

A Connected and Respectful Tasmania



**Tasmanians speak. We listen.
An insights and actions paper**

November 2025



Acknowledgement of Country

Relationships Australia Tasmania recognises First Nations Peoples as the Traditional Custodians of the lands on which we live, learn and work.

We particularly recognise the palawa/pakana peoples of lutruwita and their enduring connection to Country and culture and the painful legacy of past policies and practices that disrupted culture, family connections, identity and belonging.

Their continuing care for the land and shared responsibility closely reflect what Tasmanians told us matters most through 75 conversations in 75 places: respect, inclusion and belonging.

By embedding truth-telling, cultural safety and creative expression in community life, we can strengthen shared pride, connection and a sense of belonging across our state.





A bit about us

Relationships Australia Tasmania (RA Tas) helps people and communities thrive. Our focus is on building positive, respectful relationships and creating stronger, more connected communities where everyone feels valued and supported.

For more than 75 years, Tasmanians have turned to us during life's highs and lows. Each year, our team of close to 160 dedicated staff walks alongside over 8,000 people across the state, offering care that is both professional and deeply compassionate.

Our services are as varied as the people we support. From family and relationship counselling to programs for those impacted by trauma, abuse, or family violence, we provide practical tools, safe spaces and understanding guidance to help people heal and grow.

We believe everyone deserves to feel safe, heard and connected. Our values, willing to serve, in it together, people matter and looking forward, shape everything we do and reflect the heart of our organisation. Guided by evidence and shaped by the voices of our community, we work closely with government, schools, workplaces and local organisations to create meaningful, lasting change.

While proudly Tasmanian with offices in Hobart, Launceston and Devonport, we are part of a national network of Relationships Australia organisations, each an autonomous member of a strong federation, working together to foster respectful relationships and resilient communities right across Australia.

Acknowledgements and citation

This insights and action paper was informed by the generous contributions of 78 community groups and key Tasmanian stakeholders who shared their experiences and insights. We also acknowledge the care, work and support of the Relationships Australia Tasmania team for their ongoing commitment towards amplifying community voice.

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Foreword

Seventy-five years ago, Relationships Australia Tasmania began with a simple purpose: to help people build and sustain the connections that give life meaning. Today, that purpose is as vital as ever. To mark this milestone, we set out on an ambitious journey, *75 Conversations in 75 Places*, to ask Tasmanians one powerful question: *“What does a connected and respectful community look like to you?”*

From kitchen tables and school halls to cultural festivals and neighbourhood centres, more than 1,600 people shared their hopes, concerns and ideas. We heard from young people, carers, Culturally and Linguistically Diverse (CALD), LGBTIQ+ communities, those living with disability and many others whose voices too often go unheard. These conversations were more than consultations; they were moments of genuine connection and shared understanding.

What has emerged is both inspiring and challenging. Across every region and background, Tasmanians expressed a strong desire for communities characterised by kindness, supportive relationships and inclusivity, where resources are readily available, communication is compassionate and local capacity is empowered. However, participants also highlighted significant barriers that impede this vision, including complex social dynamics, mental health and wellbeing challenges, limited funding and resources and restricted access to essential services.

The insights underscore a collective aspiration of a harmonious, diverse and engaged Tasmania, resonating with our vision of creating a connected and respectful Tasmania.

This paper captures those insights and shows how they are shaping the next chapter of our work. *75 Conversations in 75 Places*, is not simply a celebration; it is a blueprint for action. It reflects how we are growing with purpose, listening deeply, building partnerships and creating the conditions for services and initiatives that meet the evolving needs of Tasmanians whilst strengthening community capacity. It also demonstrates how we are amplifying our expertise, turning the voices of communities into evidence that can influence policy and inspire change.

This is the beginning of a movement. The conversations have sparked a groundswell of energy and possibility, a call for all of us to work together to create a truly Connected and Respectful Tasmania.



Michael Kelly
Chief Executive Officer



Executive summary

The 75 Conversations in 75 Places initiative set out to capture the voices of Tasmanians and to translate those voices into action. Across 78 community groups and more than 1,600 participants, the conversations focused on:

“What does a connected and respectful community look like to you?”

Tasmanians described communities that are safe, kind and inclusive, places where people belong, are heard and can be themselves. Everyday empathy and generosity build supportive relationships; open communication keeps people informed and involved. Communities celebrate diversity, practise equity and accessibility and make space for joy, creativity and shared purpose in daily life.

What enables it

Strong, positive relationships sit at the heart of connected communities. They flourish when people have welcoming spaces, accessible resources, compassionate communication and local leadership that listens and responds.

What gets in the way

Tasmanians identified recurring barriers including harmful social dynamics such as conflict, distrust and exclusion; pressures on mental health and wellbeing; rigid systems like governance and limited funding; social isolation and loneliness and discrimination. These factors corrode connection even where facilities and services exist.

What Tasmanians want next

Tasmanians are calling for action that strengthens connection and respect through inclusion, equitable access and shared leadership. By prioritising diversity, improving access to essential services and fostering collaboration and belonging, communities can create environments where everyone feels heard, valued and able to participate fully. Together, these efforts will shape a more inclusive, respectful and cohesive Tasmania where every voice contributes to a stronger collective future.





75 Conversations in 75 Places is more than a project for Relationships Australia Tasmania, it is the foundation of a movement. It transforms participants' voices into a shared roadmap for community connection, equity and wellbeing, recognising that connection itself is both a social and economic asset.

Tasmania's future strength won't be built on infrastructure alone, but on the quality of our relationships, the depth of trust and the sense of belonging that connects every community and workplace. Together, Tasmanians can turn insight into impact and collaboration into legacy.



Circular Head Council



Penguin Op Shop & Rookery



Second Echo Ensemble



Background and context

The idea for 75 Conversations in 75 Places emerged at a pivotal moment for Relationships Australia Tasmania. In 2024, we launched our 2024–2027 Strategic Plan, setting ambitious goals to grow with purpose, amplify our expertise and design services that truly reflect the evolving needs of Tasmanians.

At the same time, we prepared to celebrate 75 years of service to the community, a milestone that invited us to look forward as much as we looked back. Rather than simply mark the occasion, Relationships Australia Tasmania saw an opportunity to listen more deeply than ever before. We wanted to understand, in Tasmanians’ own words, what it takes to build connected and respectful communities, the very heart of our Strategic Plan. The Strategic Plan emphasises impact driven service delivery and use of evidence and lived experience to guide our work.

75 Conversations in 75 Places became a practical expression of that commitment, a way to gather insights directly from the people and communities we serve. This was not a one-off consultation or a public relations exercise. It was the beginning of an ongoing movement for shared learning and community action, bringing together voices from across the state, urban and rural, young and old, culturally diverse and often unheard.

By grounding our next chapter in these conversations, we are ensuring that the direction of Relationships Australia Tasmania and the goals of our Strategic Plan are shaped by the real hopes, experiences and challenges of Tasmanians themselves.



South Riana Community Group



Circular Head Men’s Shed



Tasmanians have shared a strong desire for communities where everyone feels safe, every voice is heard and valued. Yet our conversations made it clear that this vision is not yet a reality. Across the state, people described a range of factors that continue to weaken community bonds.

- **Social dynamics emerged as the most frequent challenge.** Complex relationships within and between communities, shaped by cultural differences, generational gaps and shifting population patterns, often hinder trust, inclusion and mutual respect.
- **Mental health and wellbeing challenges are pervasive across Tasmanian communities,** manifesting as barriers such as fear, judgment and lack of confidence, which limit individuals' ability to engage and connect positively.
- **Governance, funding and institutional priorities were repeatedly raised as barriers.** Communities struggle with rigid structures, limited resources and decision-making processes that can discourage participation and slow collective action. Limited community spaces, stretched services and digital divides restrict opportunities for people to meet, share and support one another.
- **Social isolation and loneliness are significant challenges across Tasmanian communities,** exacerbated by factors such as geographic isolation, lack of access to social opportunities and exclusion from support systems. These barriers prevent individuals from forming meaningful connections, leaving many feeling undervalued, invisible or disconnected from their communities.
- **Access to services and support is uneven.** Many Tasmanians find it difficult to navigate systems or reach the right help at the right time, leaving vulnerable people without the assistance they need.

These challenges are deeply interconnected. If left unaddressed, they risk deepening isolation and eroding the respectful relationships that hold our state together. *75 Conversations in 75 Places* shows that Tasmanians have the ideas, energy and willingness to act. The problem is not a lack of aspiration, but the need for **coordinated action, adequate resources and supportive structures** that can turn community insight into lasting change.



Tasmanians speak.

Tasmanians shared their views on what a connected and respectful Tasmania looks like, what enables it, what gets in the way and the priorities that will sustain it.

The conversations reveal a shared vision, in a connected and respectful Tasmania, where inclusivity and acceptance are at the heart of community life. One where people feel heard, welcomed and valued regardless of their background or identity. Where, empathy and kindness foster supportive relationships, encouraging open engagement and effective communication. People feel safe and secure, knowing they can rely on one another, fostering a strong sense of trust and belonging. The community is united by shared goals, actively celebrating diversity, practising equity and creating space for joy, creativity and collective purpose in daily life.

What is a Connected and Respectful Tasmania?

Tasmanians used a variety of descriptors to articulate their vision of a connected and respectful community. The words and phrases used reflect a collective aspiration for inclusivity, empathy and active engagement within the community.

- Inclusivity and Acceptance
- Empathy and Kindness
- Safety and Trust
- Compassionate Communication
- Belonging and Connection
- Respect and Tolerance
- Shared Goals and Collaboration
- Joy and Positivity



What enables connection and respect?

- 1 Clear and Compassionate Communication**
- 2 Collaboration and Collective Action**
- 3 Community Identity and Pride**
- 4 Inclusion, Diversity and Accessibility**
- 5 Supportive and Positive Relationships**

These five enablers form the foundation of a connected and respectful Tasmania. Compassionate communication, collaboration, inclusion and strong relationships foster understanding, unity and trust among community members, while pride in community identity builds belonging and celebrates diversity. Together, they create an inclusive, empathetic and cohesive setting that is aligned with our shared vision of creating a connected and respectful community for all Tasmanians.



What are the barriers for connection and respect?

- 1 Social Dynamics
- 2 Governance, Funding and Institutional Priorities
- 3 Mental Health and Wellbeing
- 4 Discrimination
- 5 Social Isolation and Loneliness

Several barriers hinder the vision of a connected and respectful Tasmania. Social hierarchies, governance challenges and limited resources restrict open communication and alignment with community needs. Additionally, mental health issues, discrimination and social isolation weaken inclusion, belonging and engagement, preventing the development of a unified and compassionate community.



What priorities will sustain connection and respect?

- 1 Inclusion, Diversity and Equality**
- 2 Access to Services and Support**
- 3 Collaboration and Community Engagement**
- 4 Social Connection and Belonging**
- 5 Engaged and Empowered Leaders**

Focusing on these priorities will strengthen a connected and respectful Tasmania by promoting inclusion, equitable access to resources and meaningful community participation. Reliable access to essential services and well-supported community spaces enhances wellbeing, belonging and connection. By empowering community capacity and leadership, individuals and groups are equipped to take initiative, collaborate effectively and represent diverse perspectives. Inclusive and accountable leaders play a vital role in inspiring participation, nurturing trust and driving sustainable change. Together, these efforts build a resilient, empowered and cohesive Tasmania where everyone feels valued and able to contribute.



We listen.

Tasmanians have spoken clearly about the kind of place they want our island to be, connected, respectful, inclusive and kind. The vision for a connected and respectful Tasmania is grounded in its small scale, deep care for community and strong sense of place. Connection here is tangible, felt through knowing, caring and showing up for one another. Our island's "small state, big heart" culture fosters high trust and reciprocity, while its geography demands creativity to stay connected across distance. Relational wellbeing is seen as a shared community condition and caring as part of identity rather than duty. Intergenerational and cultural bonds, especially Aboriginal values of care for Country and collective responsibility, anchor this vision. Tasmania's uniqueness lies in blending intimacy, compassion and practicality turning everyday acts of care into a movement for belonging and respect.

We are humbled by the generosity and depth of what Tasmanians have shared and determined to do it justice. We find ourselves at a critical point: this is not just about collecting information, but about collective action. Tasmanians were clear about what helps, what harms and what to do next. This is more than a paper; it's the beginning of a movement. The insights don't belong to Relationships Australia Tasmania; they belong to Tasmanians. By placing them back in community hands, we invite shared action, ownership and accountability. This knowledge will help us shape impact driven services, designed around what communities say they need and value. Importantly, we want to share the experiences and insights provided by communities to kickstart a shared journey towards a Connected and Respectful Tasmania. Through this we invite collaboration and collective action.

**Culture and relationships create connection.
Systems, places and resources should help, not hinder
that connection.**



Key priorities for collective action

75 Conversations in 75 Places shows Tasmanians know what good looks like and they are ready to act. The evidence is clear, supportive relationships, welcoming spaces, inclusive practice and compassionate communication are the fastest paths to a more connected and respectful state. Our six evidence-led advocacy pillars translate these insights into practical levers for government, business, councils, services and community groups.

These pillars are:

- **Equitable access to services and support**

Equity underpins productivity. When barriers to access are removed, more Tasmanians can learn, work and contribute. Expanding access increases the state's talent pool, lifts participation in education and employment and strengthens local economies. Equitable access is not only a social good; it's an investment in human capital and long-term economic inclusion.

- **Inclusive growth through diversity and equity**

Inclusion is a driver of innovation and competitiveness. Organisations that reflect the diversity of their communities outperform those that do not. Equity in hiring, procurement and leadership builds trust, legitimacy and stronger relationships between institutions and the people they serve. Embedding inclusion in economic growth strategies fuels creativity, market reach and sustained performance.

- **Strong community infrastructure and shared spaces**

Places that bring people together power local economies. Libraries, community halls, co-working hubs and main streets are the social and economic arteries of Tasmania. They anchor community pride, attract visitors, support small businesses and foster community participation. When community spaces thrive, so do local economies and the people within them.

- **Empowered community capacity and leadership**

Local leadership drives resilience and innovation. When communities have the skills, networks and confidence to lead, they respond faster and more effectively to local challenges. Empowered communities generate participation, investment and trust which are all critical to regional sustainability. Strong local leadership bridges sectors and mobilises collective action toward shared goals.



- **Social connection and belonging**

Belonging is an economic driver. Connected communities have stronger local economies, lower absenteeism and higher wellbeing. Businesses that foster belonging see greater loyalty and productivity. A state that values connection becomes a place people want to live, work and invest in.

- **Mental health and wellbeing as foundations for prosperity**

Wellbeing is the precondition for productivity. Mentally healthy people learn better, work better and live better. Workplaces that support wellbeing see higher engagement, lower turnover and greater innovation. Early intervention in mental health reduces long-term social costs, stabilises communities and drives sustainable economic growth.

A Connected and Respectful Tasmania is not a vision for one sector; it's a shared strategy for state prosperity. Each pillar represents a lever for system reform, aligning social good with economic performance. Collective action across government, business and community will determine whether Tasmania's next decade is simply prosperous or meaningfully connected.



Crackerjack Barbershop



From conversations to collective action

To deepen the understanding of the grassroots insights, explore their implications at a systems level and enable action, Relationships Australia Tasmania have started to engage influential Tasmanian leaders across diverse sectors who can drive and support systemic change. The intention is to connect community perspectives with broader strategic and policy lenses, build alliances and identify pathways for collective action. These conversations aim to amplify grassroots voices and align them with structures and decision-makers who can enable the change Tasmanians have called for.

As we continue to focus on the advocacy pillars for system level change, Relationships Australia Tasmania is now launching the Connected and Respectful Tasmania vision, alongside a new website (connectedandrespectful.org.au) designed to invite all Tasmanians to join this growing movement. The platform will share community stories, highlight collaborative projects and provide opportunities for ongoing engagement, learning and action.

This is just the beginning. We are dedicated to sustaining the momentum sparked by the generosity and motivation of the more than 1,600 community members who have contributed so far and to building on their insights until we reach our shared vision.



Kingston Sea Hags



Acknowledgement to the communities

Relationships Australia Tasmania extends thanks to the 78 communities who took part in the 75 Conversations at 75 Places project. We are deeply grateful for their generosity in welcoming us into their spaces and for the openness with which they have shared stories, experiences and insights. Their voices have helped shape a richer understanding of what it means to have a Tasmania that is connected and respectful.

- Relationships Australia Tasmania Staff
- Hobart Stakeholder Event
- Burnie Child and Family Health Centre (Parents)
- Burnie Child and Family Health Centre (Service Providers)
- Baptcare Kinship Carers
- Outer Cove Collective Inc.
- Risdon Vale Neighbourhood Centre
- Branxholm Entertainment Committee
- Ringarooma Tulip and Oak Café
- Winnaleah High School
- Tasmanian Suicide Prevention Forum
- Kitchen Table Choir
- Circular Head Council- Works Team
- Circular Head Council Wellbeing Team
- Stronger Together in Circular Head
- Womens Legal Service
- Kingston Sea Hags
- Swanwick Community Association
- Launceston Stakeholder Event
- Devonport Stakeholder Event
- St. Mary's Repurposing and Upcycling
- Skretting's Committees
- Parents, Friends and Allies of LGBTIQ+ Communities
- Circular Head Men's Shed
- Golden Years Club
- Bridport Woodchopping Carnival
- Your Place Peer Support Group South
- Your Place Peer Support Group North
- Care Forward- North
- Penguin Op Shop and Rookery
- Tasmanian Suicide Prevention Network
- LGBTIQ+ Forum
- Big Picture Launceston
- Dunalley Tasman Neighbourhood House
- Day of Delight- Adults
- Day of Delight- Young People
- Small Steps



- Glenorchy City Council Community Team
- Sawtooth Art Gallery
- Tasman District School Staff
- Second Echo Ensemble
- Kingston Neighbourhood House
- TLC First Support Services
- TasMEN
- Tasman District School- Yr 4- 6
- Tasman District School- Yr 7- 8
- Tasman District School- Yr 9- 10
- Red Dirt Café
- Circular Head Aboriginal Corporation
- Working It Out
- Zeehan Mens Shed
- Zeehan COLTS
- The Study Hub West Coast
- West Coast Council
- Rosebery Neighbourhood House
- Longford Primary School
- Crackerjack Barber Shop
- Waratah Wynyard Council Youth Leaders
- Mara House
- Nepali Society of Tasmania
- Veltic Australia
- Hospice Care Association of North-west Tasmania Inc.
- Live Well Tasmania
- South Riana Community Hall
- Spring Bay Suicide Prevention Network
- Geeveston Community Centre
- Tasmanian Union Student Association- North
- Tasmanian Union Student Association- North-west
- Tasmanian Union Student Association- South
- Connect4Life Tasmania
- Tassie Mums
- Pakistan Australia Cultural Organisation Eid Festival- Adults
- Pakistan Australia Cultural Organisation Eid Festival- Young People
- Brain Injury Association of Tasmania- Southern Peer Support Group
- Brain Injury Peer Support Network
- Okines Community Centre
- Collective Therapy Hub
- The Nest Child and Family Learning Centre



For more information or to discuss partnership opportunities, please contact Le-ella Doyle:

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www.connectedandrespectful.org.au