



working it out

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



Annual Report 2022—2023

Contents

Acknowledgements & Language	1
WIO Strategic Plan	2
From the Chair & CEO	3
Goal 1: Support	
Key strategies & activities	5
In numbers	6
Highlights	7
Goal 2: Connect	
Key strategies & activities	8
In numbers	9
Highlights	10
Goal 3: Build	
Key strategies & activities	11
In numbers	12
Highlights	13
Goal 4: Grow	
Key strategies & activities	14
Impact	15
Highlights	16
WIO Board	17
WIO Staff	18
Thank you	19
Financial statement	20



WIO is Tasmania’s only dedicated LGBTIQ+ support, advocacy and education service.

WIO emerged out of the campaign to decriminalise male homosexuality in Tasmania in the 1990’s. The widespread community backlash against the decriminalisation led to a spike in suicides amongst young, gay Tasmanians. A number of concerned community members and allies formed a group to address this growing problem, eventually commissioning a report. This report, *Working It Out: A needs-based analysis of sexual minority youth in North West Tasmania*, called for the provision of specialist services to support Tasmania’s LGBTIQ+ people and the organisation was thus born.

ACKNOWLEDGEMENTS



Working It Out pays our respect to the traditional owners and custodians of this land and water, the country of Lutruwita and the

Palawa and Pakana. Sovereignty has never been ceded. It always was and always will be, Aboriginal land.

We acknowledge the contemporary Aboriginal communities, who have survived invasion and dispossession, and continue to maintain their identity, culture and Indigenous rights. We recognise the value of continuing Aboriginal knowledge and cultural practice, which informs our understandings of history, culture, science and the environment.

We also acknowledge LGBTIQ+ advocates, friends and allies whose courage and strengths have helped to make this a more just society for lesbian, gay, bisexual, transgender, intersex, queer and asexual/ aromantic populations and their friends and families. Their commitment to change, their resistance and courage to achieve justice has impacted on all of us to some degree. For some of us there is on-going hurt, anger or frustration. We are mindful of this in both the way we work and engage with others.

LANGUAGE



Working It Out uses the umbrella term LGBTIQ+ because it is recognisable to many of the organisations

and individuals we interact with. However, when working within our population groups we use the language of the people in the room, mindful that there are diverse expressions of body, relationship, gender and biological sex.

In 2023 we added the ‘A’ to our acronym to better acknowledge and support community members who are asexual, aromantic or agender.

When using the umbrella term LGBTIQ+ we explain why we do so. All language evolves and changes. Using respectful and inclusive language means checking with the person about how they identify and the pronouns they use for themselves.

The word ‘families’ includes chosen families, recognising the complex relationships which can underpin the lives of LGBTIQ+ people.

2022-2025 STRATEGIC PLAN

Our Vision

Is of a just and inclusive society that celebrates people of diverse sexualities, sex and genders.

Our Mission

To create change through lived-experience-based education, support and advocacy which enables LGBTIQ+ Tasmanians to live their best lives.

Our Values

- Pride
- Respect
- Cultural Safety
- Reflection
- Creativity

Our Focus

We work to support all Tasmanians of diverse sexuality, sex and gender and across all domains and sectors. However, based on recent research and service mapping, we have identified the following key areas of focus for our work 2022 – 2025.

COMMUNITIES

Trans and gender diverse, intersex, young people, older people, people with disabilities, diverse cultural communities.

DOMAINS

Primary: Preventative mental health, community connection.

Emerging: Therapeutic mental health, intimate partner and family violence, alcohol and other drugs, homelessness, and housing insecurity.

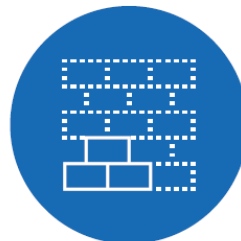
Goal 1: Support



Goal 2: Connect



Goal 3: Build



Goal 4: Grow



Chair & CEO REPORT



Dani Cairns, Chair

During the past year Working It Out (WIO) continued to grow and develop as an organisation and achieved some key wins in relation to our strategic goals.



Lynn Jarvis, CEO

We embarked on several new initiatives both internally and externally to better support the LGBTIQ+ communities we serve, and to ensure the organisation as a whole is sustainable into the future. The highlights are contained in the rest of this report, but below are a few of the stand outs.

After a successful small pilot in 2021-22 for the Better Lives pilot project, which involved developing training and resources for midwives and new parents of children born with innate variations of sex characteristics (Intersex), we were thrilled to be able to continue this work over the next three years with a significant Improving Wellbeing grant from the Tasmanian Community Fund.

This grant supports the development of more resources for health and educational professionals and for the rolling out of bespoke professional learning sessions across the state. This work and our support of other advocacy initiatives for the Intersex community in Tasmania, resulted in WIO being awarded the 2022 'The Darling' award across Australia and Aotearoa for Intersex Advocacy.

Funding from the Mental Health, Alcohol and Drug Directorate for Peer Navigators allowed us to also expand our provision in the north and northwest. For the first time ever, WIO has had two substantial roles in both regions. This new provision has not only allowed us to support more individuals and families, but has also allowed for a number of popular endeavours including Pride Coffee gatherings from Smithton to Launceston (in conjunction with NW Pride), Dungeons and Dragons groups in Launceston and expanded delivery of professional learning.

Preparation during the year also led to our success as a new specialist LGBTI Aged Care Volunteer Visitors Scheme provider, starting in July 2023. This program complements our work in aged care and also sits alongside our broader volunteer buddy scheme, Working It Out Together.

We were also very pleased to have the work we do in the area of systemic advocacy and support, especially to government, recognised in the 2023 Budget, with specific funding. This allows WIO to participate in a range of committees, reference groups and to provide submissions and responses to important reform agendas. It also allowed for the employment of a dedicated person in this role, relieving Lynn as CEO from some of this work, and allowing us to do even more.

Chair—CEO Report (Cont.)

It was a very good year for our suite of professional learning offerings. Not just in terms of programs we are funded to deliver which includes support for schools (Valuing Diversity Framework), in aged care (Silver Rainbow), for the intersex community (Better Lives) and for sporting groups and clubs (Everyone Can Play) but also for our fee-for-service offerings. We delivered training to over 3200 people statewide which was an amazing achievement.

Finally, we were funded to scope out a statewide, community based LGBTIQ+ mental health service as an initiative under the Rethink Mental Health reform process. This involved extensive consultation with community members across the state to hear about what such a service needed to look like and do. Our challenge now is to lobby for this service to be delivered.

This organisational growth presented challenges in managing the increasing number of staff and complexity of delivery. As a result, in May 2023 the organisation reviewed its structure and made the decision to bring in additional management capacity for the year ahead. Long-time WIO employees Olivia Hogarth and Andrew Badcock took on the roles of Manager, Learning & Programs and Manager, Policy and Support respectively. Their knowledge and dedication will provide valuable support for both the CEO and the organisation into the future.

As a Board we revised the WIO Constitution to bring it up-to-date with contemporary practices, and instigated a new meeting and sub-committees schedule to give us the capacity to do the work a Board needs to do.

Sadly, many of these positive initiatives took place against a backdrop of ongoing attacks on the trans and gender diverse community. WIO was proud to push back against this trend during Pride Month with our 'We stand with you campaign'.

As always, WIO can do what we do because of the incredible support from WIO members and our friends and allies, and because of the fantastic staff who share their skills, knowledge and commitment with us every day. We are blessed to have such a great group of people in the organisation.

As Chair and CEO, and on behalf of the Board, we would like to thank all staff, volunteers and supporters for all that they contribute.

Dani & Lynn



Strategic Goal 1: Support

Key strategies

- Offer free, personalised support to individuals & families
- Run and/or support peer groups
- Deliver quality professional learning and training (PL) to promote LGBTIQ+ inclusive service delivery, education and employment



Key services & programs:

- 1:1 support sessions in Burnie, Devonport, Launceston, Hobart, + via phone and online
- Peer Groups— across the state, in person and online
- Professional learning and training
- How2 Rainbow Tick Courses
- Consultation and advice to organisations



Goal 1: Support

In Numbers

558

**Individual
Support
Sessions**

3171

**Participants in
Professional
Learning
Sessions**

1033

**People attending
peer support
groups**

175

**Professional
Learning
Sessions**

19

**Regular
Support
Groups**



Goal 1: Support

Highlights



2022-23 was a bumper year for our training and professional learning with WIO delivering a record number of sessions across the state in a range of settings from Government agencies and services, health care providers, schools, aged care, sporting and social service organisations.

Left is the management staff of Libraries Tasmania participating in a leadership session with our CEO, Lynn Jarvis and Rodney Croome.

Over the past year we have expanded our capacity in the north and north-west with funding from the Department of Health, Mental Health, Alcohol & Drug Directorate for Peer Navigators. From early 2023 there were dedicated staff in both then north and northwest, each working 4 days a week — another first for WIO.

We also continued to offer support by phone and online, meaning we were able to offer services to people across the state, no matter where they lives.

We regularly collect feedback from our individual support sessions. What we hear is amazing and a testament to not only to the need for our services, but also for the great work WIO staff do.

I now have more hope for the future and possibilities in my life.

WIO has helped and keeps helping us as a family more than any other service.

You and WIO have been our rock! I honestly don't know how we would have managed without you.

Thank you for being so welcoming and easy to talk to, I was so nervous but now I feel excited to explore these spaces

This was so helpful. It's incredible that there's a free service and space to get support coming out later in life

I FEEL BETTER NOW



Monthly **Pride Coffee** gatherings were rolled out across the north and northwest in conjunction with Northwest Pride and proved to be a big hit. Monthly Pride Coffees are now happening in Smithton, Burnie, Ulverstone, Devonport, Deloraine and Launceston.

By partnering with a community organisation we were able to expand our reach and also ensure the groups go ahead even when a WIO staff member is not available.



Strategic Goal 2: Connect

Key strategies

- Connect to LGBTIQ+ Tasmanians and communities through consultations, groups, social media, events, activities, eNews, member newsletters and website resources.
- Support local events and initiatives.
- Connect people and communities to one another



Key activities & programs:

- Participating in TasPride Festival and Parade, Pride in the Park, Ulverstone.
- Partnering with community orgs such as NW Pride and FRIENDZ and other to run events.
- Dungeons & Dragon groups in Hobart and Launceston
- Stay Connected event & groups listing



Goal 2: Connect

In numbers

78,383
Interactions
on Facebook

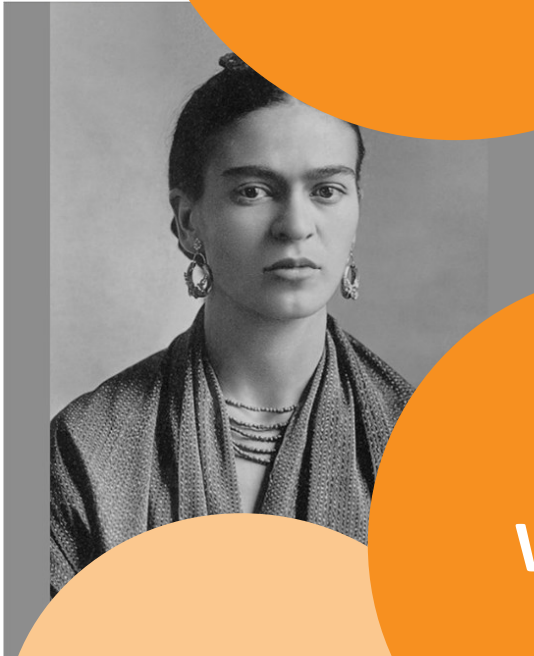
3670
interactions
on Instagram

12375
Website
visits

3.4k
followers



Working It Out
Published by Chloe Wio
TODAY IN HISTORY
Today WIO would like to celebrate Frida Kahlo. She was a Mexican painter who used her nature and artifacts of Mexican folk art style to explore questions of identity and society. Her paintings often had





Goal 2: Connect

Highlights

We Stand With You Campaign

For Pride Month, Working It Out asked allies to stand up and show their support for the trans and gender diverse (TGD) community.

Over two weeks, we delivered messages via our social media pages and gave out hundreds of badges and posters, urging allies to:

- Stand up visibly in solidarity with the TGD community
- Let TGD people know that you see and care about them
- Amplify positive stories of TGD people succeeding and contributing in our community
- Educate yourself about the issues and engage with those who do not understand TGD people's experience of discrimination and the harm this causes



LGBTIQ+ Small Community Grants Program

We helped distribute over \$13,200 of state government funding to small community groups for events and activities to promote connection and belong.

Left are our very own Tracey and Chloe who participated in the Under One Rainbow colour run in Brighton — an event supported by an LGBTIQ+ Small Community Grant.

Other great projects include support for the Hobart Queer Choir (later to become the VoiceLab), TasPride performances, the lesbian Soup Collective Art initiative, Queer health student get-together, makeup workshops and more!

Working it Out Together Buddy Program and Pride Morning Teas

WIO continue to deliver its volunteer buddy program— Working it Out Together—to provide valuable connection and support for community members who may be isolated, or who need 1:1 engagement.

In addition we recruited volunteers to help us run our popular Pride Morning Teas in aged care spaces. These volunteers are the foundation of our Rainbow Connections—Aged Care Community Visitors Scheme being rolled out in 2023/24.



Strategic Goal 3: Build

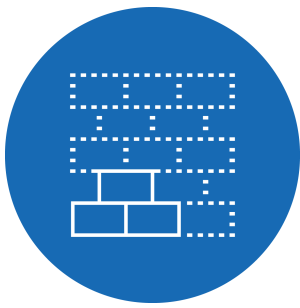
Key strategies

- Supporting the organisation and staff to offer quality services that meets the needs of LGBTIQ+ Tasmanians
- Modelling inclusivity & diversity best practice
- Build capacity in mainstream organisations and services
- Providing a culturally safe environment



Key activities & programs:

- Valuing Diversity Framework - supporting diversity & inclusion in Tasmanian schools
- Everyone Can Play—promoting inclusion in sport
- Silver Rainbow Aged Care Program—capacity building in aged care
- Signpost inclusive service listing
- WIO staff training & development



Goal 3: Build

In numbers

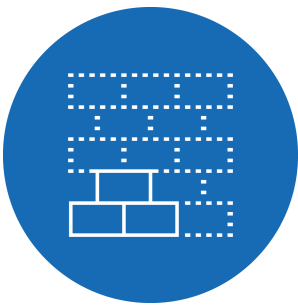
90% of participants in professional learning sessions indicate they will make a change to their practices

36 new listings on Signpost
210 listings in total



38% increase in program revenue and delivery

Staff attended several national LGBTIQ+ conferences: Health In Difference, LGBTI Ageing, AUSPATH, Better Together & Displaced Persons + Sydney World Pride



Goal 3: Build

Highlights



Working it Out was the proud recipient of the 2022 **Darling Award for Intersex Allyship** across Australia and Aotearoa (NZ).

<https://darlington.org.au/announcing-darling-award-3>

This was an acknowledgement of our commitment to meaningful change for Tasmanians with innate variations of sex characteristics.

We were also the proud recipient of the Tasmania **Outstanding Achievement in Palliative Care Award** for our Silver Rainbow Program.



WIO continued to roll-out **How2 Rainbow Tick** courses across the state to support mainstream organisations to embed culturally inclusive practices across their organisation.

Congratulations to our good friends at Care2Serve who became the second Tasmanian organisation (after WIO!) to attain accreditation.



The category for the **2023 Dorothies Awards** for Excellence in Inclusive Practice was Local Government. Congratulations to the following winners:

- **Best Practice:** Kingborough Council
- **Pioneering Change:** Hobart City Council
- **Most Inspiring:** Central Coast Council



Strategic Goal 4: Grow

Key Strategies

- Advocate for systemic change
- Be a vocal voice for LGBTIQ+ issues in Tasmania
- Be part of the national LGBTIQ+ voice
- Expand service delivery to meet needs
- Explore a dedicated LGBTIQ+ Mental Health Service



Key activities & programs:

- Better Lives Project - Tasmanian Community Fund Grant to expand on our 2022 pilot
- Scoping project for a dedicated mental health/alcohol & drug service
- Increased funding for staff in the north and northwest
- Expansion of fee-for-service training



Goal 4: Grow

In media

What we need right now is more love and

We are all better off when we support inclusion and diversity, writes Dr Lynn Jarvis

she has done so previously, she has demeaned and vilified trans and gender diverse people and encouraged hate and dissent. Her events have been associated with far-right groups such as neo-Nazis, including a fortnight ago in Melbourne when a group of men clad in black shouted abuse at transgender activists and gave the Nazi salute as they stood on the steps of parliament. Ms Keen-Minshull suggests her motivation is the safety of women, yet there is no credible evidence that trans and gender diverse people pose any threat to women. In fact it is trans and gender diverse people who are under threat. Research

overwhelmingly shows that trans and gender diverse people in Australia experience extremely high rates of abuse, harassment, assault and exclusion, leading to some of the poorest health and wellbeing outcomes of any population group in the country. For example, lifetime suicide attempts for trans and gender diverse people sit at around 50 per cent compared to 2.3 per cent for the general population. These figures are truly horrific and stem overwhelmingly from their experiences of rejection and hate. Ms Keen-Minshull also argues that the principle of free speech means she has a right to raise these

HEBE012016A - V1

While there has been significant progress in social acceptance and legal rights for LGBTQI+ people in Tasmania over the past 25 years, the reality is that for many life remains extremely difficult. As chief executive of Tasmania's only sexuality, gender and intersex status support and education service, I and our staff see and hear about these difficulties on a daily basis, and I know of the incredible distress caused by events or debates which target the rights of our community members. There have been many of these over the past two years with the event led by

UK activist Kellie-Jay Keen-Minshull (aka Posie Parker), in Hobart last week, just another example. Ms Keen-Minshull opposes laws that would protect transgender

identity, the participation of transgender people in sport, and drag performances. She also opposes the use of medical interventions that support the health and wellbeing of transgender young people. While Ms Keen-Minshull was denied the right to sneak here in Hobart

LGBTIQ+ service needed, inquiry told

TASMANIA needs a dedicated LGBTQI+ health service so community members receive the appropriate treatment they need, Working It Out chief executive officer Lynn Jarvis says. Dr Jarvis appeared before a Legislative Council inquiry on rural health on Monday and explained there was no specific LGBTQI+ services other than Working It Out in Tasmania, which was a preventative health service

nities or regional communities," she said. "Our workers in the North and North-West each have 13.5 hours a week to do that work." Dr Jarvis said safety and trust were important for LGBTQI+ community members. "They need to access services that are both safe, that are trustworthy and that are knowledgeable about the health needs of their com-

avoidance often came down to people choosing not to seek assistance because they were not sure if the service was going to be accepting. "And beyond accepting, I guess we want affirming services - we don't just want to be tolerated and accepted," she said. Dr Jarvis said service avoidance could be compounded by the overuse of overseas doctors in locum roles in rural and regional parts of the state.

but some communities that people come from are not accepting of LGBTQI+ folk or people can feel uncertain about whether they'll be accepted," she said. Dr Jarvis said a dedicated LGBTQI+ service would immediately solve trust and reliability issues, however, mainstream services needed to still strive to be more inclusive. "If everywhere was affirming, accepting and knowledgeable of the health needs of LGBTQI+ people, then we could perhaps do away with any dedicated service, but

And beyond accepting, I guess we want affirming services - we don't just want to be tolerated and accepted. Working It Out chief executive Lynn Jarvis

she said. On the operations of Working It Out, Dr Jarvis said it was forced to act as a pseudo-peak body for LGBTQI+ matters as nothing else existed for community members. She said the most inclusivity was advocated for, the more the organisation was approached for advice and assistance, but there was only so much help it could provide within funding and resourcing constraints. "The next hearing for the inquiry will be held on August 2.

- MATT MALONEY



Entertainer Poussay Poppins hosting a drag story time session at Pride in the Park 2022. Picture by Brodie Weeder

A Poppin story ti

BY ALISON FOLETA
LIBRARIES Tasmania will hold its first ever Drag Story Time at the Launceston Library. Renowned Tasmanian drag performer Miss Poussay Poppins will be reading at story time on Wednesday, February 15, in celebration of TasPRIDE and World Pride 2023. Children are encouraged to dress up and put on their best tiara for story time, with

Ms Poppins reading *Frankie and Whitney & Britney Chicken Divas*. The activity has been developed as part of work with the local LGBTQI+ community. Libraries Tasmania executive director Sue McErcher said, "Although drag story times have become a regular feature in libraries around Australia and other parts of the world, this will be the first Drag Story Time that we are aware of in one of our librar-

ies," she said. LGBTQI+ support group Working It Out chief officer Dr Lynn Jarvis said having the first public library Drag Story Time was a celebration of humanity. "There will be attempts no doubt to make this sound dangerous and subversive," she said. "But as anyone who has seen a Drag Story Time will tell you, what you get is a bunch of very happy children enjoying a story from a performer who knows how

to make them laugh. City of Launceston Libraries Tasmania first Drag Story Time. "I am proud of Launceston's diversity and ways to celebrate uniqueness and difference," he said. "I am all for creating a more equitable, diverse, and inclusive community." NW Pride president Gary Wakefield said events such as Drag Story Time are always well-received by

Gender-diverse children face school risks

A TASMANIAN school that did not implement its gender inclusivity training over fear of "community pushback" later had a group of children access a gender diverse child in the school grounds demanding to know if they are a boy or girl. The situation - which LG-ordinator Xris Reardon said was just "one of many" - re-what genitals they had to the other students. In other situations, gender diverse children had been physically felt up by oth-

er students. The evidence was provided during the Commission of Inquiry, which is this week examining how the Education Department responded to instances of child sexual abuse in school environments. Xris Reardon, of Working It Out, had provided professional training to a primary school and its teachers when a gender diverse child was enrolled, but was informed of an incident in the school grounds the following year. "That student who was accused had some students

- they were probably seven. I'm not sure at this point - students in a private-space in the school ground and they were asked whether they were a girl or a boy," they continued to parents, they were asked questions and OK, but what's underneath your dress?" "And the student felt they had no other way to respond except for truthfully, and they then disclosed what is a culture of people, I think who are adults, who are edu-

Xris Reardon went back to the school, where they found out the students had not been given the inclusivity education, despite the school having received the gender affirmation training. "The school said to me that, yes, even though we have had access to teaching community pushback," they said. "I don't know if there was a pushback or a fear of pushback. Sometimes what we're dealing here with is a culture of people, I think who are adults, who are edu-

ators, who should be taking up this response to address what I call cultures of hate in school, should actually be proactive about it. "But they're concerned that they could experience pushback." While the pushback might not be present in the wider school community, this perception was being driven by the media and social media, they said. "It is out there, it exists, it exists in our media, it exists on social media, on mass media, and so I think that in that - when we're

framing it that way - there's also something that's really important to address," Xris Reardon said. The school had attempted to put the situation down to "curiosity", but Xris Reardon said this was problematic. "If we just say that that person is being curious, by default that curiosity is then played out in unsafe ways, where we're asking trans and gender diverse people to pick up the educational responsibility.

- ADAM HOLMES

Working It Out Board



Dani



Andrew

Dani Cairns

Chair

Andrew Mitchell

Deputy Chair

Anna Macnab

Treasurer

Rowan Richardson

Secretary

Benjamin Jones

Director

Miranda Hann

Director

Scoutt Winter

Director

Ellen MacDonald

Director



Anna



Scoutt



Benjamin



Ellen

Farewells during the year:

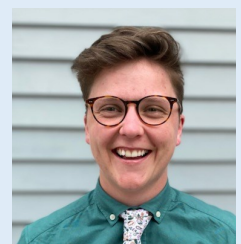
Jacob Miller

Charlie Burton

Marc Bauer

Fraser Creighton

Pen O'Rourke



Rowan



Miranda

Working It Out Staff

Alex	LGBTIQA+ Community Worker
Andrew Badcock	LGBTIQA+ Support Worker /Policy & Research Officer
Ani Cooper	LGBTIQA+ Support Worker
Chloe Black	Community Engagement & Communications Officer
Daniel Howard	LGBTIQA+ Schools Inclusion Officer
Garry Wakefield	LGBTIQA+ Community Worker
Jenny Schorta	Finance Officer
Kai Chambers	LGBTIQA+ Support Worker/Peer Worker
Lynn Jarvis	Chief Executive Officer
Olivia Hogarth	Manager, Learning & Aged Care Programs
Rose Matthews	Cleaning
Ruth Shegog	Compliance Manager
Simone-lisa Anderson	Better Livers Project Officer
Tracey Wing	Trainer
Worthy Sigler	Rainbow Connections Project Officer
Yalei Wilson	Peer Group Facilitator

Farewelled during the year

Xris Reardon	LGBTIQ+ Schools Inclusion Coordinator
Zac Williams	Signpost Project Officer
Davina wright	OUTspace Facilitator





Members

To our 130+ Members for your ongoing support— being connected to the community via our members is vital to the ongoing success of WIO.

Funders

- Department of Health (state)
- Department of Health & Ageing
- LGBTIQ+ Health Australia
- Department of Premier and Cabinet
- Department of State Growth
- Department for Education,
- Tasmanian Community Fund

Volunteers

To those who put their hands up to volunteer with us during the year, including participants in the **Working It Out Together and Rainbow Connections** projects.

Also, a **BIG** thank you to those of you who helped us by providing your expertise for free, particularly Shane Dagleish (IT) from Network Integrated Support Services and Sean McBain (graphic design).

Donors

To everyone who made regular donations, to groups who held an event for us and donated the proceeds, to Red Parka for donating a portion of their sales, to Rosny College for their collection during their production of Priscilla Queen of the Desert, and to those of you who gave regularly (we know who you are!), on GiveOut Day or at any other time during the year.

Sponsors & partners

To Care2Serve for their generous sponsorship



And to Intersex Peer Support Australia, The Link Youth Service, Launceston Volunteers for Community YFCC, TasPride, and University of Tasmania for working in partnership with us.

2022-2023 Financial Statement

Statement of Comprehensive Income

For the Year Ended 30 June 2023

	2023	2022
	\$	\$
Income		
Grant funding	1,106,848	750,661
Other income	122,072	89,282
Gain/(loss) on asset disposal		
Government rebate & reimbursements		
Total Income	1228,920	839,943
Less: Expenses		
Accountancy and audit fees	6925	
Employee expenses	933,995	721,501
Motor vehicle expenses	2,596	
Other operating expenses	205,115	159,033
Total Expenses	1,148,631	880,534
Net surplus/(deficit) for the year	80,288	(40,591)
Other comprehensive income		
Total comprehensive income	80,288	(40,591)



working it out

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



workingitout.org.au

signpost.org.au

beingproud.org.au

regionalpodcast.wixsite.com/hear-queer-tas



[workingitoutinc](https://www.facebook.com/workingitoutinc)



[@workingitoutinc](https://www.instagram.com/workingitoutinc)

Hobart

278 Argyle Street
North Hobart, TAS, 7000
Ph: 6231 1200
info@workingitout.org.au

Launceston

C/- LVFC
56 Cimiterere Street,
Launceston, TAS, 7250
Ph: 0438 346 122

Burnie

29 Wilson Street
Burnie TAS 7320
Ph: 0455 031 262

SUPPORTED BY



Tasmanian
Government