



CITY OF HOBART

**YOUTH COMMITMENT
2021–23**



City of HOBART

Acknowledgment

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

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

Social Inclusion Policy Statement

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

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

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

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

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

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

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Our Commitment to Young People in Hobart

The City of Hobart is committed to building inclusive and equitable communities through the celebration of diversity and participation in community life, by making services, programs and facilities accessible for all people.

This Youth Commitment (the commitment) builds on the work undertaken by the City of Hobart, the youth sector and the community under previous youth strategies. The commitment has been written in response to input from young people and the youth sector and applies to all young people, who live, study, work in and/or visit the City of Hobart. While this commitment focuses on people aged 12–25, work in this area also responds to the needs and aspirations of children and families in Hobart.

We celebrate the role that young people play in a healthy and thriving community and keep future generations at the heart of our thinking. Young people bring a different perspective to that of adults and when heard, their input improves our decision making and enriches our community.

The City of Hobart is committed to providing young people from a diverse range of backgrounds and experiences with opportunities to thrive, be heard, and reach their aspirations. We understand adolescence and the transition to adulthood can be a challenging time for young people, their families, and their community. The City understands the importance of a holistic approach to our work with young people and their networks. We are committed to ongoing community and sector consultation to include the voices and perspectives of young people, their networks, and the youth sector into our policy development, program planning and delivery.

Our Organisation

CITY OF HOBART MISSION

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

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

COMMUNITY VISION

Capital City Strategic Plan

Community Inclusion and Equity Framework

Youth Commitment

Annual and Unit Plans



Guiding Principles

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

The vision reflects the community's expectation for action in relation to youth in the city and provides a strong mandate for delivery of this Youth Commitment.

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

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

Pillar 2.2.3

We listen to the voices and wisdom of children and young people in our communities. Children and young people have diverse, high-quality opportunities for education, employment, housing and personal growth in Hobart as they move through life. As we grow up, we inherit a high quality of life, including meaningful ways of staying in or returning to Tasmania, if we so choose.

Pillar 2.2.4

We support each other to have our needs met and flourish. We all have opportunities to access and contribute to Hobart life.

Pillar 2.2.8

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

Pillar 2.5.1

Hobart is a place for all stages and types of the life course. Families, parents, children, single people, couples, friends, partnerships and older people can find home here.

Pillar 2.2.6

We all follow different paths through working life. We value diverse educational pathways. We prize our educational institutions as both preparing us for work and enriching our lives.

Pillar 4.3.1

We recognise and face inequalities, poverty and disadvantage in our communities.

Pillar 2.2.7



Working in Partnership

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

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

COMMUNITY SECTOR REFERENCE GROUP

The Community Sector Reference Group provides high level partnership on a range of inclusion and equity initiatives and is supported by advisory groups directly relating to young people.

YOUTH ADVISORY SQUAD (YAS)

The City of Hobart's Youth Advisory Squad, otherwise known as YAS, is a group of young people between the ages of 12–25. YAS is a great outlet for young people in the community who wish to engage with the City of Hobart to make Hobart a more youth friendly environment. Young people involved with YAS have the opportunity to gain strong leadership, communication and teamwork skills, and get experience in developing and running youth focused community projects and events. YAS meets on a fortnightly basis and members work together with the City of Hobart to identify, discuss, and resolve youth related issues.

YOUTH ACTION PRIORITIES NETWORK (YAP)

Youth Action Priorities, known as YAP, brings together a broad range of youth sector representatives from across southern Tasmania to share, learn, and collaborate.

With just over 100 members of YAP on the register, including representatives from local and state governments, peak bodies, community service providers and education providers, YAP plays a central role in the coordination and support of the youth sector in southern Tasmania. YAP continues to be convened and chaired by City of Hobart employees with support from the Youth Network of Tasmania.

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

Key partners include:

- Clarence City Council
- Colony 47
- Glenorchy City Council
- Headspace Hobart
- Home School Community
- Life Without Borders
- Migrant Resource Centre Tasmania
- Mission Australia
- Parkside
- Queer Youth of Tasmania
- TasTAFE
- The Commissioner for Children and Young People
- The Department of Education
- The Link Youth Health Service
- Working it Out
- YMCA Action Sports
- Youth Network of Tasmania - YNOT

Community Input

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

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

Community input reflects the engagement process that was undertaken with a range of community organisations, advocacy groups and peak bodies, agencies and City of Hobart employees and what we heard during the engagement process is reflected in each commitment. We will deliver on these priorities through a variety of projects, initiatives and partnerships and outlined in the Action Plan SSEE(on page 13) of this commitment.

The commitment has been developed in response to targeted engagement and research. Extensive engagement with young people and the youth sector was undertaken during 2020 and 2021.

This included workshops with the Youth Advisory Squad and Youth Action Priorities Network; surveys of young people at Youth Arts and Recreation Centre; 'street chats' with young people in the city; focus groups with external services reference groups; and key partners. Feedback from these engagement opportunities has informed the approach, format and content of the Youth Commitment and the underpinning Community Inclusion and Equity Framework and guides the work of the City of Hobart in relation to young people.

WHAT WE HEARD

The following key themes were identified during engagement:

Safe, Social Spaces

Young people regularly remind us of the importance of having safe and attractive spaces in the city to hang out and relax in with friends, and to make social connections with young people outside their existing social groups and networks. These spaces need to offer access to engaging activities, food, and accessible, supportive employees. Young women often report feeling unsafe in central city locations, and actively look for safe spaces to rely on when alone in the city. Young people also identify the need for more known and accessible recreational, arts and cultural activities in Hobart, and social support and health services.

Employment, Education and Work Experience

Work is an important way for young people to achieve a number of important milestones, including financial and emotional independence. The rise in youth unemployment has meant that a significant number of young people have had to struggle to achieve financial independence. In many instances, they have been forced to remain at home with their parents, making it much more difficult to achieve independence. We hear that many young people are seeking alternative educational opportunities, such as apprenticeships and traineeships, with the hope of becoming job-ready and able to transition into adulthood and independence.

Support for Diverse Young People

Hobart is rapidly becoming a more multicultural and diverse city. Young people are hyper-aware of diversity and the variety of ways of being and expressing oneself. They understand how diversity leads to differing support needs. We heard that young people who are new to

Hobart need opportunities and support to increase their networks and make connections with other young people and services in the Hobart community. This is particularly important when language poses additional barriers to thriving. LGBTIQ+ young people can face higher rates of bullying due to homophobia and transphobia within the wider community, which can lead to higher rates of mental health concerns and social disadvantage. LGBTIQ+ young people require safe, inclusive spaces to meet and support each other. Diverse young people want opportunities to engage in the community in a meaningful way, and to have their identity respected and celebrated.

Voice and Participation

Young people and the sector emphasised the importance of ongoing, meaningful engagement at all levels of the decision making process. Young people are incredible advocates with innovative ways of seeing the world. In order to maintain strong engagement, they need to see their words being reflected back to them in action. Young people want to be

involved in identifying key challenge areas and also opportunities for positive action and change.

Advocacy on Key Issues

The City of Hobart's Youth Advisory Squad identified what they see as the key challenges for young people today: mental health, public transport, sustainability, and education. They note the rise in young people facing mental illness and are concerned about the lack of appropriate services to support them. They also see that reliable, affordable and accessible public transport is key to participating in education and employment for young people. Sustainability and climate action is a key issue; many young people are highly attune to the risks and challenges of climate change. Finally, YAS identified the barriers some young people face in accessing education and wanted to see a greater diversity of offerings available. Although these challenges extend outside the City of Hobart's scope of influence, the group see these as key areas for advocating for more reliable and accessible services.



Priority Areas for Action

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



Truth and Reconciliation

STRATEGIC PLAN OUTCOME **2.1**

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



Wellbeing and Knowledge

STRATEGIC PLAN OUTCOME **2.3**

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



Participation and Access

STRATEGIC PLAN OUTCOME **2.2**

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



Safety and Resilience

STRATEGIC PLAN OUTCOME **2.4**

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

These priority areas are used to structure our actions in **support of youth** in Hobart and commit to addressing through advocacy, partnership and direct action. The City commits to delivering social and creative empowering programs and opportunities for young people aged 12–25 years old. These actions will be delivered via three main platforms: Youth Arts and Recreation Centre, outreach programs and projects, and working in collaboration with the Tasmania Youth Sector.

Action Plan

CURRENT AND ONGOING ACTIONS



Continue to improve and maintain the Youth Arts and Recreation Centre as a safe, social and vibrant place for young people, aged 12-25 to socialise and develop skills; offer safe, social and recreation opportunities through the Open Access Program.

Support creative and community programs by enabling the hire of facilities at the Youth ARC to business, community organisations and individuals.

Provide opportunities for young people to get involved in events and activities that showcase their skills and talents; opportunities such as *Platform* youth culture magazine, podcast series, art exhibitions, music performances and events.

Engage regularly with young people in public spaces and through local services to understand their needs and aspirations, and support their positive engagement in the life of the city. Respond to identified needs through advocacy and direct action with a focus on an inclusive built environment and community safety.

Facilitate networking opportunities for the southern youth sector to connect, share issues, ideas and collaborate on activities. Support the youth sector to advocate and take action on issues relating to young people in Hobart.

Maintain a broad understanding of the needs and issues for families, children and young people in Hobart. Ensure that these needs are taken into account when developing strategies to enhance Hobart as an inclusive and equitable city for young people.

Provide leadership and development opportunities for young people through the Youth Advisory Squad and support collaboration with other regional youth reference groups.



Develop and deliver of a variety of skill development programs and projects to encourage young people to test, try and learn creative, cultural, employability and life skills.

Advocate for the needs and aspirations of children and young people to other levels of government and the community service sector. Including advocacy on key issues such as transport, mental health, sustainability and education.

NEW INITIATIVES AND GOALS



Work in partnership with key partners and employees to build a culturally safe Youth ARC for Aboriginal young people, supporting them to participate and thrive. Trial new partnership methods and mechanisms with aligned organisations to increase strategic action and improve program longevity to strengthen outcomes for young people.



Build a supported volunteer program to create opportunities for young people to gain work and life experience through specialised projects and events. Regularly review the program in collaboration with youth sector partners.

Consider opportunities arising from the University of Tasmania's move to the city to maximise the benefit to young people in Hobart.



Increase connections and partnerships with the youth sector to support engagement of diverse young people and greater capacity to provide supportive referrals to appropriate services.



Design and trial tailored programs and partnerships to increase participation of and support for young new Australians, young people with disabilities and LGBTIQ+ young people to reduce the impacts of isolation, discrimination and harassment.

Governance and Review

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

- **Community Sector Reference Group** includes representatives from major community organisations in Hobart and the sector peak bodies. This group meets with City of Hobart employees quarterly to provide advice and input into the City's work, including identifying emerging issues and appropriate responses. The group also provides feedback on the City's performance in relation to the Community Inclusion and Equity Framework and monitors progress against the suite of community commitments.
- **Inclusion and Equity Reference Group** is made up of diverse City of Hobart employees from across the organisation who meet quarterly to support the delivery of the Community Inclusion and Equity Framework and monitor progress against the suite of community commitments. Members of the Inclusion and Equity Reference Group also work to drive inclusion and equity action within their scope of influence.

- **Youth Advisory Squad** is a diverse group of young people who meet fortnightly to provide input into the delivery of the Youth Commitment and highlight key trends and concerns for young people more broadly. The squad were highly involved in the development of the commitment and will provide oversight of reporting and review.
- **Youth Action Priorities Network** is comprised of a number of southern youth sector representatives. The network provides advice and guidance to the City of Hobart on a range of issues relating to young people. They provide direct input into the delivery and review of the Youth Commitment and support employees to track progress. Customer feedback and project specific consultation is drawn upon by Youth Program employees to understand the experiences and needs of Youth Arts and Recreation Centre users and young people in public space. Employees also ensure regular communication with key stakeholders to review progress and hear feedback.

Progress against the Youth Commitment will be reviewed regularly by the above groups with input from the broader community. The commitment will be updated every two years, to respond to community input and ensure currency.

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