Annual Report

2025–26

Creating change to enable LGBTIQA+ Tasmanians to live their best lives

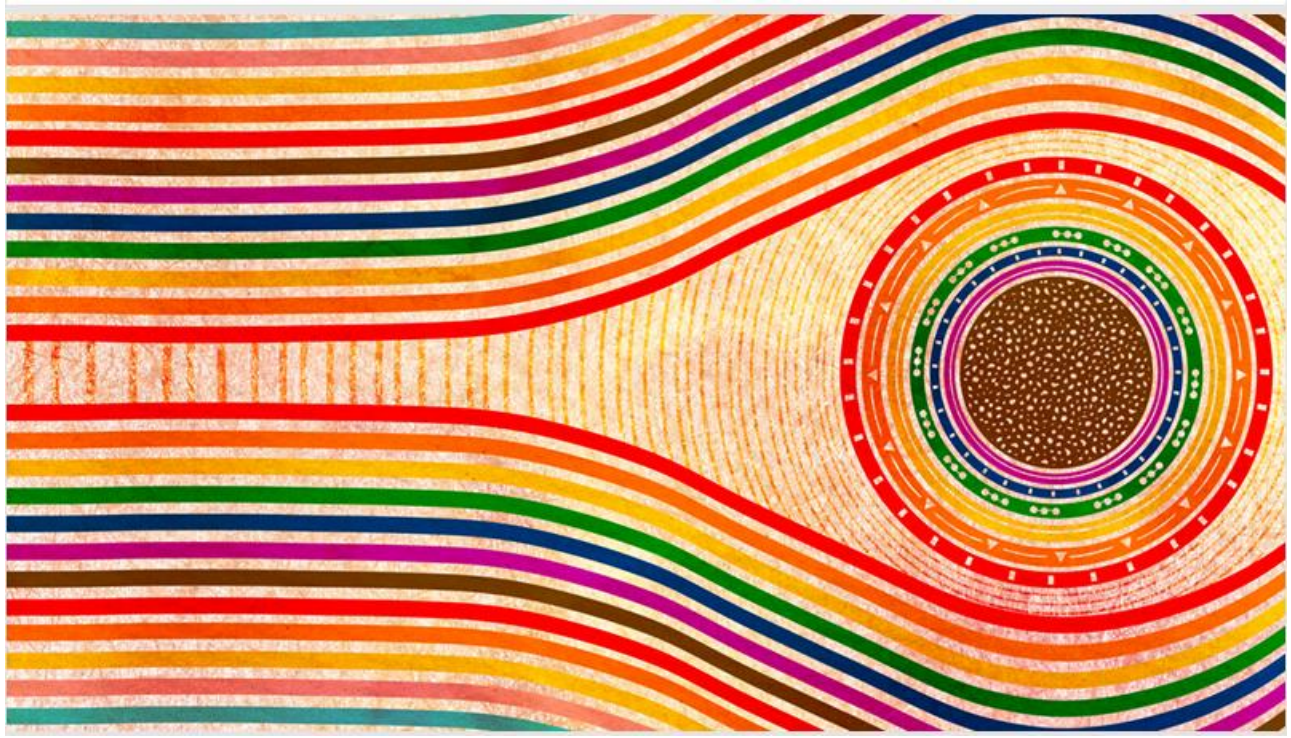
working it out



QUEER PALAWA ARTWORK

A journey held by community

Caleb Nichols-Mansell



In 2024, WIO commissioned a queer Palawa artwork by Caleb Nichols-Mansell. The work reflects his own journey while resonating with many others.

Parallel lines trace a life drawn toward a circular community. Elders and those who came before sit at its centre, making space for future generations. The radiating line work speaks to deep history and the time required for change, impact and influence.

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

CONTENTS

2. I Found Community
4. Acknowledgements & Language
5. Our History
6. WIO Strategic Plan
7. Year at a Glance
8. From the Chair
9. From the CEO
10. Goal 1 | Support
11. Goal 2 | Connect
14. Goal 3 | Build
15. Goal 4 | Grow
17. Financial Stewardship
19. WIO Board
20. WIO Team Members
23. Looking Ahead



Respect begins with listening

Country

Working It Out pays respect to the original owners and custodians of this land and water, the Palawa of Lutruwita. Sovereignty has never been ceded. It always was and always will be Aboriginal land. We acknowledge contemporary Aboriginal communities, their survival, cultures, knowledge and continuing rights.

Advocates and allies

We acknowledge LGBTIQA+ advocates, friends and allies whose courage and resistance have helped create a more just society. We recognise that hurt, anger and frustration remain, and carry this awareness in how we work and engage with others.

Language

We use LGBTIQA+ as a recognisable umbrella term, while using the language of the people in the room. Respectful, inclusive language evolves and begins by asking how people identify and which pronouns they use.









Our History

Working It Out emerged from the campaign to decriminalise male homosexuality in Tasmania in the 1990s. Community backlash to that campaign contributed to a rise in suicides among young gay Tasmanians. Concerned community members and allies commissioned *Working It Out: A needs-based analysis of sexual minority youth in NorthWest Tasmania,* a research report published in 1998, which called for specialist services for Tasmania's LGBTIQA+ people. Working It Out was created in response later that same year, with the aim of providing community support and sector education in order to address suicide risk.



STRATEGIC PLAN 2022-2025

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

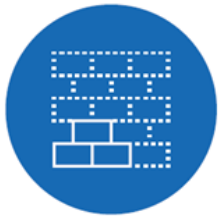
Goal 1: Support



Goal 2: Connect



Goal 3: Build



Goal 4: Grow



Creating change to enable LGBTIQA+ Tasmanians to live their best lives

5125

total participation

623

one-to-one support sessions

163

professional learning sessions

1429

peer-group participants

19

peer-group types statewide

18 small community grants

130+ financial members

44

people supported by the affirmation fund

From the Chair

Another busy year for WIO as it continues to support our community, spread awareness, liaise with Government and advocate where our community members are disenfranchised.

In this my first year as Chair I have been blown away by the endless and tireless work of all staff who bring passion into the delivery of a broad range of programs across Tasmania.

This is achieved along side the growing hate speech targeted specifically at transgender women.

We will continue to stand against this and go beyond where necessary by offering programs in support and continuing with awareness. Every member of our community should be able to be who they are and be safe in that expression!

Our CEO Liv took long service leave at the beginning of 2026, and we were fortunate to persuade Lynn Jarvis to return to the role until Liv returned. Our thanks to Lynn.

Liv on return successfully brought all staff and Board together to develop the Strategic Plan which now expresses all our voices and gives us a shared pathway for the future.

While there are many challenges ahead, I have no doubt that Liv and the team will take these in their stride, with the Board there in support.

I also thank all members of the Board who on many occasions provided their expertise when required.



Debbie Dunn • Chair of the Board of Directors

From the CEO

Learning, opportunities, community and future planning have been the themes of 2025-26.

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." – Audre Lorde



This year we welcomed a new Chair, Deborah Dunn. Deb has skillfully guided myself and WIO, including through the writing of our 2026-30 Strategic Plan. Her experience and encouragement are an asset to our Board and to the WIO community more broadly.

A significant milestone was our Staff Retreat, held in Miena in the Central Highlands in early December, bringing together our team from across the state to learn, reflect, connect and build our own sense of community.

Our Community Voice Advisory Group became established as a significant part of our role as a community-led organisation, bringing more diverse intersectional lived and living experience to our work.

From the Tasmanian Government, we saw the launch of "Our Inclusive Island: Tasmania's LGBTIQA+ Strategy 2025–2030", a significant document for LGBTIQA+ Tasmanians and WIO. We were also awarded three years funding for our Better Lives intersex inclusion program in the May Budget.

Sadly, we said goodbye to long-time team member Andrew Badcock, after over 10 years. Andrew began as a MindOUT! mental health project officer in 2014, went on to be a support worker, a policy and research officer, and a short stint as a manager, each change reflecting his professional evolution. He made a significant contribution to the growth and development of WIO. We thank Andrew and wish him well!

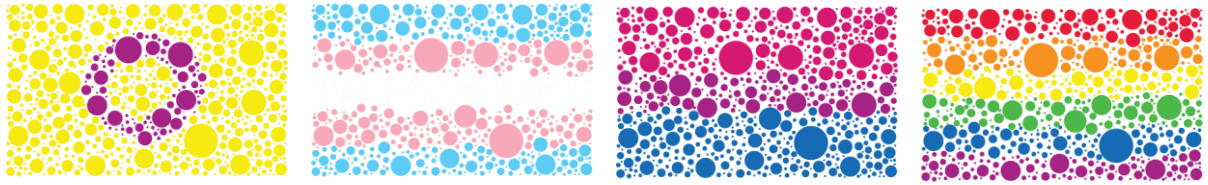
Others we farewelled are listed in this report, and we thank each of them for their part in the life and story of Working It Out.

Finally, I want to share the awe I have for the WIO team. Every day I see them giving their time, energy and heart to LGBTIQA+ Tasmanians, and to those that love and care for them, in the hope of making this a better place for them to live their best lives. Thank you for all that you do.

Olivia Hogarth • Chief Executive Officer

GOAL 1 · SUPPORT

Our Achievements & Impact



Providing affirming, accessible support that strengthens wellbeing for LGBTIQA+ Tasmanians.

Individual Support

WIO provided **623 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 and Hobart, plus via phone and online.

Professional Learning

Delivered free training to government school staff through the Valuing Diversity Framework, sporting organisations through Everyone Can Play, and health and education personnel through Better Lives. WIO also delivered fee-for-service training across Tasmania — **163 sessions** for more than **2,776 participants**.

PEER GROUPS

1429 participants • 19 group types • 5 online, 6 F2F South, 8 F2F North/NW

Offered additional pride games, crafternoons and OUTspace/ youth groups across the island. We saw a particular increase in participants at the pride coffees and games, and crafternoons groups, especially in the North West.

GOAL 2 · CONNECT

Our Achievements & Impact

Connecting LGBTIQA+ Tasmanians with community, services and opportunities across the state.

1

IDAHOBIT & Dorothies Award

The 2026 Dorothies Awards celebrated LGBTIQA+ inclusive practice in family and sexual violence services. COTA Tasmania, Engender Equality and Laurel House were recognised for impact, partnership and inclusive leadership. As a sell-out, with 172 attendees, this event was our largest fundraiser to date.

2

Our Inclusive Island – Whole of Tasmania strategy

WIO helped shape Tasmania's first whole-of-government LGBTIQA+ strategy in October 2025, advancing priorities to reduce discrimination, increase social inclusion, improve affirming services and strengthen cross-sector collaboration. An action plan will follow.

3

In our Educational Settings

WIO's work with schools helped staff lead conversations about chosen names and pronouns, and establish Pride Groups with greater confidence. Training and partnerships strengthened inclusive practice, referral pathways and support for LGBTIQA+ students and families.



Our Achievements & Impact Cont…

Connecting LGBTIQA+ Tasmanians with community, services and opportunities across the state.

4

In The Community

Working It Out connected communities through public events, advisory groups and partnerships across ageing, health, sport and education. This work increased awareness of Rainbow Connections, strengthened referral pathways to affirming services via the Inclusive Health Practitioners Database, and supported community-led programs, including 18 Small Community Grants, funded by the Tasmanian Government.

5

Pride Around Town & Qmmunity

Pride Around Town and Qmunnity connected more than 200 subscribers with LGBTIQA+ events, services and opportunities across Northern, and North Western Tasmania, improving visibility, referrals and relationships between community organisations and event organisers.











GOAL 2 · CONNECT

6

WIO MEMBERSHIP ON REFERENCE GROUPS AND COMMITTEES

Working It Out is a respected advocate for LGBTIQA+ Tasmanians, using its role on government, corporate and community advisory groups to influence inclusive policy, improve mainstream services, and raise emerging issues informed by local evidence and community experience.

National participation

- LGBTIQ+ Health Australia Full Members Roundtable
- Lifeline DV-Alert Advisory Group on national LGBTIQA+ training package
- Advisory group for Writing Themselves In 5, LaTrobe University
- MindOut Sector Expert Advisory Group (LGBTIQA+ Mental Health, Tas expert representative for a national group)

State Government participation

- Whole of Government LGBTIQA+ Reference group (Olivia Hogarth/Lynn Jarvis, Community Co-chair)
- Department of Emergency Services (DPFEM) LGBTIQA+ Reference group
- Department of Justice (DoJ) LGBTIQA+ Reference group (Andrew Badcock, Community Co-chair)
- Department of Health LGBTIQA+ Reference group (Simone-lisa Anderson Community Co-chair)
- Department for Education, Children and Young People LGBTIQA+ Strategic Working Group
- Youth Justice Reform Engagement Group

- **Local Government participation**

- Hobart City Council LGBTIQA+ Reference Group
- Glenorchy City Council LGBTIQA+ Reference Group
- Hobart City Council Youth Action Priorities (YAP) group

Tasmania Participation

- Metro Tasmania Disability, Accessibility and Inclusion Plan Governance Group (LGBTIQA+ representative)
- North West Action For Youth (NWAY) Advisory Group



- Alcohol & Drug Foundation Community Advisory Committee
- PRISM Campaign Working group
- Group Metro Tasmania Diversity and Inclusion Reference Group
- Mental Health Council of Tasmania's
- Tas Leaders iLead Pride group

GOAL 3 · BUILD

Our Achievements & Impact

Building the capability, confidence and sustainability of organisations, communities and systems that support LGBTIQA+ Tasmanians.

01

Workforce Development

Supported organisations including Glenorchy City Council, Baptcare, Child and Family Learning Centre (CHaPs) services, schools and aged care providers to build the skills and confidence needed to deliver safer, more inclusive services for LGBTIQA+ Tasmanians.

02

Building Inclusive Services

Worked alongside schools, Tasmanian Gender Service, Pulse Youth Health Service, YouthARC, headspace and community partners to strengthen inclusive practice and improve support pathways for LGBTIQA+ young people, families and community members.

03

Sector Leadership & Collaboration

Collaborated with partners including COTA Tasmania, Dementia Australia Tasmania, Clarence City Council, Libraries Tasmania, Engender Equality and CareForwrd to strengthen sector capability and expand inclusive practice across ageing, aged care and community services.

04

Sustainable Systems Change

Secured ongoing Department of Health funding, developed practical inclusion resources through projects such as Including Us, and contributed to advocacy for legislative reform to improve outcomes for people with innate variations of sex characteristics.



Working It Out is a leading force for inclusion and positive social change, partnering with communities, organisations and institutions across Tasmania to advance equity, strengthen belonging, and improve outcomes for LGBTIQA+ Tasmanians.

GOAL 4 · GROW

Our Achievements & Impact

Expanding WIO's influence, reach and sustainability to advance inclusion across Tasmania.

17
submissions & reports

22
reference groups & committees

4
policy areas influenced

Through advocacy, strategic partnerships and participation in more than 22 advisory groups and committees, WIO continued to influence systems change at local, state and national levels.

POLICY

Contributed essential advice and lived experience perpectives to policy reform and consultation processes led by the Department of Justice, Department of Health, Teachers Registration Board Tasmania, and the Australian Government, including pivotal and transformative work on the Conversion Practices Prohibition Bill, Tasmanian Mental Health Strategy and the 20-year Preventive Health Strategy, Gender Affirming Healthcare, Alcohol and Oher Drug Reform, and Youth Justice reforms.

COMMUNITY

Expanded partnerships with organisations and government agencies including headspace, LGBTIQ+ Health Australia, Metro Tasmania, and Tasmanian Government departments to strengthen LGBTIQA+ cultural safety through policy review, resource development, training, consultation and inclusive practice improvements.

VOICES OF IMPACT

"Just before I came to the workshop, I was sent a song I had been asked to feature on that had a new verse from an artist. I hadn't heard the second verse before I sent mine, but when I listened to it there was a line about pronouns that didn't sit right with me. I found I had the confidence and language afterwards to craft a message back to the artist and stand strong in my values."

"Great engagement, energy and knowledge. [The trainer] kept everyone captivated!"

"Fantastic facilitators. Resourceful, curious, challenging in an inclusive way. Bravo!"

"Inclusive and gave room for freedom of expression in asking questions."

"Excellent redirection to LGBTIQA+ when conversation, suggestions or topics became generalised."



PEOPLE & PARTNERS TAKEAWAY

10 Board Directors

130+ Members

3 Offices Statewide

26 Team Members

Partners and contributors we want to recognise:

Volunteers — Working It Out Together, Rainbow Connections, WIO group facilitation assistants,
Glenorchy City Council — commitment to welcoming LGBTIQA+ people in public spaces, schools and community settings.
BaptistCare — commitment to more inclusive organisational policies and practice.
Care2Serve — support for statewide LGBTIQA+ Carers Peer Support Groups.
Engender Equality – expertise in Family Violence and providing education and outreach support in LGBTIQA+ specific care.
IDAHOBIT Breakfast Sponsors – Tasmanian Government; Carer Gateway | Care2Serve; Relationships Australia; The Link Youth Health Service; BaptistCare; Alcohol, Tobacco and other Drugs Council Tasmania; City of Clarence; and those who bought pay-it-forward tickets.
Funders and partners – Tasmanian Government, Pride Foundation Australia, Department of Health, Disability and Ageing (Commonwealth), LGBTIQ+ Health Australia, and Alcohol and Drug Foundation.



Working It Out Board



Debbie Dunn

[she/her] • Chair



Scoutt Winter

[they/them] • Deputy Chair



Rowan Richardson

[he/him] • Secretary



Anna MacNab

[she/her] • Treasurer



Benjamin Jones

[he/him] • Director



Callum Tregurtha

[he/him] • Director



Marianne Nguyen

[she/her] • Director



Sam Christensen

[he/him] • Director



Jackson Fairchild

[they/them] • Director



Kerryn Drysdale

[she/her] • Director

WIO Team · 1 of 2

Team directory · part 1 of 2.

Adrian Chu
[he/him] • Engender Equality · Specialist LGBTIQA+ Family Violence Practitioner

Ani Cooper
[they/them] • LGBTIQA+ Support Worker & Support Team Coordinator

Aoife Nicklason
[she/they] • LGBTIQA+ Schools Inclusion Officer - South

Ashua Barnes
[they/them] • Policy & Research Officer

Beau Stevens
[he/him] • LGBTIQA+ Peer Navigator / Community Worker

Bethany Nolin
[they/them] • Alcohol & Other Drugs Project Coordinator

Ceilidh Newbury
[they/she] • Working It Out Together Project Officer & Community Voice Advisory Group Coordinator

Daniel Howard
[he/him] • OUTspace Facilitator

Don Pitcher
[he/him] • Peer Group Facilitator and VDF Resource Officer

Em Harris
[they/she] • Community Garden Project Facilitator

Garry Wakefield
[he/him] • LGBTIQA+ Peer Navigator/ Community Worker

Gina Silverstone
[she/they] • Training Coordinator

WIO Team · 2 of 2

Team directory · part 2 of 2.

Jen Rudland
[she/her] • Aged Care Project Officer

Jenny Schorta
[she/her] • Finance Officer

Joseph McLennan
[he/him] • LGBTIQA+ Peer Navigator/ Community Worker

Kai Chambers
[he/him] • LGBTIQA+ Peer Navigator/ Community Worker

Kelli Charles
[she/her] • LGBTIQA+ Schools Inclusion Officer - North

Lynn Jarvis
[she/her] • Acting CEO

Olivia Hogarth
[she/her] • Chief Executive Officer

Parker Tuckett
[he/him] • Casual Educator / Community Engagement

Phoebe Adams
[they/them] • Community Engagement & Communications Officer

Ruth Shegog
[she/her] • Compliance Manager

Simone-lisa Anderson
[she/her] • Better Lives Project Coordinator

Tracey Wing
[she/her] • Educator / Trainer

Outgoing Team Members

Ambrose Crawt
[they/them] • LGBTIQA+ Support Worker / Peer Navigator

Andrew Badcock
[he/him] • Policy & Research Officer

Bonnie Tuttle
[she/her] • Manager Learning & Programs

Imogen Donato
[they/them] • Community Engagement Officer

Lovisa Gylletorn
[she/her] • LGBTIQA+ Schools Inclusion Officer - North

Rosie Brennan
[she/her] • Peer Group Facilitator

A year of delivering on projects.

2025-26 saw us utilising grant income received in the 2024-25 FY, thus indicating a loss in this year's statement.

Working It Out Inc.

Statement of Comprehensive Income

For the Year Ended 30 June 2026

	Note	2026 $	2025 $
Income			
Grant funding	3	1,364,944	1,350,516
Other income	4	159,491	216,528
Total Income		1,524,435	1,567,044
Less: Expenses			
Other operating expenses	5	306,897	276,742
Employee expenses	6	1,322,122	1,174,703
Motor vehicle expenses		10,611	9,986
Total Expenses		1,639,630	1,461,431
Net surplus/(deficit) for the year		(115,195)	105,613
Other comprehensive income		-	-
Total comprehensive income		(115,195)	105,613

A year of delivering on projects cont…

Statement of Changes in Equity

For the Year Ended 30 June 2026

2026

	Restricted Reserve	Accumulated Surpluses	Total
	$	$	$
Balance at 1 July 2025	367,509	318,667	686,176
Net surplus/(deficit) for the year	-	(115,195)	(115,195)
Opening balance adjustment	-	(95)	(95)
Transfer to/(from) reserves	(64,508)	64,508	-
Balance at 30 June 2026	303,001	267,885	570,886

2025

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

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

@workingitoutinc

Hobart
Ground Rear
367 Elizabeth Street
North Hobart, TAS, 7000
Ph: 6231 1200
info@workingitout.org.au

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

Burnie
8 Strahan Street
Burnie, TAS 7320
Ph: 0455 031 262

SUPPORTED BY Tasmanian Government