people in decisions and planning which affects us.



²³ Dwyer A., et al, “Just listen properly, like with intent”: LGBTIQ+ Tasmanians: Telling us the story – Final Report, December 2021

²⁴ LGBTIQ+ Mental Health and Suicidality – Tasmania Briefing Paper, (2024) LGBTIQ+ Health Australia

²⁵ “Tasmania Project identifies inequalities for LGBTIQ” (2021)

HOW LGBTIQ+ PEOPLE RANK ISSUES AFFECTING LGBTIQ+ PEOPLE IN GLENORCHY LGA

Least important Most important

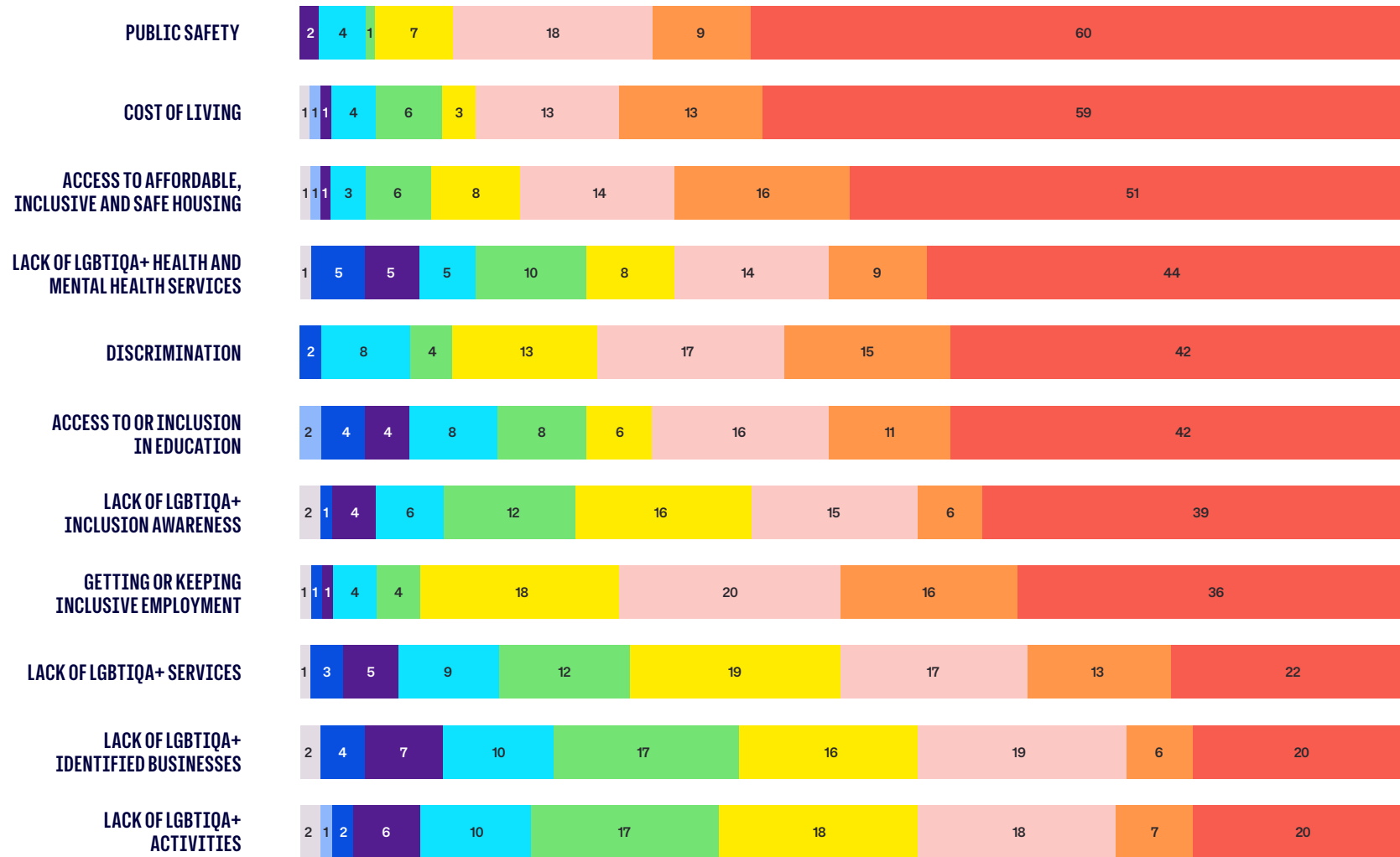
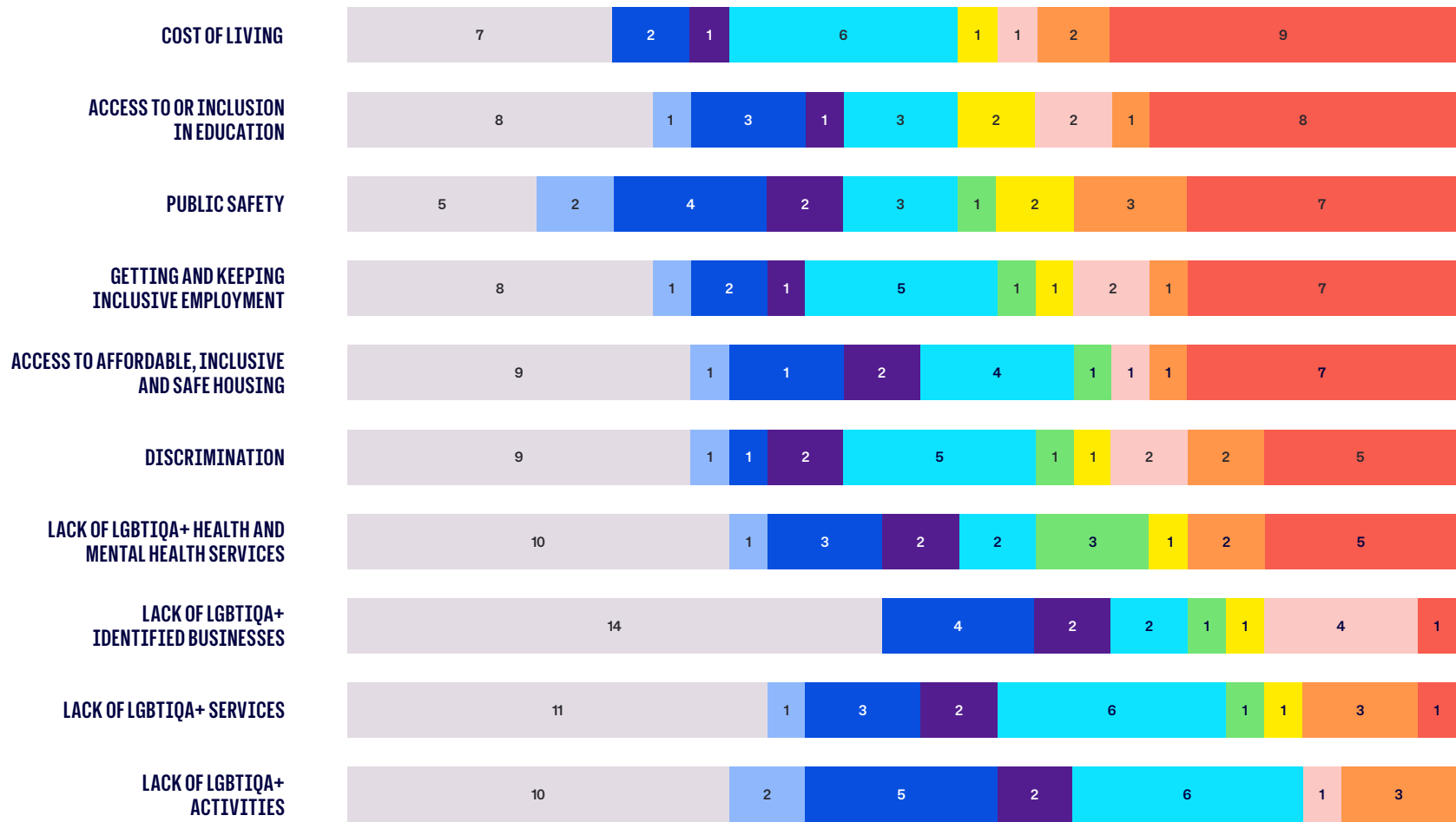


FIGURE 4

ISSUES AFFECTING LGBTIQ+ PEOPLE IN GLENORCHY RANKED BY THOSE WITH NO CONNECTION TO LGBTIQ+ COMMUNITY

Least important Most important



Number of people surveyed: 29

FIGURE 5

THE BEST THINGS ABOUT THE CITY OF GLENORCHY FOR LGBTIQ+ PEOPLE

LGBTIQ+ programming at the Moonah Arts Centre and location of various inclusive sports and recreation clubs and businesses were highlighted, along with appreciation of the general diversity of the Glenorchy community and activities run by LGBTIQ+ community (e.g. Local LGBTIQ+ choir, gym club, rock climbing). Some people mentioned the GCC stall at the TasPride “Party in the Park” event as a positive form of visibility/inclusion.

Survey respondents also enjoy the access to nature, more affordable housing (relative to Hobart), retail opportunities and the location of specific services like Pulse Youth Health Service, Family Planning Tasmania and Glenorchy Library.

Some survey respondents took this opportunity to record their negative experiences or express neutrality, with statements such as: “Nothing it’s a horrible place to live” or “The same as for everyone else, I guess”.



REFLECTIONS FROM THE LGBTIQ+ COMMUNITY

“I love how grounded and diverse the community is – it means people from a cross-section of life get to live in the City of Glenorchy (and not priced out of the suburbs).”

“As long as you mind your own business no one will give you any trouble. The benefit of Glenorchy itself is that it’s quite diverse in other ways, so I don’t feel as though I stand out.”

“Glenorchy/Moonah is a multicultural and contemporary place, so good food, cool people, etc. As an intersectional PoC, I feel safer surrounded by people who look like me.”

“I see acceptance and inclusivity for LGBTIQ+ people. I see little difference in community safety between those who identify as LGBTIQ+ and any other segment of the community, including but not limited to the elderly and migrants.”

“Sadly, I have nothing positive to say at the present time.”



AN INCLUSIVE FUTURE

Question 21 tried to capture the Glenorchy community's vision for a future which is "perfect" for LGBTIQ+ people. Answers varied from short sentences to full paragraphs:

- A city which is safe, accessible, green and full of art.
- Community members have access to the income, education, health and mental health services they need to live a full life regardless of their gender, sexual orientation, health, disability, age or cultural background.
- A vibrant, exciting place with lots of activities and venues for different needs/interests.
- LGBTIQ+ people are represented in decision making structures and public positions.
- LGBTIQ+ community is supported and celebrated through signage, art and events.

A word frequency analysis showed the most common themes:

1. Community & Belonging - "community", "people", "together", "support"
2. Safety & Inclusion - "safe", "inclusive", "without fear", "accepting"
3. Visibility & Representation - "queer", "rainbow", "events", "health", "council".

Core "dreams" distilled from answers to this question are:

A Safe and Inclusive City for All

A city where LGBTIQ+ people can live openly without fear of discrimination, harassment, or violence. Public spaces, workplaces, schools, and services are inclusive, affirming, and designed for everyone's safety, dignity, and wellbeing.

Vibrant, Visible, and Connected Community Life

A place filled with rainbows, inclusive events, queer spaces, and cultural celebrations. Queer identities are visible and valued in everyday life – through public art, festivals, inclusive businesses, community hubs, and intergenerational connection opportunities.

Supportive Services and Equal Opportunities

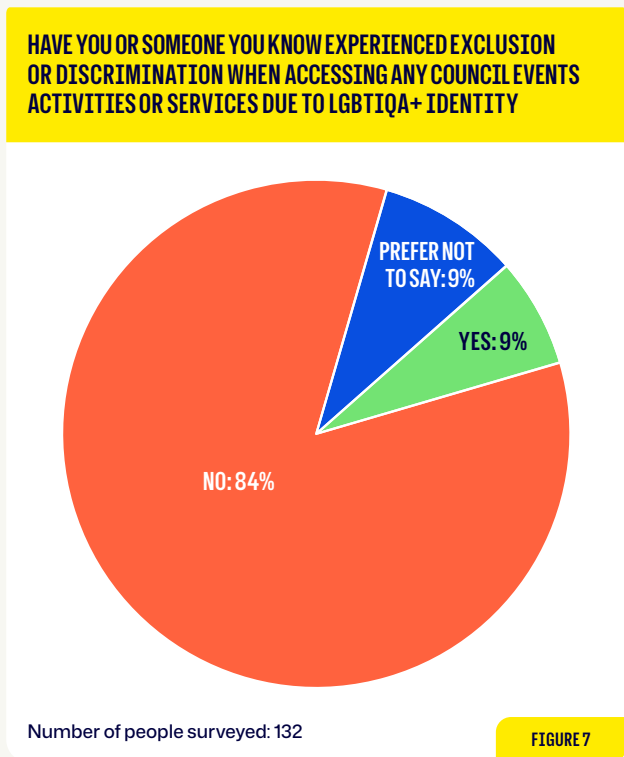
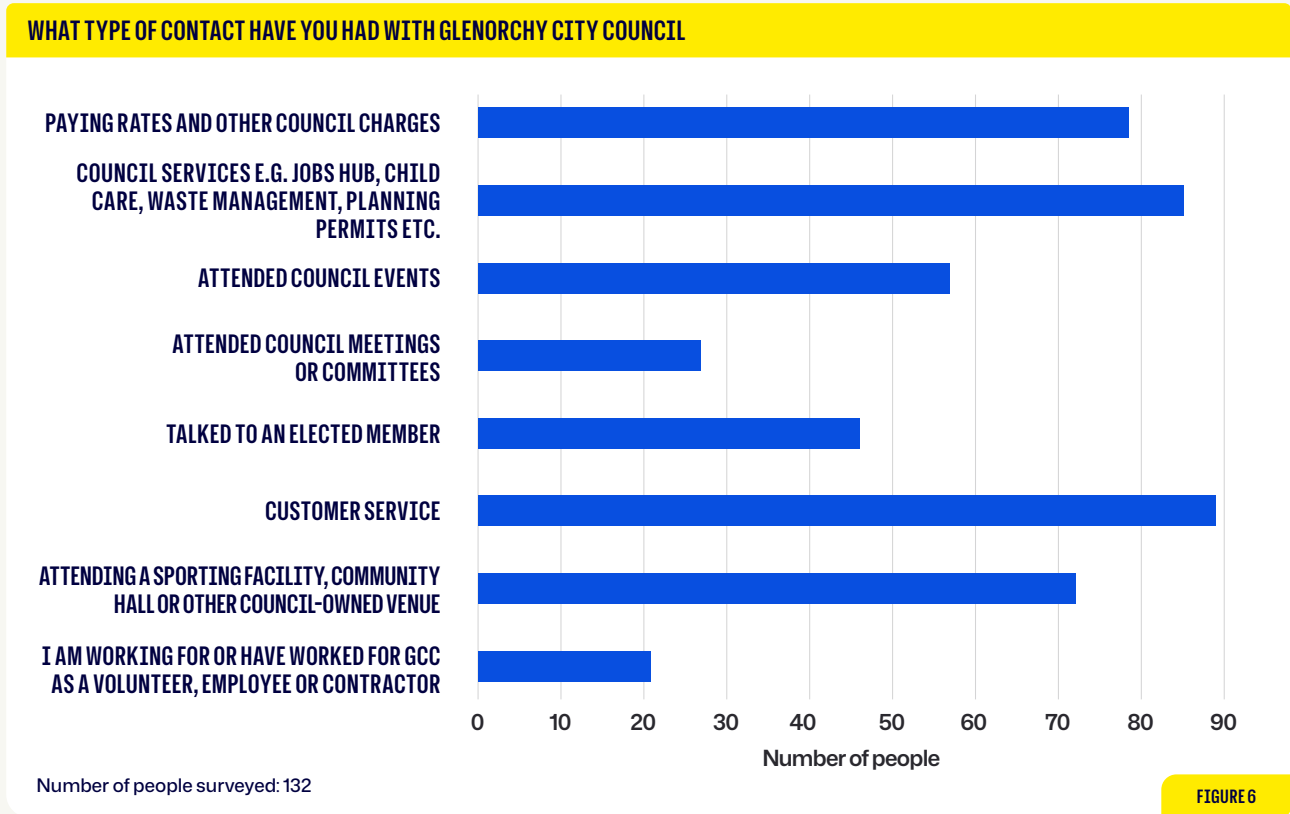
A city that provides accessible, affordable, and tailored health, mental health, housing, and education services. Representation in leadership and decision-making is the norm, and systemic barriers are actively dismantled so that LGBTIQ+ people can thrive.



EXPERIENCES WITH GLENORCHY CITY COUNCIL

76% of survey respondents (132 people) have had some type of contact with GCC and a further 5% were not sure. The survey asked those who had

experience with GCC to tell us a little more about what type of contact they've had, and whether they had experienced any exclusion or discrimination because of their LGBTIQ+ identity.





Negative experiences at Glenorchy City Council

We asked people who said they had experienced exclusion or discrimination at a GCC event or service (13 people) to tell us where it occurred and what happened. Five of these experiences related to a Council service, while eight related to other services located in Glenorchy, such as the Glenorchy Library and Service Tasmania. These comments have been conveyed to the respective organisations and are not included here.

- Two people felt that there were no safe changing room options for them at the Glenorchy pool, and that as visibly trans people they were not welcome or safe in traditionally gendered changing facilities.
- A person “faced derisive and discriminatory comments when making inquiries about garbage collection and rate payment”.
- A member of a committee (no longer running) reported being ignored/brushed off when they requested GCC to fly pride flags.
- A nonbinary artist was previously refused permission to fly a pride flag at an event for LGBTIQ+ people at the Moonah Arts Centre, noting that pride flags are now proudly displayed at the Moonah Arts Centre.

Positive experiences at Glenorchy City Council

The survey also asked when and where LGBTIQ+ people had felt included at GCC events and services:

- the Moonah Arts Centre received a high amount of praise, with 15 people commenting on the Moonah Arts Centre’s inclusive programming, all gender toilets and welcoming atmosphere
- GCC events such as Belonging Day, World Kindness Day and stall at TasPride (eight people)
- GCC generally (four people)
- Glenorchy Youth Task Force (one), Youth Market (one), youth activities on lawns (three) and youth week event at Tolosa Park (one)
- GCC social media posts for Trans Day of Visibility (one)
- Glenorchy Jobs Hub (one)
- this consultation process (one)
- some comments mentioned other Glenorchy services such as the Library (one), Police (one) and former Mayor Kristie Johnston (one)

Findings:

1. LGBTIQ+ people generally do not experience discrimination at GCC services or events.
2. People recognise and appreciate inclusive programming and services when offered by Council.



ACTIONS TO SUPPORT LGBTIQ+ INCLUSION IN GLENORCHY

LGBTIQ+ INCLUSION ACTIONS PRIORITISED BY LGBTIQ+ PEOPLE AND THEIR FAMILY/ALLIES

Least important Most important

LGBTIQ+ INCLUSION TRAINING ELECTED MEMBERS



ADVOCATE FOR LGTIQA+ COMMUNITY AND SERVICES



INCLUSIVE FORMS AND PROCESSES



HOST OR COLLABORATE WITH LGBTIQ+ SERVICES FOR LOCAL SERVICES



LGBTIQ+ INCLUSION TRAINING STAFF AND VOLUNTEERS



LGBTIQ+ GRANTS PROGRAM



LGBTIQ+ INCLUSION TRAINING BUSINESSES AND COMMUNITY



HOST LGBTIQ+ EVENTS, ACTIVITIES, DAYS



MORE LGBTIQ+ ENGAGEMENT AND CONSULTATION



PUBLIC ART ABOUT LGBTIQ+ INCLUSION



SOCIAL MEDIA ABOUT LGBTIQ+ EVENTS AND DAYS



SIGNAGE ABOUT LGBTIQ+ INCLUSION



Number of people surveyed: 141

FIGURE 8

Overall, survey respondents rated all suggested actions highly.

Respondents were asked to give each action a score from 1-10, where 10 is most important. Actions were then ranked by priority.

LGBTIQA+ RESPONDENTS – RANKED IMPORTANCE OF ACTIONS

1. LGBTIQA+ inclusion training for Elected Members (Aldermen/Councillors)
2. Advocate for LGBTIQA+ community and services
3. Update forms and processes to better include gender identity and preferred names
4. More LGBTIQA+ engagement and consultation
5. LGBTIQA+ grants program to support local events and activities
6. Host or collaborate with LGBTIQA+ organisations to provide local services
7. LGBTIQA+ inclusion training for staff and volunteers
8. Host or participate in LGBTIQA+ events, activities or days of significance
9. Host LGBTIQA+ inclusion training for community and/or local business
10. Public art about LGBTIQA+ inclusion (e.g., "Rainbow Crossing")
11. Celebrate and recognise important LGBTIQA+ events (e.g., post on social media)
12. Signage about LGBTIQA+ inclusion on Council buildings and facilities.

WHOLE OF SURVEY RESPONSE – RANKED IMPORTANCE OF ACTIONS

1. LGBTIQA+ inclusion training for Elected Members (Aldermen/Councillors)
2. Advocate for LGBTIQA+ community and services
3. Host or collaborate with LGBTIQA+ organisations to provide local services
4. Update forms and processes to better include gender identity and preferred names
5. LGBTIQA+ inclusion training for staff and volunteers
6. Host LGBTIQA+ inclusion training for community and/or local business
7. Host or participate in LGBTIQA+ events, activities or days of significance
8. LGBTIQA+ grants program to support local events and activities

9. More LGBTIQA+ engagement and consultation
10. Celebrate and recognise important LGBTIQA+ events (e.g., post on social media)
11. Public art about LGBTIQA+ inclusion (e.g., "Rainbow Crossing")
12. Signage about LGBTIQA+ inclusion on GCC buildings and facilities.

SHARED PRIORITIES

- **Top Priorities Remain Consistent:** Both the overall data and the LGBTIQA+ specific data rank "LGBTIQA+ inclusion training for Elected Members" and "Advocate for LGBTIQA+ community and services" as the top two most important actions. [This indicates a strong consensus on the need for leadership education and active advocacy.](#)
- **Importance of Foundational Changes:** "Update forms and processes to better include gender identity and preferred names" is highly ranked in both sets, appearing in the top four for both. This suggests a shared understanding of [the importance of administrative and systemic changes for inclusion.](#)
- **Lower Ranked Items:** Actions like "Public art about LGBTIQA+ inclusion" and "Signage about LGBTIQA+ inclusion on GCC buildings and facilities" consistently appear at the lower end of the importance scale for both groups, although they [still receive very positive ratings.](#)

DIFFERENCES

- **Higher Importance for LGBTIQA+ Specific Actions:** While the ranking order is largely similar, LGBTIQA+ individuals consistently assign higher importance scores across all actions compared to the overall dataset. This is particularly noticeable for actions like "More LGBTIQA+ engagement and consultation" and "LGBTIQA+ grants program," which move up in priority for LGBTIQA+ respondents.
- **Emphasis on Engagement and Grants for LGBTIQA+:** "More LGBTIQA+ engagement and consultation" is ranked 4th by LGBTIQA+ individuals, compared to 9th overall. Similarly, "LGBTIQA+ grants program to support local events and activities" is 5th for LGBTIQA+ individuals but 7th overall. This suggests that direct engagement and financial support for community-led initiatives are more acutely felt needs within the LGBTIQA+ community.

In summary, while there is a general agreement on the most critical actions, the LGBTIQ+ community places a significantly higher emphasis on all proposed actions, with a focus on direct engagement, consultation, and financial support for community-specific activities.

This indicates that while the whole community recognises the importance of these actions, LGBTIQ+ individuals feel a more urgent and profound need for their implementation.

Respondents were asked for other ideas for actions. Many people requested more events and social opportunities for LGBTIQ+ people.

Other suggestions included (sic):

- Events where people can speak openly, ask honest questions and talk real concerns.
- LGBTIQ+ inclusion in sporting clubs and facilities.
- Support for queer sports clubs.
- Self-defence classes and verbal defence training for neurodivergent queers.
- More services for LGBTIQ+ young people.
- Hire more LGBTIQ+ people.
- Publication of more LGBTIQ+ history.
- Better promotion and engagement with migrant community members.
- A permanent LGBTIQ+ community reference group for GCC.
- More opportunities for consultation.
- Events for everyone which focus on social opportunities at the neighbourhood level.
- Something like the Dynnyrne Rainbow Bridge.
- Awareness and social opportunities between schools.
- Promotion of the Rainbow Tick inclusion process for local businesses.
- Booking drag and queer performers for GCC events.

Survey respondents were also asked specifically about what events and programming LGBTIQ+ people would like to participate in at the Moonah Arts Centre. Many people commented positively about the current programming at the Moonah Arts Centre.

Other suggestions include:

- Queer run shows and performances
- Exhibitions
- Shows, live performances, theatre
- Dance and drag workshops
- Theatre sports workshops, theatre training
- Many people expressed appreciation of local LGBTIQ+ choir The Kinsey Scales, who currently rehearse at the Moonah Arts Centre
- LGBTIQ+ history
- Creative learning
- Events to celebrate TasPride, Pride or Mardi Gras
- Q&A / Information sessions for community to learn more about LGBTIQ+ inclusion.

“Fun events where people can gather and find fellow LGBTQ+ members to socialise with. Like the stalls at Franklin Square back in February after the pride march. That was lovely and getting to see just how many of us there were made me so emotional, I felt like I was home, with my people, and I wasn't alone anymore”.

“I love the MAC but I do also feel like Glenorchy misses out and is sorely in need of artistic activation. I firmly believe that the arts can do great things! When you have complex problems, you need people who see problems differently: SEND IN THE ARTISTS. Is your space weird, sad in a way that evades easy categorisation? SEND IN THE ARTISTS. Do you know something needs to change, but not sure what? SEND IN THE ARTISTS. Does the sadness, violence, intergenerational trauma hang like a lifeless pall over everything? SEND IN THE ARTISTS. Has commercialisation failed to deliver social harmony? SEND IN THE ARTISTS. I want you to let artists loose in the Glenorchy business district! Give them space and resources and let them go!”

—
Survey responses

OTHER REFLECTIONS ON INCLUSION IN THE CITY OF GLENORCHY

Respondents were asked for any other reflections on inclusion in Glenorchy.

Comments which relate to inclusion in Glenorchy are included here:

- Disability inclusion could be worked on too.
- Needs to be more visible support in broader community.
- Thanks for doing this, puts policy into action – look forward to having input into the plan.
- I can see the work that has gone into improving inclusion and I'm enjoying visiting Glenorchy to attend these inclusive events. Well done and keep it up!
- Keep up the good work, I'm very proud to call Glenorchy home.
- You're doing a great job. Glenorchy/Moonah have great spaces and events. Maybe more free sport/gym/swim classes to keep us all healthier and communicating every week.
- Thank you for this survey!
- The council needs to work harder on community safety and unity.
- Thank you for taking the time to consult with the community.
- I am so pleased the Council is working on doing better in this area. Making the City more accepting, welcoming and inclusive is a worthy goal and – ultimately – to everyone's benefit.
- Thanks for you all your hard work developing this survey. It's a great development and inspiring for other municipalities.
- Despite travelling the world and working on 3 continents, I look back fondly on my bogan roots in Glenorchy. I do not live here now, but I do spend at least 2 days per fortnight helping my elderly mum who lives here. Thanks for running this survey.

- I would love to see more rainbow flags around Glenorchy.
- It seems to be one of the more inclusive areas of the Hobart region. My council haven't really done much to address any issues of LGBTQIA+ people.
- I believe there is a long road to harmony and safety between the LGBTQIA+ community and the wider community of the city of Glenorchy. This will be found in all needs being met and an erasing of the feeling of competition for care and resources. Any encouraging or continued fostering of an 'Us vs Them' mentality by any person in or on council will set back inclusion and harmony more than any council led initiative will further it.
- More education is needed in the community to counteract entrenched homophobia, especially in lower socioeconomic areas where education and tolerance is not as widely spread.
- LGBTQIA+ is amazing, but as I'm sure you know, racism is also a huge problem. I see there's plenty being done there, but I think it needs even more attention.



Statement of Commitment to LGBTIQ+ Inclusion

Glenorchy City Council envisions a city where every person – regardless of their sexual orientation, gender identity or expression – feels safe, seen and supported. Our commitment to LGBTIQ+ inclusion is grounded in the belief that diversity strengthens communities and that equity is essential to wellbeing.

A SAFE AND INCLUSIVE CITY FOR ALL

We commit to building a city where LGBTIQ+ people can live openly and authentically, free from discrimination, harassment, and violence. Our public spaces, workplaces, schools, and services will be inclusive, affirming, and designed to uphold the safety, dignity, and wellbeing of every individual.

VIBRANT, VISIBLE, AND CONNECTED COMMUNITY LIFE

We celebrate the richness of LGBTIQ+ cultures and identities. Our City will be vibrant—where inclusive events, queer spaces, public art, and cultural celebrations are woven into the fabric of everyday life. We will foster opportunities for connection across generations, ensuring that LGBTIQ+ people are visible, valued, and empowered to participate in shaping Glenorchy.

SUPPORTIVE SERVICES AND EQUAL OPPORTUNITIES

Through advocacy and support we will ensure that services are accessible, affordable, and tailored to the needs of LGBTIQ+ communities. We commit to removing systemic barriers and promoting opportunities and representation in business, leadership, and decision-making, so that LGBTIQ+ people not only belong, but thrive.

A WORKPLACE OF CHOICE FOR LGBTIQ+ PEOPLE

We strive to be an employer of choice for LGBTIQ+ individuals—where inclusion is embedded in our culture, policies, and practices. We will foster safe, respectful, and affirming work environments, support career development, and ensure that LGBTIQ+ staff are represented, heard, and celebrated across all levels of our organisation.

Together, we will create a city where pride is not just celebrated—it is lived.

Further information:

Phone: 03 6216 6800

Email: gccmail@gcc.tas.gov.au

Web: www.gcc.tas.gov.au



5-year Action Plan

The 12 action items and additional suggestions collected in the survey have been reorganised under the four action points outlined in the Draft Statement of Commitment.

This report recognises that GCC may explore inclusion initiatives for other marginalised communities in our community and may, in future, work towards broader diversity and inclusion initiatives. However, to address the discrimination and inequality that currently exists for LGBTIQ+ people in our community it is recommended that action focused on LGBTIQ+ inclusion is undertaken to foster progress in this area regardless of whether a broader initiative is pursued or not.

It is recognised that a similar process may be required for other cohorts to address issues such as disability access and inclusion and anti-racism and use different frameworks such as the Reconciliation Action Plan.

It is noted that there is an opportunity to embed inclusion of LGBTIQ+ and other key cohorts other Council strategic documents such as:

- Community Strategy 2021-2030
- Economic Development Strategy 2026-2030.



PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
1	A Safe & Inclusive City for all					
a.	Glenorchy City Council workers and elected members are supported to understand and uphold LGBTIQ+ inclusion					
	Develop whole of organisation training plan					
	Training for Elected Members					
	Specialised training for key staff – youth, childcare, community, HR and customer service					
	Roll out organisation-wide inclusion training					
	Ongoing training for new staff, volunteers, contractors and Elected Members					
	<ul style="list-style-type: none"> • Embed into onboarding/induction • Additional specialised training as needed – e.g. Youth team, Childcare Connections, HR etc. 					
b.	Community members and local businesses/organisations are supported to understand and uphold LGBTIQ+ inclusion					
	Engage local providers to offer:					
	<ul style="list-style-type: none"> • LGBTIQ+ inclusion training session for community members – minimum 1/year • LGBTIQ+ upstander training session for community members – minimum 1/year 					
	Campaign to local businesses and services offering LGBTIQ+ inclusion training and signage – biennial workshop/s and resources					

PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
c.	Glenorchy City Council's policies and processes are LGBTIQ+ Inclusive:					
	Rainbow Tick training for key staff					
	Review and update staff records to allow records to document LGBTIQ+ identity in line with ABS standards					
	Plan for organisation-wide update of policies to improve inclusion					
	Plan structured update to forms, software and databases to be inclusive of LGBTIQ+ identities and families					
	Adapt existing software to recognise ABS standards for gender, and offer preferred name options					
	Software incorporates inclusive gender, preferred names, next of kin etc.: <ul style="list-style-type: none"> • purchase of new software, • adaptation of existing software. 					
	Consult with staff diversity & inclusion working group on new policies and directives					
d.	Glenorchy City Council advocates for LGBTIQ+ inclusion, local service provision and rights					
	Advocacy for LGBTIQ+ inclusion, local service provision and rights: <ul style="list-style-type: none"> • Submissions where relevant, • See Draft Statement of Commitment to LGBTIQ+ Inclusion, • Support motions on LGBTIQ+ Inclusion to LGAT and other forums. 					

PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
e.	Glenorchy City Council keeps listening to LGBTIQ+ community					
	Embed LGBTIQ+ consultation into regular community surveys and engagement activities					
	Consult with LGBTIQ+ stakeholders and community members on relevant projects and issues, on as-need basis					
	Review and evaluation of LGBTIQ+ Inclusion in the City of Glenorchy – community-wide					
2	Vibrant, visible and connected community life					
a.	Glenorchy City Council supports and celebrates LGBTIQ+ community, events and days of significance					
	Council representatives attend and support LGBTIQ+ events and programs by stakeholders as opportunities arise.					
	Council recognises LGBTIQ+ days of significance and inclusion campaigns, including: <ul style="list-style-type: none"> • TasPride (February), • Trans Day of Visibility (31 March), • IDAHOBIT Day (17 May), • Wear It Purple Day (Aug 29), • Intersex Awareness Day (Oct 26). By – posts to social media, events and activities for staff and community.					
	Update Flags Policy to include display of <i>LGBTIQ+ Intersex Inclusive Progress Flag</i> on LGBTIQ+ days of significance					

PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
b.	LGBTIQ+ Inclusive signage and art visible in public areas and Council sites around Glenorchy municipality					
	LGBTIQ+ Inclusion signage installed in GCC service sites					
	Install and maintain LGBTIQ+ inclusive art and signage throughout municipality					
	Campaign to local businesses and services promoting LGBTIQ+ inclusion training and signage					
	Consult with community on development of LGBTIQ+ public art and signage, on as-need basis					
c.	Glenorchy municipality is a LGBTIQ+ friendly destination					
	Develop LGBTIQ+ Inclusion grants program, to support events and programs with LGBTIQ+ Inclusion as a focus within Glenorchy LGA					
	Develop mechanism for LGBTIQ+ stakeholders / community to participate in grants assessment					
	Deliver LGBTIQ+ Inclusion grants program					
d.	Provide opportunities for long-term economic impact					
	Embed LGBTIQ+ inclusion into Economic Development Strategy and other relevant strategic documents					
	Advocate for and support LGBTIQ+ inclusion in business and mentoring programs					

PROPOSED 5-YEAR PLAN FOR LGBTIQ+ INCLUSION IN THE CITY OF GLENORCHY

Action List No.	Item	Year 1: Review & plan	Year 2: Training & development	Year 3: Partnerships & projects	Year 4: Embed learning	Year 5: Evaluate
3	Supportive Services and Equity					
a.	LGBTIQ+ community members can access services and opportunities for social connection in the area					
	Deliver targeted and partnered initiatives specifically for LGBTIQ+ community					
	Partner with LGBTIQ+ organisations and community groups to provide local events and services					
	Embed opportunities for LGBTIQ+ community and services into other GCC events and programs (ongoing) <ul style="list-style-type: none"> • Health and wellbeing, • Sports and recreation, • Small business and economic development, • Social enterprise, • Community connection 					
4	A Workplace of Choice for LGBTIQ+ People					
a.	LGBTIQ+ employees are welcomed and included in the workplace					
	See 1(c.)					
	Develop structure for internal diversity and inclusion working group (staff)					
	Implement internal diversity and inclusion working group (staff)					
	Consult with internal diversity & inclusion working group on new policies and directives					

GCC LGBTQIA+ Inclusion Report Summary

ABOUT GLENORCHY COUNCIL AND THIS PROJECT

Glenorchy City Council (GCC) is the local government that helps take care of our community.

Every four years, people in Glenorchy vote to choose ten representatives who make decisions about what happens in our area.

GCC supports the community in many ways. GCC wants everyone to feel safe and welcome, make sure our public places are pleasant to be in and we have all the services we need to live a happy and healthy life.

For this project, GCC wanted to learn how to make life better for people who are LGBTQIA+. This is a short way to say lesbian, gay, bisexual, trans and gender diverse, intersex, queer and asexual people as a group. However, LGBTQIA+ people are all different. For more information about this, visit [Rainbow Inclusion](#).

Sometimes, society doesn't treat everyone equally. Some LGBTQIA+ people have things happen to them that are not okay: like being called names or made to feel bad about themselves.

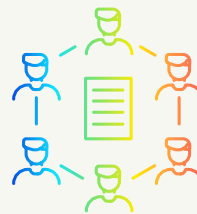
Sometimes, events and programs aren't welcoming to everyone, and some people feel left out or pushed away.

GCC wants to help change this.

WHAT WE DID

We started by asking a group of LGBTQIA+ locals to help with the project. They made sure our questions were respectful and that people felt safe sharing their thoughts.

This group helped plan a survey and some school visits so young people could be involved too.



170 PEOPLE

From different backgrounds answered the survey questions



31 HIGH SCHOOL STUDENTS + 7 STAFF MEMBERS

Took part in school activities

After hearing from the community, the group wrote a report for GCC. It explains what LGBTQIA+ people need and what GCC can do to help make Glenorchy safer and more welcoming for LGBTQIA+ people.

This report was endorsed by GCC at the Monday 30th March 2026 council meeting.



WHAT WE'D LIKE TO SEE

GCC will support the actions that community think are important:

- **Training and education** for GCC staff, elected members, and the community to understand what LGBTIQ+ means.
- **Advocacy**, where GCC speaks up for LGBTIQ+ rights in public and with other organisations.
- **More events and services** for LGBTIQ+ people in our area.
- **Inclusive forms and services**, so LGBTIQ+ people feel welcome in all parts of GCC.
- **Celebrating important days** and recognising the LGBTIQ+ community.
- **Showing support for LGBTIQ+**, through rainbow flags, art and welcome signs.
- **Funding for grants**, so locals can run LGBTIQ+ events and programs.
- **Keep asking how to make things better**, where GCC keeps listening to LGBTIQ+ people about what's needed.

WANT TO LEARN MORE?

You can contact Glenorchy Council:

Phone: 03 6216 6800

Email: gccmail@gcc.tas.gov.au

Web: www.gcc.tas.gov.au





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