

# 2024-2025 Annual Report



**WIO**  
working it out

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

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# I Found Community



In 2024, WIO commissioned the creation of a queer Palawa artwork. This piece was created by Caleb Nichols-Mansell, and is an illustrative depiction not only of his own journey but one that resonates with many.

The parallel lines represent his journey and life, brought towards a circular motif representing community. At the centre of this community are Elders and those that have come before, paving the way for future generations, circled and comforted. The circular line work vibrating out is representative of the deep history and the time it takes for change, impact and influence.

More about the artwork and its meaning can be found in our offices.

# Our History

WIO emerged out of the campaign to decriminalise male homosexuality in Tasmania in the 1990s. 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 LGBTIQA+ people, and the organisation was thus born.



Working It Out pays our respect to the original owners and custodians of this land and water, the country of the Palawa here in Lutruwita. 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 LGBTIQA+ 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 ongoing hurt, anger or frustration. We are mindful of this in both the way we work and engage with others.



Working It Out uses the umbrella term LGBTIQA+ 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. When using the umbrella term LGBTIQA+, 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.

# Strategic Plan 2022-25

## 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 as 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

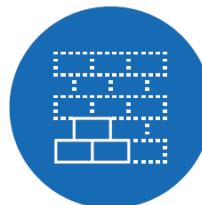
### Goal 1: Support



### Goal 2: Connect



### Goal 3: Build



### Goal 4: Grow



# From the Chair

Working It Out continues to be a growing, vibrant organisation embracing community, offering support and fostering change. An organisation whose core objective remains to encourage all to be, know and celebrate themselves as they are. In a world where division and disconnection are too common, the work of building unity and cherishing diversity is as vital as ever.

It has been an absolute privilege to be the Chair of the WIO Board of Directors. To sit with two dedicated, passionate and hardworking CEOs as they lead with integrity. To be part of a Board filled with professional, widely experienced and incredibly collegial folk, all committed to the advancement of WIO and its mission. To watch diverse staff, everyday, across the state bring their range of skills, lived experience and passion to making change across a wide multitude of projects. To know a growing membership who support our vision by belonging.

Thank you to you all.

Never forget what a difference you make.

Dani Cairns  
**Chair of the Board of Directors**



# From the CEO

The 2024–25 year marked a significant transition for Working It Out, as we farewelled our long-serving CEO, Dr Lynn Jarvis. Over her six years of leadership, Lynn left an enduring legacy, guiding the organisation through a period of remarkable growth and securing an increase to our core funding for the first time in over two decades. This achievement has enabled us to truly operate as a statewide organisation, expanding our reach and deepening our impact across Lutruwita.

It was both an honour and a privilege to step into the CEO role following Lynn's departure. Having been at WIO for over 11 years I have been part of the growth, and hope to further consolidate that growth. I look forward to leading WIO through a time of great opportunity also, with both national and state governments establishing LGBTIQA+ Action Plans that will require our leadership and expertise in the Tasmanian context. Community connection, and its power as an aid to health and wellbeing, is a passion of mine which I will continue to emphasise in WIO's work.

This year saw number of other changes in our team and structure. **Andrew Badcock** returned to his Policy and Research Officer role, while **Ani Cooper** stepped into the newly created Support Team Coordinator position, both moves reflecting our evolving organisational culture.

We also welcomed several new faces to the team:

**Gina Silvestone** joined us in September 2024 as our dedicated Training Coordinator, a role created in response to the growing demand for our education services.

**Ambrose Crawt** and **Rosie Brennan** came on board as Peer Navigator in the North and Gender Group Facilitator in the South, respectively.

We also welcomed **Aoife Nicklason** and **Lovisa Gyllentorn**, who stepped into the Schools Inclusion Officer roles in the South and North, following the departures of **Daniel Howard** and **Kelli Charles**.

In our communications and community engagement space, we farewelled **Chloe Black**, who left to pursue new adventures in Melbourne, and welcomed **Phoebe Adams** into the role.

Finally, with my transition to CEO, **Bonnie Tuttle** and **Bethany Nolin** stepped into the Manager, Learning and Programs and AOD and Sport Project Officer roles respectively, bringing a wealth of experience and fresh energy to our team.

To all our departing staff, we extend our heartfelt thanks. Each of you has made a unique and valued contribution to the ongoing story of Working It Out. We wish you all the very best in your next chapters.

As we look ahead, I'm excited about the future of WIO, grounded in the strength of our people, our purpose, and our unwavering commitment to equity and inclusion.

Olivia Hogarth

**Chief Executive Officer**

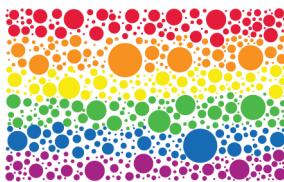




Garry  
he/him

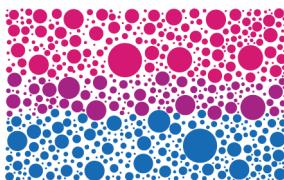
# Our Achievements & Impact

## (Goal 1: Support)



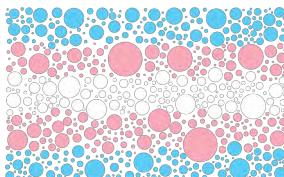
### 1:1 Support

WIO provided **643** support sessions to individuals and their families across the state via our Peer Navigator/Support Worker staff, with free in-person appointments available in Burnie, Launceston, Hobart, plus via phone and online.



### Professional Learning

- Provided free training to staff in government schools via the Valuing Diversity Framework program; in aged care via the Silver Rainbow program; in sporting organisations via the Everyone Can Play program, and to health and education personnel supporting people with innate variations of sex characteristics via the Better Lives program.
- Provided fee-for-service training across Tasmania to a variety of service organisations, health providers and businesses.
- WIO ran a total of **132** Professional Learning sessions, with over **2687** participants.



### Peer Groups

We offered **19** different types of peer support groups across the state (5 online, 6 F2F South, 8 F2F North/NW), offering additional gender, pride coffee and OUTspace/youth groups across the island. Across the year we had **1153** participants, seeing a particular increase in attendees at gender groups in the NW.



### Website additions

- Created a link to WIO's Affirmation Fund Donation page
- Expanded our offerings and information for Volunteers
- Refreshed our "Get Connected" resources to provide updated listings of community-run activities
- Uploaded previous policies, submissions, and research for public

# Our Achievements & Impact

## (Goal 1: Support)

**Partnerships:** WIO have a longstanding relationship with **Care Forward** including two of their staff completing the How2 training in 2021. However, in the last year they reached out to organise extensive Silver Rainbow training for all staff across the state. So far over 130 staff have attended more than 7 separate training sessions across the state with more to come. During this year, their CEO (who had originally done the How 2 Training) signed up for Silver Rainbow's Aged Care Specialist Verification Coaching Program pilot. This level of commitment to inclusive aged care from Care Forward is unique in the Aged Care sector in Tasmania and they are leading the way with our support and guidance.

**Community Houses:** WIO was pleased to support Neighbourhood Houses Tasmania (NHT) project titled: *Growing a safer Network for the LGBTIQA+ community*. WIO has had a relationship with NHT, and some houses, for many years. This has included speaking at NHT conferences, delivering LGBTIQA+ inclusion training to neighbourhood house staff and community members, and utilising neighbourhood house facilities. NHT successfully applied for a LGBTIQA+ Grants Program 2024 to set up a working group and offer LGBTIQA+ inclusion training across the state, delivered by WIO. WIO also provided consultancy to the working group both in the lead up to the training (4 sessions held with 35 attendees) and to develop strategies to continue the work. This included a “Bingay” game to incentivise each house to implement the inclusion strategies and earn resources including some purchased from WIO.

**National TransHub Expansion Project:** As Tasmania's leading provider of peer support for trans and gender diverse (TGD) people, we were invited by ACON (NSW) to partner with them in their nationwide expansion of the TransHub website. The website has been a primary source of information resources for TGD folks and their supporters since its launch in 2020. Following our contributions, it now provides Tasmanian-specific information regarding legislation, medical pathways and more.





# Our Achievements & Impact

## (Goal 2: Connect)

### I Found Community

We commissioned queer Palawa artist Caleb Nichols-Mansell to create an art piece that spoke to his personal experience, and his connection with WIO. Prints of the piece he produced are now hung in each of our three offices, and express our commitment to Treaty and Truth telling, and to inclusion of First Nations people in our services.



### In the community



WIO connected to the community, and connected people and communities with each other primarily via our social media activity and members newsletter. We refreshed and renamed our “Get Connected” website resource, sent out local community newsletters in the North and North West which volunteers helped write, and maintained our online calendar of WIO events and groups. We attended events including community Christmas dinners, morning teas, and Pride in the Park in Ulverstone, as well as running our own for Seniors Week, TasPride Festival and Wear It Purple Day. We continued to facilitate the Tasmanian Government’s LGBTIQA+ Small Community Grants, with 12 community groups and individuals being funded to deliver community-connecting activities.



# Our Achievements & Impact

## (Goal 2: Connect)

### IDAHOBIT & Dorothies Award



Our annual IDAHOBIT Breakfast saw a change of venue to the Tasmania Hockey Centre. It sold out yet again with nearly 190 organisations and individuals participating to acknowledge this important day. Our annual Dorothies Award this year encouraged and recognised inclusive practices in Workplace Inclusion. The Department of Health, with its long-term commitment to LGBTIQA+ inclusion, was the government winner, with Engender Equality being recognised in the non-government category.

### Everyone Can Play Community Sport

Our work in the sporting sector included a range of engagements with Pride Rounds and Matches with local cricket, local and national Aussie Rules Football, and local netball competitions, as well as prominent local tennis club Hobart Out Tennis.





Wear it Purple Day 2024 Art Prize winner Kay Kudelka with their submission "Bernardette".

# Our Achievements & Impact

## (Goal 3: Build)

### New Look Leadership Team

Our leadership model shifted to having Ani Cooper taking on the newly created Support Team Coordinator position. It was also important, as a statewide and community-controlled organisation, to expand our leadership team to include representation from across the state and a diversity of experiences and identities.

### Including Us

This was a project funded by the Tasmanian Government's LGBTIQA+ Community Grants and developed guidelines and resources for community groups to host events that are inclusive and considerate of our community members living with disabilities. The resources are freely available for download via our website [HERE](#).



### New Community Voice Advisory Group

This group was established to support participation from some of the voices and lived experience currently missing from WIO's Board and staff. This group meets quarterly to provide strategic advice and feedback, and group members are able to sit in on Board meetings to ensure transparency and accountability to our community and encourage community members from diverse backgrounds to participate in WIO's governance.

### Government strategy development

Working It Out, along with Equality Tasmania and the Whole of Government Reference Group, has played a key role in developing the new LGBTIQA+ Strategy, 'Our Inclusive Island: Tasmania's LGBTIQA+ Strategy 2025-2030', which has been given Cabinet approval, with the next step being the accompanying Action Plan.

# Our Achievements & Impact

## (Goal 3: Build)

### Better Lives Impact

Along with professional learning in the health and education sectors, Better Lives has had a significant impact on the lives of people with innate variations of sex characteristics (ie intersex) and their families through:

- Clinical and policy advice
- Distribution of resources
- Psychosocial support to children, adults and their families during and after an intersex diagnosis
- Systemic advocacy
- Presenting at national conferences



Simone-Lisa with Dale Webster, Secretary for Health, at the DoH LGBTIQA+ Action Plan Launch

### Valuing Diversity Framework— our work in schools

Activities in the past year included:



- Delivery of professional learning sessions to staff in schools, community organisations and child safety workers , along with Teacher Assistant students at TasTAFE
- Sending our monthly *Pride in Tassie Schools* newsletter to 220+ recipients
- Collaborative work with WIO peer support workers, young people, schools and community organisations to ensure holistic support for LGBTIQA+ young people

### Professional Development and Learning

Staff participated in a range of professional development activities and conferences, including:

- ACVVS National Conference
- Who we are is how we are – trauma responsive people, culture + practice from the inside out— Dr Polly McGee
- Family Violence Masterclass—Engender Equality
- Rupture & Transformative Repair: Creating and Nourishing relationships of respect & dignity in Community Work —Vikki Reynolds
- Accidental Councillor (staff and volunteers)
- LGBTIQA+ Sexual and Family Violence Forum
- ATDC Alcohol, Tobacco and Other Drugs Conference



WIO  
Working it out

Joseph  
Neithim

radix

# Our Achievements & Impact

## (Goal 4: Grow)

### Policy and Research

Throughout its history WIO has played a key role in providing LGBTIQA+ policy and research advice and support to government (state and federal), the broader community and health & well-being sectors.

This year we have built on the work of the previous year, contributing via a wide range of consultations, submissions and feedback. Some key submissions/reports include:

- Inquiry into Discrimination and Bullying in Tasmanian Schools
- Youth Justice Model of Care
- Office of the Custodial Inspector Tasmania
- Optimise+
- Alcohol and Other Drug Reform Framework
- Women and Girls in Sport Strategy
- Gender Affirming Medicare
- Change for Children
- 20 Year Preventive Health Strategy
- Family Violence Misc Reform Bill
- National Anti-Bullying Rapid Review



WIO has had membership of the following groups and committees:

- Whole of Government LGBTIQA+ Reference Group (Lynn Jarvis/Olivia Hogarth, Community Co-chair)
- Emergency Services (DPFEM) LGBTIQA+ Reference Group
- Department for Education, Children & Young People (DECYP) LGBTIQA+ Working Group
- Department of Justice (DoJ) LGBTIQA+ Reference Group (Andrew Badcock, Community Co-chair)
- Department of Health (DoH) LGBTIQA+ Reference Group
- Family and Sexual Violence Consultative Group
- LGBTIQA+ Health Australia Full Members Roundtable
- Sexual and Reproduction Health Action Group
- Mental Health Council of Tasmania's Leaders Forum
- Alcohol & Drug Foundation Community Advisory Committee
- Metro Tasmania Diversity and Inclusion Reference Group
- Partners in Palliative Care Reference group

# Our Achievements & Impact

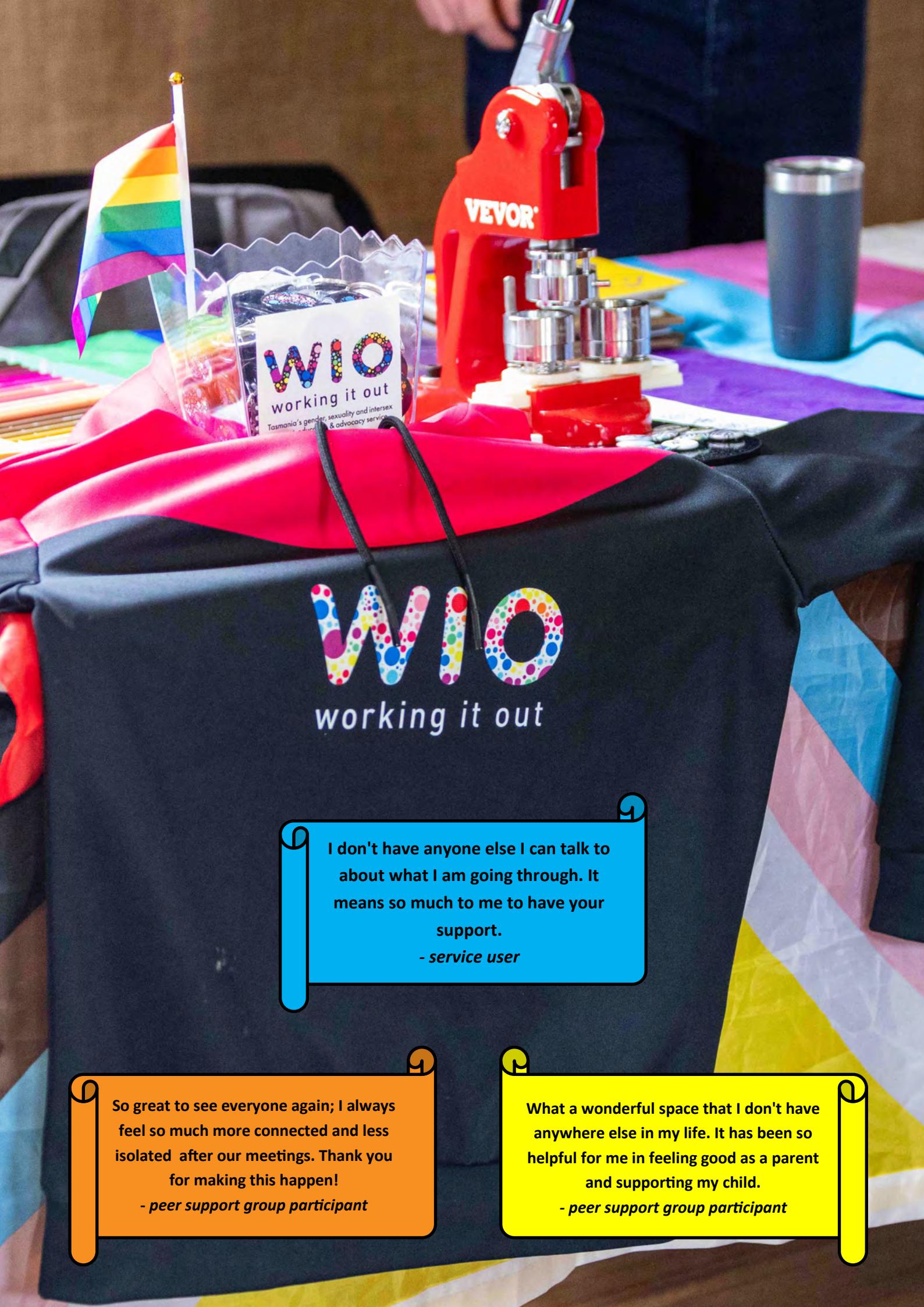
## (Goal 4: Grow)

### Established and expanded services in the regions, especially for young people

- New OUTspace group in George Town in collaboration with George Town Launch Pad (youth drop-in)
- New OUTspace in Launceston in collaboration with the headspace Youth Reference Group
- Increased OUTspace from monthly to fortnightly in Devonport
- Collaborated with Glenorchy City Council and Pulse Youth Health Centre to create a pilot program for an LGBTIQA+ space for young people in and around Glenorchy
- Monthly Pride Coffee at the George Town Neighbourhood House through a collaboration with the House

### New Groups & beyond WIO

- A pride group called *Queer Soup* has broken away from the Pride Games WIO group and operates independently. The group is organised via a Discord server with strong governance and safety protocols. They access the WIO Launceston office once a fortnight to host a variety night. Currently, they only advertise internally through Discord, but are exploring wider promotion as members upskill. Note: the event hosts are WIO volunteers, which simplifies governance regarding building safety (Discord is 18+ to minimise risk).
- Our monthly “Crafternoons” have been a great opportunity for people of all different levels of skill & experience to come together and enjoy arts and crafts while connecting with others. Since we started we’ve moved to a face-to-face and online hybrid model, giving people options for how they attend. We’ve had folks drawing, making models, crocheting, knitting, making collages, colouring-in, making DnD maps, and so much more. We’ve also had a lot of people who’d had no prior interaction with WIO, so it’s been a nice chance to introduce people to the organisation, and share information about some of the work that we do.



# WIO Board



Dani



Benjamin



Anna



Rowan



Debbie



Miranda



Scoutt



Ellen



Kerryn



Jackson

**Dani Cairns (she/her)**

**Chair**

**Benjamin Jones (he/him)**

**Deputy Chair**

**Anna Macnab (she/her)**

**Treasurer**

**Rowan Richardson (he/him)**

**Secretary**

**Miranda Hann (she/her)**

**Director**

**Scoutt Winter (they/them)**

**Director**

**Ellen MacDonald (she/her)**

**Director**

**Kerryn Drysdale (she/her)**

**Director**

**Debbie Dunn (she/her)**

**Director**

**Jackson Fairchild (they/them)**

**Director**

# Our Team

Adrian Chu (he/him)	<b>Specialist LGBTQIA+ Family Violence Practitioner</b>
Ambrose Crawt (they/them)	<b>LGBTQIA+ Support Worker/Peer Navigator</b>
Andrew Badcock (he/him)	<b>Policy &amp; Research Officer</b>
Ani Cooper (they/them)	<b>LGBTQIA+ Support Worker &amp; Support Team Coordinator</b>
Aoife Nicklason (she/they)	<b>LGBTQIA+ Schools Inclusion Officer—South</b>
Bethany Nolin (they/them)	<b>AOD and Sports Projects Officer</b>
Bonnie Tuttle (she/her)	<b>Manager Learning and Programs</b>
Ceilidh Newbury (they/she)	<b>Working It Out Together Project Officer &amp; Community Voice Advisory Group Coordinator</b>
Daniel Howard (he/him)	<b>LGBTQIA+ Schools Inclusion Officer/OUTspace Facilitator</b>
Garry Wakefield (he/him)	<b>LGBTQIA+ Peer Navigator/Community Worker</b>
Gina Silverstone (she/they)	<b>Training Coordinator</b>
Jenny Schorta (she/her)	<b>Finance Officer</b>
Joseph McLennan (he/him)	<b>LGBTQIA+ Peer Navigator/Community Worker</b>
Kai Chambers (he/him)	<b>LGBTQIA+ Support Worker/Peer Navigator</b>
Lovisa Gyllentorn (she/her)	<b>LGBTQIA+ Schools Inclusion Officer—North</b>
Olivia (Liv) Hogarth (she/her)	<b>Chief Executive Officer</b>
Parker Tuckett (he/him)	<b>Casual Educator/Community Engagement</b>
Phoebs Adams (they/them)	<b>Community Engagement &amp; Communications Officer</b>
Roen Meijers (they/them)	<b>Including Us Project Officer</b>
Rosie Brennan (she/her)	<b>Peer Group Facilitator</b>
Ruth Shegog (she/her)	<b>Compliance Manager</b>
Simone-lisa Anderson (she/her)	<b>Better Lives Project Officer</b>
Tracey Wing (she/her)	<b>Educator/Trainer</b>
Worthy Sigler (all pronouns)	<b>Rainbow Connections Project Officer</b>

## Farewelled during the year

Chloe Black (she/her)	<b>Community Engagement &amp; Communications Officer</b>
Kelli Charles (she/her)	<b>LGBTQIA+ Schools Inclusion Officer</b>
Lynn Jarvis (she/her)	<b>Chief Executive Officer</b>
Yalei Wilson (they/them)	<b>Peer Group Facilitator</b>

# Thank You

## 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 (Tas.)
- Department of Health, Disability & Ageing (Cth.)
- LGBTIQ+ Health Australia
- Department of Premier and Cabinet
- Department of State Growth
- Department for Education, Children & Young People
- Tasmanian Community Fund
- Pride Foundation Australia

## 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 programs and assistants with our peer support groups.

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

## DONORS

A special thank you to our donation champions: Tracy Colhoun (Red Parka), Patrice Woodland, Rebecca Dorgelo, and Nurman Noor.

To everyone who made donations, to groups who held an event for us and donated the proceeds, to Red Parka for donating a portion of their sales, and to those who donated to our Affirmation Fund drive for GiveOut Day and the end of financial year, or at any other time during the year—THANK YOU!

## SPONSORS & PARTNERS

To Care2Serve for their generous sponsorship.

To all sponsors of the IDAHOBIT Breakfast.

And to Equality Tasmania; Engender Equality; NW Pride; TasPride; InterAction; The Link Youth Service; Launceston Volunteers for Community; Mental Health Lived Experience Tasmania; Neighbourhood Houses Tasmania; University of Tasmania; Alcohol, Tobacco and Drug Council Tasmania; and Youth, Family and Community Connections for your support and working in partnership with us.



# 2025 Finances

## Working It Out Inc

### Statement of Comprehensive Income

For the Year Ended 30 June 2025

		2025	2024
	Note	\$	\$
<b>Income</b>			
Grant funding	3	1,350,516	1,409,938
Other income	4	216,528	125,274
<b>Total Income</b>		<u>1,567,044</u>	<u>1,535,212</u>
<b>Less: Expenses</b>			
Other operating expenses	5	276,742	297,840
Employee expenses	6	1,174,703	1,185,445
Motor vehicle expenses		9,986	3,395
<b>Total Expenses</b>		<u>1,461,431</u>	<u>1,486,680</u>
<b>Net surplus/(deficit) for the year</b>		<u>105,613</u>	<u>48,532</u>
Other comprehensive income		-	-
<b>Total comprehensive income</b>		<u>105,613</u>	<u>48,532</u>

## Working It Out Inc

### Statement of Changes in Equity

For the Year Ended 30 June 2025

2025

	Restricted Reserve	Accumulated Surpluses	Total
	\$	\$	\$
<b>Balance at 1 July 2024</b>	268,247	312,316	580,563
Net surplus/(deficit) for the year	-	105,613	105,613
Transfer to/(from) reserves	99,262	(99,262)	-
<b>Balance at 30 June 2025</b>	<u>367,509</u>	<u>318,667</u>	<u>686,176</u>

2024

	Restricted Reserve	Accumulated Surpluses	Total
	\$	\$	\$
<b>Balance at 1 July 2023</b>	200,465	331,566	532,031
Net surplus/(deficit) for the year	-	48,532	48,532
Transfer to/(from) reserves	67,782	(67,782)	-
<b>Balance at 30 June 2024</b>	<u>268,247</u>	<u>312,316</u>	<u>580,563</u>



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

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[workingitout.org.au](http://workingitout.org.au)



[signpost.org.au](http://signpost.org.au)

[beingproud.org.au](http://beingproud.org.au)

[regionalpodcast.wixsite.com/hear-queer-tas](http://regionalpodcast.wixsite.com/hear-queer-tas)



[workingitoutinc](#)



[@workingitoutinc](#)

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