

Methodology: LGBTIQA+ 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 LGBTIQA+ 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 LGBTIQA+ 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

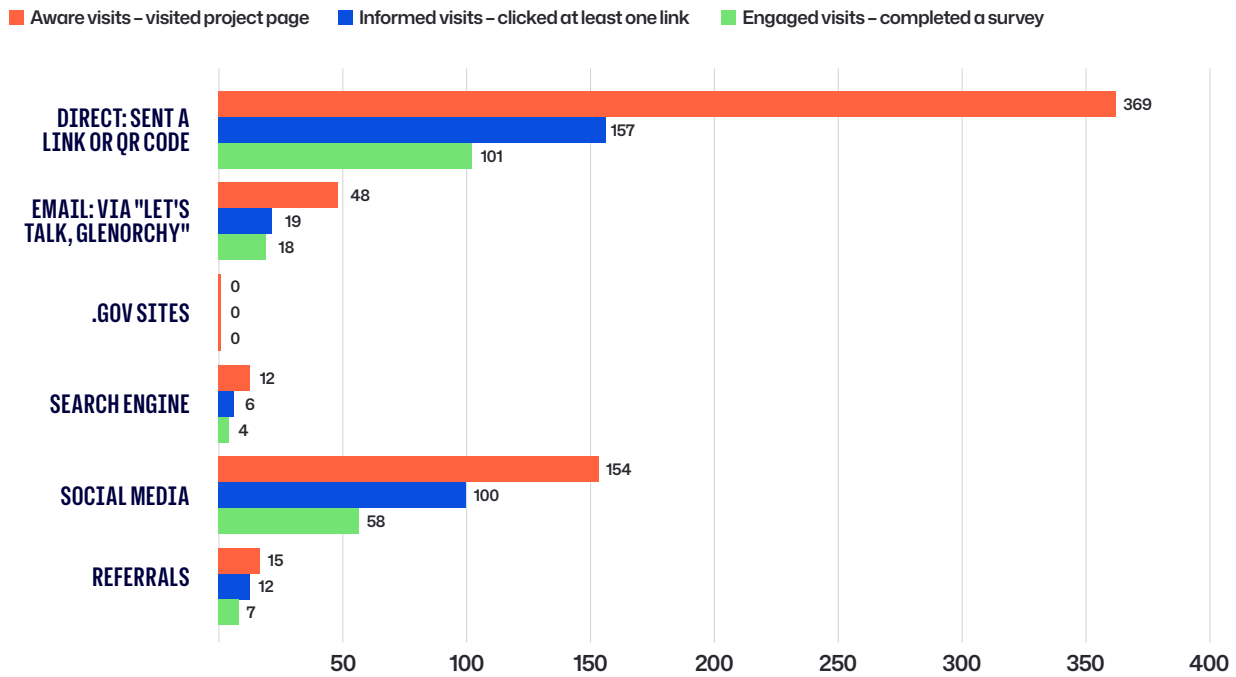


FIGURE 1

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.

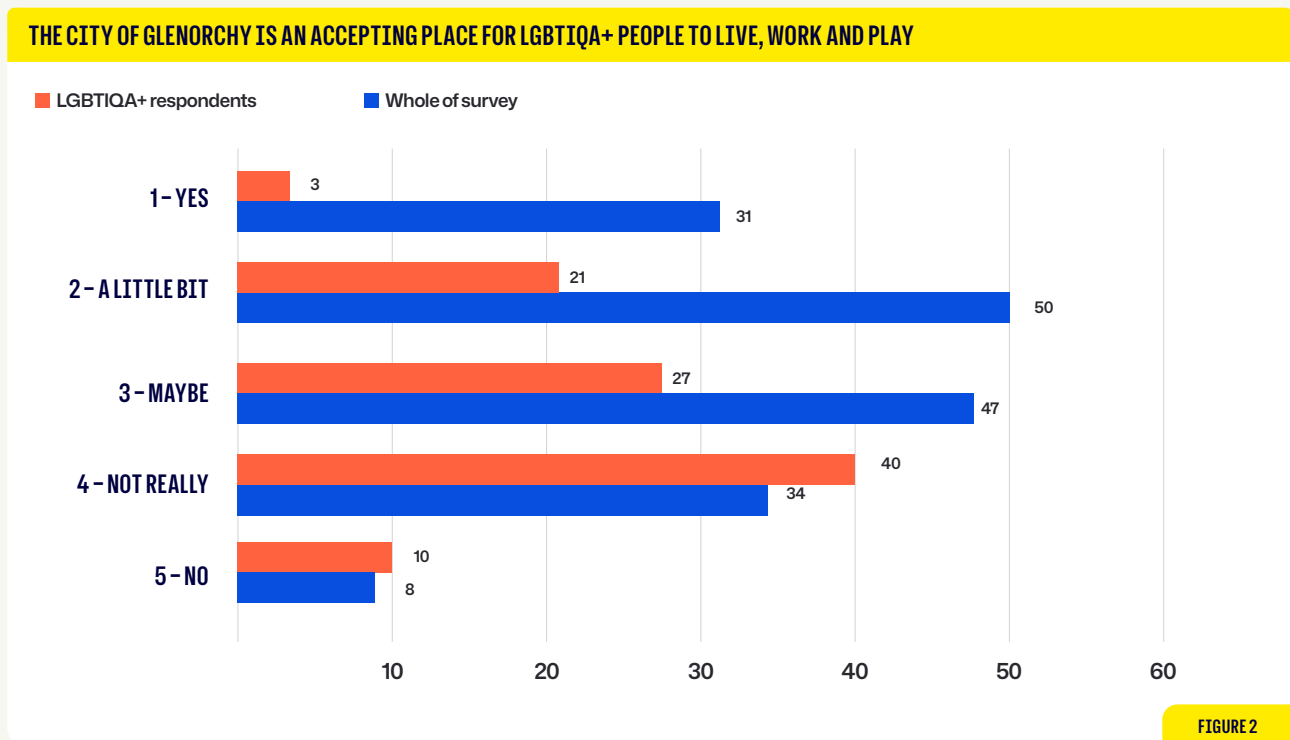
An 'intersectional approach' amplifies the voices of those who are often overlooked in mainstream discussions. Acknowledging the challenges faced by members of these groups leads to more effective policies which address the needs of diverse populations.

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.



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?

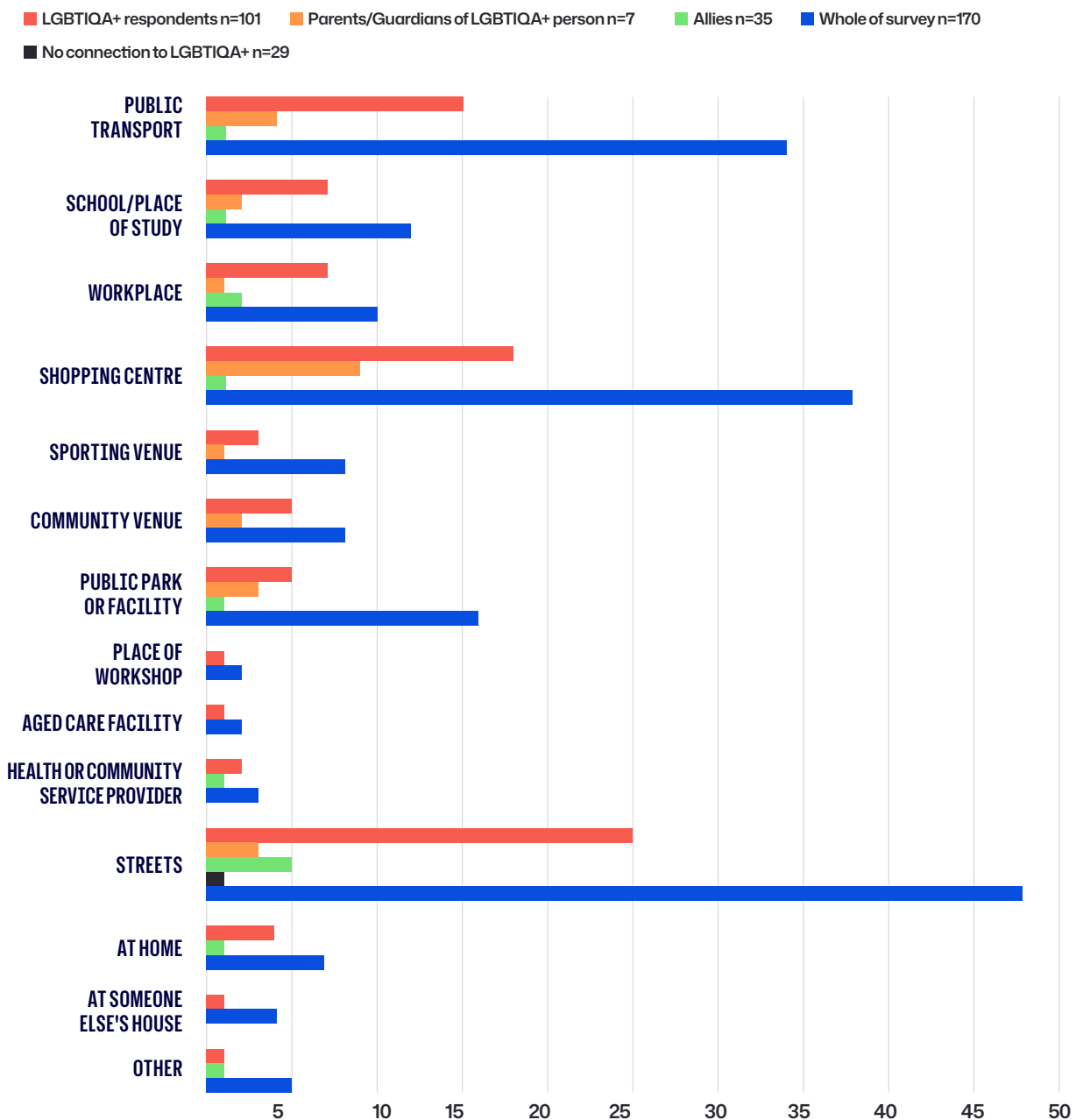


FIGURE 3

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 LGBTQA+ 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

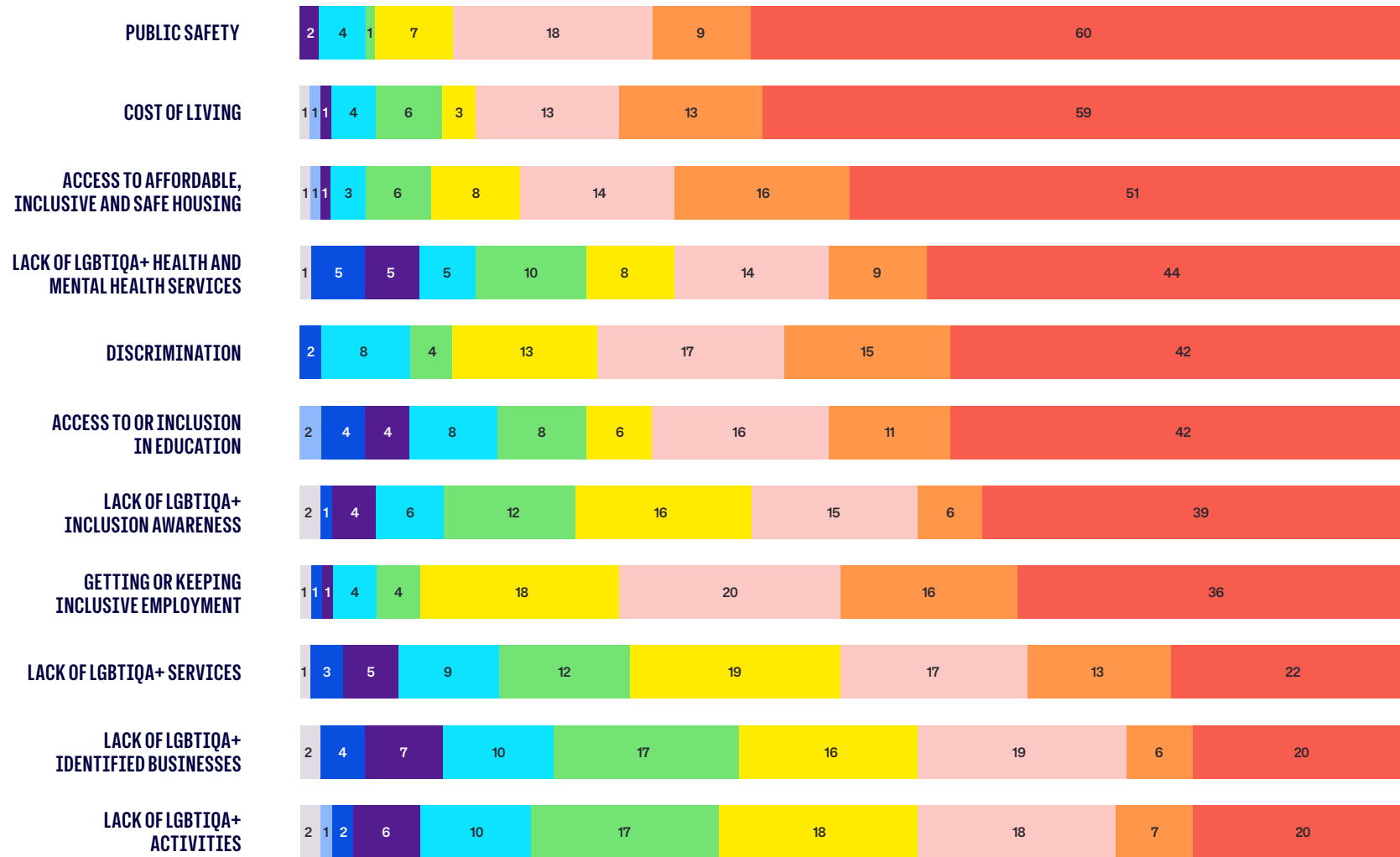
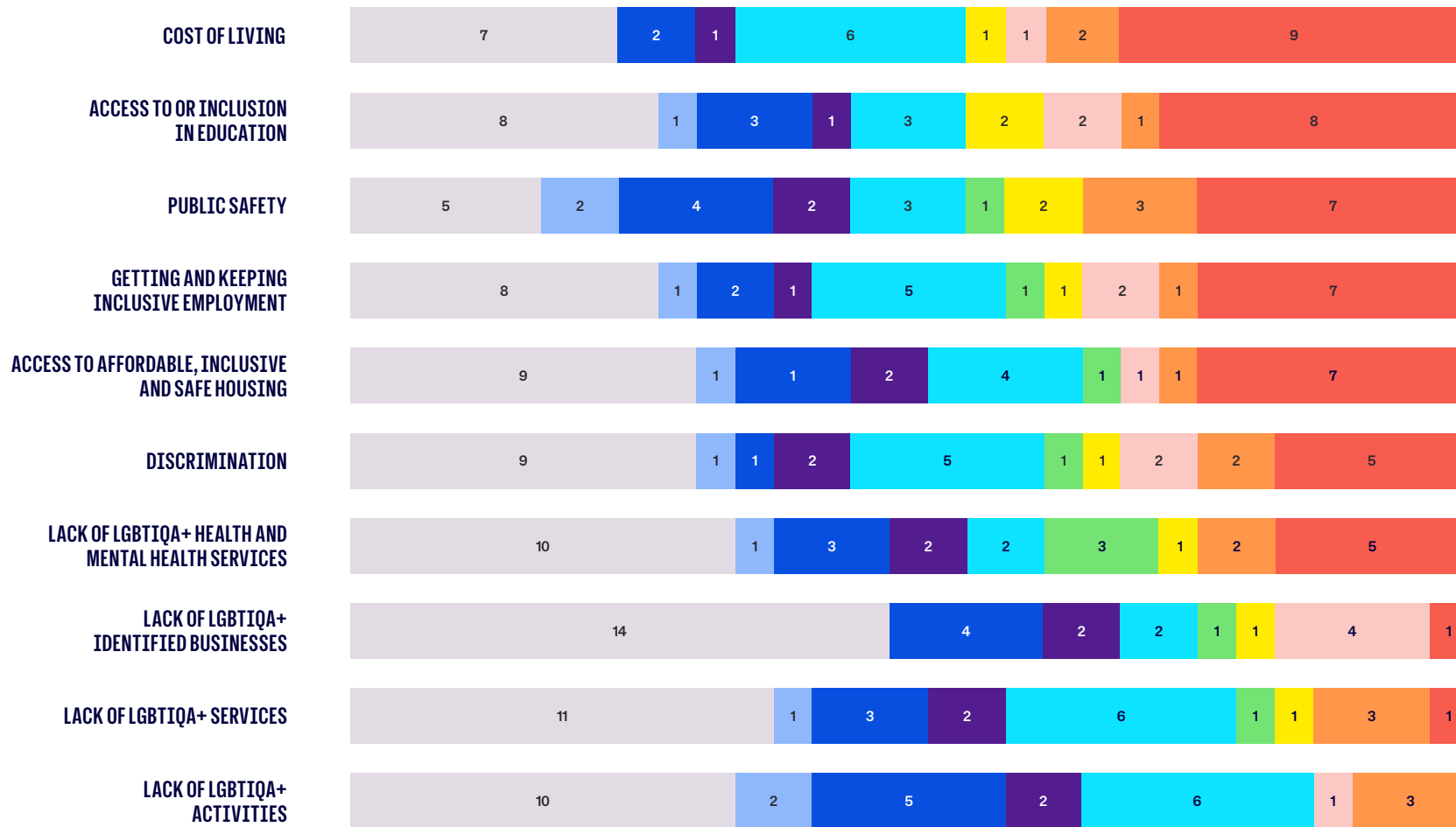


FIGURE 4

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



Other issues

A word cloud based on responses, which tended to echo the issues listed above.

New issues which came up in this question were:

- access to all-gender toilets and changing facilities
- activities and services for children and young people.

Public safety and interpersonal connection remain strong themes.



If you could change one thing about Glenorchy

Survey respondents were asked to pick their top issue, to help prioritise the issues listed within the survey, and look for novel suggestions.

These text answers were analysed and categorised, showing that survey respondents prioritise:

- Improve public safety
- Education/awareness raising
- LGBTIQA+ activities
- LGBTIQA+ visibility
- LGBTIQA+ inclusive signage/art.

Further suggestions included:

- GCC hiring more LGBTIQA+ people
- LGBTIQA+ Elected Members
- Ending poverty/disadvantage.



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.

WHAT TYPE OF CONTACT HAVE YOU HAD WITH GLENORCHY CITY COUNCIL

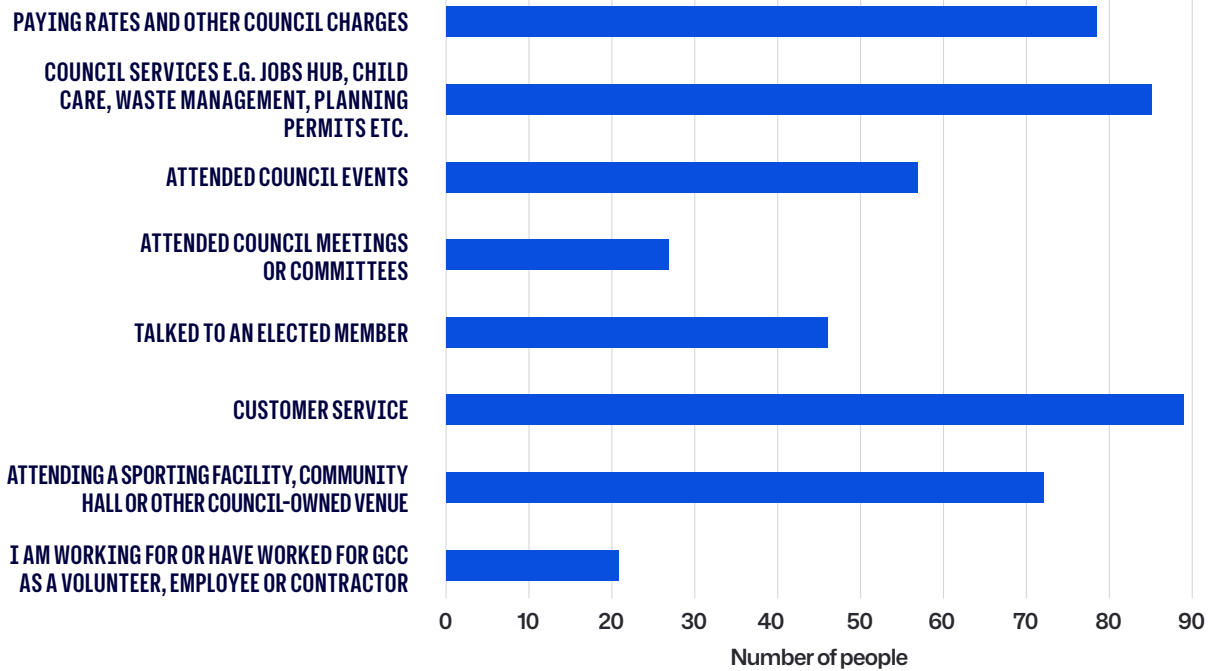
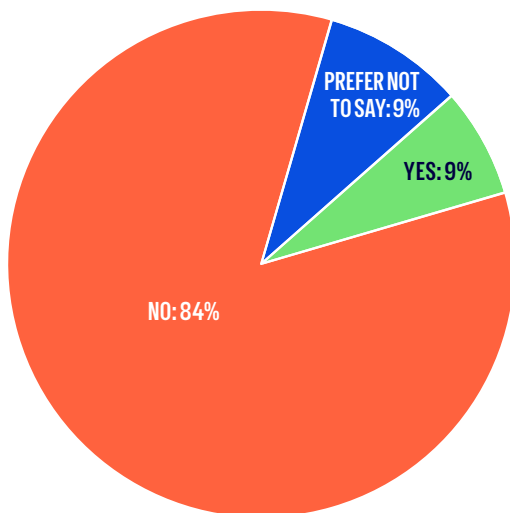


FIGURE 6

HAVE YOU OR SOMEONE YOU KNOW EXPERIENCED EXCLUSION OR DISCRIMINATION WHEN ACCESSING ANY COUNCIL EVENTS ACTIVITIES OR SERVICES DUE TO LGBTIQ+ IDENTITY



Number of people surveyed: 132

FIGURE 7





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.

