



Clarence... a brighter place

GLAM'd Report

Generations Linking and Making a Difference

LGBTIQ+ Intergenerational Project

30 June 2022

Acknowledgements

The City of Clarence acknowledges the palawa, Tasmanian Aboriginal People as the Traditional Owners and ongoing custodians of lutruwita, Tasmania. We pay our respects to all Aboriginal and Torres Strait Islander people and to their Elders, past and present, and their continued connection to the land, sky and waterways.

Council acknowledges the financial contribution provided for this project from the Tasmanian Government LGBTIQ+ Grants Program 2021.

Council thanks all of the community who participated in the project, from those who identify in the LGBTIQ+ community and allies, to the artists and facilitators.



Executive Summary

Initiated to support an area of need identified through multiple consultations with younger and older residents in Clarence, the Generations Linking and Making a Difference (GLAM'd) LGBTIQ+ intergenerational project was made possible by council allocating resources through *Age Friendly Clarence Plan 2018-2022*, and funding from the Tasmanian Government.

The aim of the GLAM'd project was to work with the local community in Clarence who identify as LGBTIQ+ to co-design and deliver an intergenerational art project that raised awareness and created greater understanding of the issues and needs across the diversity of younger and older people of all abilities in City.

A co-design process was used to support ownership and outcomes of the project while keeping everyone safe and motivated. Multiple outcomes were achieved in a short space of time, creating significant community benefits. They are:

- A shared vision for GLAM'd.
- Participation in the Pride Parade.
- Sponsorship to Working It Out (WIO) for the International Day Against Homophobia, Biphobia, Intersexism and Transphobia IDAHOBIT and Dorothies Awards.
- Drawing workshops.
- A Zine.
- A Guide for Allies.
- A GLAM'd Gallery.
- The Glammer's.

GLAM'd has supported the emergence of a strong local community group for the LGBTIQ+ community and their allies, with significant community benefits.

The project evaluation helped identify a number of opportunities that can be pursued in partnership with others. These are:

- The Glammer's - a powerful community resource and reference group.
- Clarence Mardi Gras.

- Roving GLAM'd Gallery.
- Aged care awareness.
- Intergenerational evaluation.
- Intergenerational toolkit.
- Dorothies Awards 2023.
- Council's practices and policies.

The most powerful endorsement of the success of this project comes from one of the Glammer's. The following is an extract from a speech at the GLAM'd launch.

"I want to personally thank the Clarence Council for supporting this project. For two reasons. The first is that I'm 73 years old and when I was a teenager I would have been shunned and scorned by my local council if they had known that I was a lesbian. Not that I had even heard the word "Lesbian" when I was a teenager, but I had inculcated the knowledge that a same sex relationship was shameful, deviant and wrong.

Now my local council has supported the coming together of LGBTIQ+ people – official recognition of our acceptance and ok-ness. And a welcome to the wider community.

The second reason I want to thank the Clarence Council is this – you have put your hands up and said that these older LGBTIQ+ people like me, are NOT deviant or to be shunned. We can gather with young people in an artistic endeavour and those young people will not be corrupted or led astray. I applaud your humanity. And thank you for being an ally in our lives."

Council can be proud to have generated support, recognition, and become an ally to LGBTIQ+ people in its City.

Introduction

The Generations Linking and Making a Difference (GLAM'd) LGBTIQ+ intergenerational project was initiated to support an area of need identified through multiple consultations with younger and older residents in Clarence supported by council's *Strategic Plan 2016-2026*, and embedded in council's:

- *Access and Inclusion Plan 2021-2025*
- *Age Friendly Clarence Plan 2018-2022*
- *Community Health and Wellbeing Plan 2013-2018*
- *Youth Plan 2018-2022*

Council's Positive Ageing Advisory Committee (CPAAC) and Youth Network Advisory Group (YNAG) together with key services from the Clarence Positive Ageing (PAN) Network were involved in helping to establish the focus of the project and to submit a successful grant application to the Tasmanian Government LGBTIQ+ Grants Program 2021.

The Tasmanian Government provided council with \$8,600 in June 2021. Council allocated \$2,500 toward the project in the 2021/2022 financial year budget as part of the *Age Friendly Clarence Plan 2018-2022* implementation.

The project commenced in August 2021 and was completed in June 2022.

Project Aim and Objectives

The aim of the GLAM'd project was to work with the local community in Clarence who identify as LGBTIQ+ to co-design and deliver an intergenerational art project that raised awareness and created greater understanding of the issues and needs across the diversity of younger and older people of all abilities in the city.

There were three (3) project objectives:

- Establish a GLAM'd working group. Develop a communications strategy. Undertake community engagement to work with up to 25 interested residents of a variety of ages to participate in co-designing the project outcomes.

- Conduct up to six (6) facilitated sessions with project participants with a trained professional to draw out key issues and needs across the ages and to identify common areas.
- Deliver an art project, during International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHONiy) on 17 May 2022 and/or Pride Month in June 2022.

The following informs how the objectives were undertaken and achieved.

Project Management, Engagement and Implementation

Co-design

The project was designed to align with the vision and principles of the *Whole of Government Framework for LGBTIQ+ Tasmanians*¹ as evidence base/best practice on working with the local community with respect, equal opportunity, enhancing access to participate, and inclusivity in design and implementation.

To assist the role of council to coordinate and to ensure the community were involved in the planning, development and outcomes of the project, a common community development methodology of co-design was used.

Co-design is not just ‘consultation’. It is not a community only activity or professional only activity. It’s about bringing people together to jointly make decisions, informed by each other’s expertise.²

The following principles of co-design formed the basis for how the project was managed:

Inclusive – The process includes representatives from critical stakeholder groups who are involved in the co-design project from framing the issue to developing and

¹ Whole of Government Framework for LGBTIQ+ Tasmanians
https://www.communities.tas.gov.au/data/assets/pdf_file/0016/15505/LGBTI_Framework_17_Nov_2015_ART.pdf

² The Australian Centre for Social Innovation <https://taksi.org.au/unpacking-co-design/>

testing solutions. It utilises feedback, advice and decisions from people with lived or work experience, and the knowledge, experience and skills of experts in the field.

Respectful – All participants are seen as experts and their input is valued and has equal standing. Strategies are used to remove potential or perceived inequality. Partners manage their own and others' feelings in the interest of the process. Co-design requires everyone to negotiate personal and practical understandings at the expense of differences.

Participative – The process itself is open, empathetic and responsive. Co-design uses a series of conversations and activities where dialogue and engagement generate new, shared meanings based on expert knowledge and lived experience. Major themes can be extracted and used as the basis for codesigned solutions. All participants are responsible for the effectiveness of the process.

Iterative – Ideas and solutions are continually tested and evaluated with the participants. Changes and adaptations are a natural part of the process, trialling possibilities and insights as they emerge, taking risks and allowing for failure. This process is also used to fine-tune potential outcomes or solutions as it reaches fruition and can later be used to evaluate its effectiveness.

Outcomes focused – The process can be used to create, redesign or evaluate services, systems or products. It is designed to achieve an outcome or series of outcomes, where the potential solutions can be rapidly tested, effectiveness measured and where the spreading or scaling of these solutions can be developed with stakeholders and in context.³

³ NSW Council of Social Services <https://www.ncoss.org.au/sector-hub/sector-resources/principles-of-co-design/>

Engagement

A working group was established in August 2021 with members of council's Positive Ageing Advisory Committee (CPAAC) and Youth Network Advisory Group (YNAG), interested community members and key services from the Clarence Positive Ageing (PAN) Network, including Working It Out (WIO), Uniting Age Well, and South Eastern Community Care.

The working group helped to shape how the aims and objectives would be met, within budget and timeline.

A communication strategy was developed and supported by council's Communications Team, to engage people to be curious about the project, find out more, and get involved.

Methods included:

- Creating a GLAM'd 'look' or logo to help promote the project.
- Including people who had already indicated they wanted to be involved i.e., word of mouth through services and self-referral.
- Developing a flyer for distribution across a wide stakeholder network.
- Providing project information on council's website.
- Placing regular Facebook posts on council's site and sharing with other organisations.
- Putting corflute signage on the project at the prominent location outside Council Chambers/Offices facing Rosny Bus Mall.
- Holding an Afternoon Tea project information session in a community setting, during after school time.

Implementation

A facilitator scope and outline was developed to help ensure the principles of co-design were embedded. A skilled facilitator and artist, Victorian Vyvyan was engaged to support the overall implementation of the project. ⁴

⁴ For more information about the facilitator please go to GLAM'd Project at <https://www.ccc.tas.gov.au/community/community-services/age-friendly-city/>

The informal Afternoon Tea information session was held in November 2021. Fifteen people (15) came to the session to hear about the project, and to provide their thoughts and experiences.

There was a diversity of people and ages ranging from 13 to 70+ years old, with a diversity of cultures, ideas and interests. People were engaged from council's Youth Services programs in local schools, residents in aged care, and the wider community.

From this first session, there was a sense of shared experience and sharing of stories. There was a keen interest from the younger people to hear about the stories from the older adults and likewise, older adults identified with what younger people said.

The facilitator led the group through a process of getting to know each other, talking about the issues that are important to everyone, what is the same and different, and what needs to change.

A core group of fifteen (15) people remained engaged throughout the project with thirty (30) people being engaged overall. Ten facilitated project sessions were held between November 2021 to May 2022.

The group was prolific in creating amazing ideas about how to convey the key messages in the shared vision. They thought big and that was important.

Some of the group sessions were dedicated to learning about different ways to create art through sound and text, visual and food. An Ideas Bank was generated by the group so that no good idea was lost and could be used for future project ideas.⁵

By March 2022, the group had made some key decisions about what they had the capacity to progress, which was then further reviewed in April.

⁵ See Appendix for the Ideas Bank

Outcomes

A Shared Vision

The GLAM'd look developed was used extensively as a recognised 'brand' for the group.



Key issues and statements were identified easily and quickly. By the end of November 2021 there was the beginnings of an agreed shared vision which was consolidated by March 2022⁶.

The shared vision that was created:



***We are all human and all diverse. Difference should be celebrated.
Share stories and experiences. Education is important.
We need allies to help out and speak up.***

The Pride Parade

Attendance in the Pride Parade was not an initial outcome for the project. It was more a product of the connections formed. A suggestion by one of the group members to attend the parade, led to registration and participation of the GLAM'd group in the Tasmanian

⁶ See Appendix for GLAM'd Progress Update 25 March 2022

Pride Parade in March 2022. T-shirts were purchased with the GLAM'd brand, and the Clarence City Council and Tasmanian Government logos.

Participation in the parade created social connections outside of the project, and an opportunity for family members to get involved, and to meet the wider group. It created an opportunity for the group to be visible outside of Clarence. It also provided the surprise for people to meet Miriam Margolyes, British-Australian actress and author who attended the parade.



Marshalling at the start of the Pride Parade.



Some of the group preparing to walk.



Meeting Miriam Margolyes.

IDAHOBIT Day and Dorothies Awards

As part of the project, council provided \$500 sponsorship to Working It Out (WIO) for the International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) Day Breakfast and Dorothies Awards on the 17 May. The sponsorship helped to enable more LGBTIQ+ community members who may not otherwise have had the opportunity to attend the breakfast and awards.

The Drawing Workshops

As a method to connect and invite the community to participate in creating content for a Zine and the GLAM'd launch, two (2) drawing workshops were organised on weekends during May 2022.

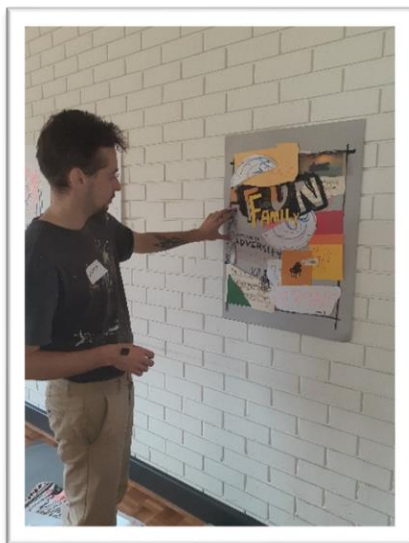
Artists, Megan Walsh and George Kennedy were engaged to facilitate the workshops.⁷ Both workshops were well attended with a combined total of twenty two (22) participants. The

⁷ For more information about the artists please go to GLAM'd Project at <https://www.ccc.tas.gov.au/community/community-services/age-friendly-city/>

artists guided participants through a series of exercises to unleash their drawing creativity using pens, charcoal, paints, and collage.



Workshop 1 – Megan Walsh and some of the participants



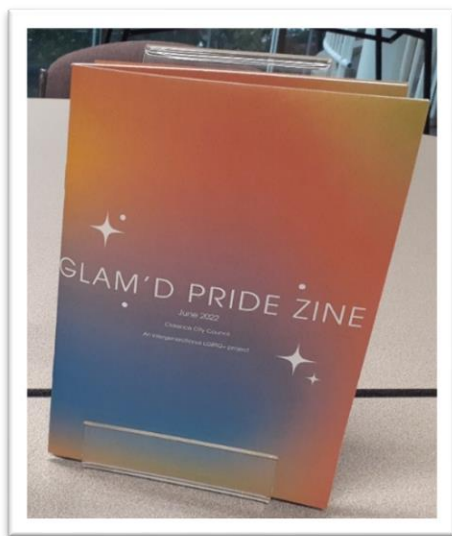
Workshop 2 – George Kennedy and some of the participants

A Zine

The development of a Zine was decided by the group as the perfect vehicle to celebrate the GLAM'd shared vision of humanity and difference, education, and the important role of

allies. Chelsea Menzie was engaged to work with the group in developing the Zine. All content for the Zine was decided by the group. Four hundred (400) copies of the Zine were produced for distribution. Rosny Library, Clarence City Council and other community organisations and businesses were distribution centres for the Zine.

The Zine provided the opportunity for people to reflect on their relationship to their identity and the world around them, through a ten question interview, artwork, recipes, creative writing, and a 222 song playlist.



A Guide for Allies

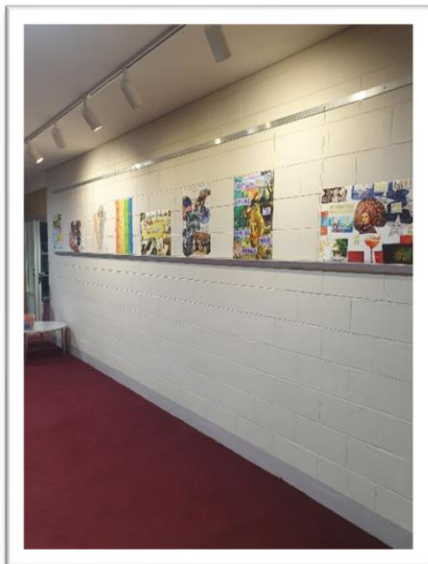
The Zine also included a full guide for allies developed by the group. The guide was put together after an analysis of the key issues, statements and messages to convey. The top ten messages (10) formed the guide.⁸

The GLAM'd Gallery

To launch the Zine and exhibit some of the artwork created from the drawing workshops, the group partnered with Rosny Library. This space provided the ideal venue to:

⁸ See appendix for the Guide for Allies

- Hold the public launch on the 16 June. The Deputy Mayor of Clarence officially launched the project with thirty (30) people attending from community members and key organisations. The advantage of holding the launch in the public library was to help draw greater awareness to the project in a space that attracts hundreds of people of all ages every day. The exhibition remained in the library until the end of Pride Month.
- Showcase eleven (11) chosen pieces of artwork created from the drawing workshops. This was done by curating the art across the library space in the form of A2 size posters. Additional A3 size posters were created for the participants to take home. In addition, the Guide for Allies was produced as a poster.⁹
- Distribute the Zine. Two hundred (200) copies of the Zine were available on the day of the launch, and one hundred (100) copies were distributed that afternoon.



GLAM'd Gallery and Launch

⁹ See appendix for pictures of the poster artwork created for the GLAM'd Gallery.

The Glammer's

From the initial group of people who first engaged with the project, to the many others who came, contributed and went, to the people who engaged in the project later on and through the drawing workshops, they all fondly identify as “The Glammer’s”.

A diverse group of people of all ages who have connected and remained connected in a variety of ways to undertake the project is a special outcome. Lifelong connections have been made. The Glammer’s have a desire to continue to work collaboratively with council and others.

Benefits to the community

This project has demonstrated widespread benefits to the LGBTIQ+, their allies, and the wider community. The impact of this project is best represented through the four broad recommendations of the recently released UTAS report, commissioned and funded by the Tasmanian Government *LGBTIQ+ Tasmanians: Telling Us the Story*.

- See LGBTIQ+ Tasmanians and acknowledge their experiences to raise awareness.
- Know more about LGBTIQ+ Tasmanians’ experiences and needs.
- Understand LGBTIQ+ Tasmanians’ experiences and needs and translate this into inclusive practices and policies.
- Embrace LGBTIQ+ Tasmanians as valued members of communities who require equal dignity, respect, and recognition. ¹⁰

In addition, all of the contractors supporting the project were part of the LGBTIQ+ community. This is an important acknowledgement of expertise, skills, contributions and workforce participation.

¹⁰ https://www.communities.tas.gov.au/_data/assets/pdf_file/0017/216413/LGBTIQ-Tasmanians-Telling-Us-the-Story-Survey-Report-May-2022.pdf

In preparation for this project, council used an Intergenerational Toolkit available from the United Kingdom *Intergenerational Projects for the LGBT Community Toolkit 2011*.¹¹ The toolkit highlights that intergenerational practice is:

“to bring people together in purposeful, mutually beneficial activities which promote greater understanding and respect between generations and contributes to building more cohesive communities.” (P6)

The Toolkit also details the benefits of intergenerational projects, which while not specifically ‘tested’ with the Glammer’s, can be evidenced in the outcomes the project achieved. They include:

- For younger and older people, intergenerational projects can be a useful way of bringing different identities across the LGBTIQ+ spectrum together, where historically projects may have worked with one group in isolation.
- For older and younger people, intergenerational projects can help participants understand, construct, and share their experiences of identifying as LGBTIQ+.
- Providing safe spaces for younger and older people to share common experiences.
- Providing role models for younger people by meeting older people.
- Help prevent and overcome a relatively high degree of loneliness and social isolation among older and younger people, by bringing them together.
- Provide an alternative forum for debate and support for younger and older people to discuss their common needs as service users and the discrimination or barriers they may face in accessing services.
- Intergenerational projects, regardless of methodology, allow younger people to learn about LGBTIQ+ history directly from older people.
- Intergenerational projects can be a method for strengthening the visibility of the LGBTIQ+ community in wider societal terms.

¹¹ Intergenerational Projects for the LGBT Community 2011 www.ilcuk.org.uk

Evaluation

Co-design is not a linear project management process. There were challenges to the documentation and data collection that were not anticipated. While the co-design process was inclusive, respectful, participative, iterative and outcomes focussed, this was achieved at the expense of a more thorough data collection. Three (3) elements impacted this decision:

- Trust and safety – some people wanted to participate, to have their voice heard for the first time, but also felt vulnerable and wanted to remain anonymous. For this reason, full name disclosure or other personal details was not a requirement to participate in the project. We led with ‘going with the experience’ to develop trust and safety, rather than trying to structure and mould – which is not co-design. The process, and the end result was more powerful to the people involved, and sustainable.
- Momentum – choosing a safe place for the group to meet, in a location that everyone felt comfortable with, at a time that was afterschool was essential. It was anticipated that there would be 6 to 8 group sessions, however a total of 10 sessions were held. Keeping the project momentum going was a challenge over the extended school holiday period during Christmas/New Year.
- Achievable outcomes - generating ideas was one aspect, making them happen was another. A core group kept the momentum going with other people coming in and out to contribute when they could. It was very important to the group to be kind to themselves, and to be safe.

At the launch, one of the Glammer’s Sue Todd spoke about their experience of being part of the project.¹² Sue spoke of the value of intergenerational connections in breaking down stereotypes. This is especially important in contributing to intergenerational evidence base/best practice from a local, state, national and international perspective.

¹² See the appendix for a full transcript of Sue’s speech.

Opportunities

The Glammer's have now emerged as an identifiable and strong community dynamic for the LGBTIQ+ community and their allies. There are a number of opportunities that can be pursued in partnership with others. The Ideas Bank has many 'shovel ready' projects, and the following include some of these ideas:

The Glammer's

As an established group, the Glammer's are now a powerful reference and resource. Not everyone in the group will want to be involved in future opportunities. Having co-designed this project they have ownership in the fantastic outcomes achieved. Their continued involvement as a touch point for any further projects is crucial.

Clarence Mardi Gras

A Mardi Gras parade in Clarence was one of the first ideas that the group had. A visual and musical celebration. Initial discussions have already commenced with council's Cultural Arts Team on how this could be achieved in unison with other major events in the city.

Roving GLAM'd Gallery

The artwork that has been produced in poster formats for the gallery, and the wider catalogue of art created, is a resource that can be used in other locations and for other purposes, helping to raise awareness and education.

Aged Care Awareness

Staff in aged care contributed to the original project design from their experience of supporting residents in aged care who identified as LGBTIQ+. There is the opportunity to have a specific focus on raising awareness with staff and creating safe spaces with residents in aged care facilities. The Roving GLAM'd Gallery could be a first start.

Intergenerational Evaluation

There is the opportunity to further test outcomes and conduct evaluation on the benefits of the intergenerational project.

Intergenerational Toolkit

With little evidence available in Australia, this project has the foundations for the development of a co-designed intergenerational toolkit for use by other council's and organisations. This could be a partnership project with other interested council's and Working it Out (WIO) Tasmania.

Dorothies Awards 2023

At the 2022 awards, it was announced that the 2023 Dorothies theme is 'Excellence in LGBTIQ+ Inclusion in Local Government'. There is the opportunity for council to consider showcasing the project by applying for an award.

Council's practices and policies

Council can build on and develop new practices and policies that support LGBTIQ+ cultural awareness, safety and inclusivity. These include:

- Continue and resource staff training, supported through the Workplace Equality and Equity Group.
- Undertake Rainbow Tick Accreditation.¹³

Conclusion

Initiated to support an area of need identified through multiple consultations with younger and older residents in Clarence, the GLAM'd LGBTIQ+ intergenerational project was made possible by council allocating resources through *Age Friendly Clarence Plan 2018-2022*, and funding from the Tasmanian Government.

¹³ <https://www.workingitout.org.au/for-organisations/#signpost>

The co-design process supported ownership and responsibility for the project processes and outcomes, while keeping everyone safe and motivated. The success of this was supported by the project facilitator and by engaging artists to support the ideas created.

Multiple outcomes were achieved in a short space of time, creating significant community benefits and future opportunities.

Appendix

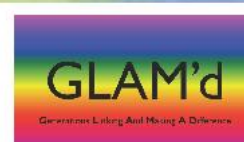
Ideas Bank

- ✓ A Mardi Gras Parade.
- ✓ A dance ball.
- ✓ A labyrinth – outdoor or indoor.
- ✓ A series of podcasts.
- ✓ A playlist for community radio.
- ✓ Occupy a space during Pride Month to invite the wider community in to engage and share stories, eat food, watch artwork being created.
- ✓ A table made by a Men's/Community Shed inscribed with messages from the community.
- ✓ Mirror, mirror.....write messages and experiences on a giant mirror/s to check prejudices and convey thoughts and ideas.
- ✓ Food connects. Have a café experience with favourite food cooked on site and shared.

Guide for Allies

1. Don't be afraid, step outside your comfort zone
2. Ask LGBTIQ+ people about their lives, be inquisitive
3. Check in and see if the LGBTIQ+ people you know are doing OK
4. Don't try to control others, just be accepting of difference
5. Please don't make it weird, don't be EXTRA nice or ask about stuff you wouldn't ask someone else about
6. Don't change your spots, be authentic.
7. Educate yourself, watch documentaries and films, read, be curious, pay attention
8. Educate others also, be a voice for us.
9. Take a stand, challenge homophobia and transphobia when you see and hear it
10. Attend our events, like our Pride events and celebrations, exhibitions, theatre and music

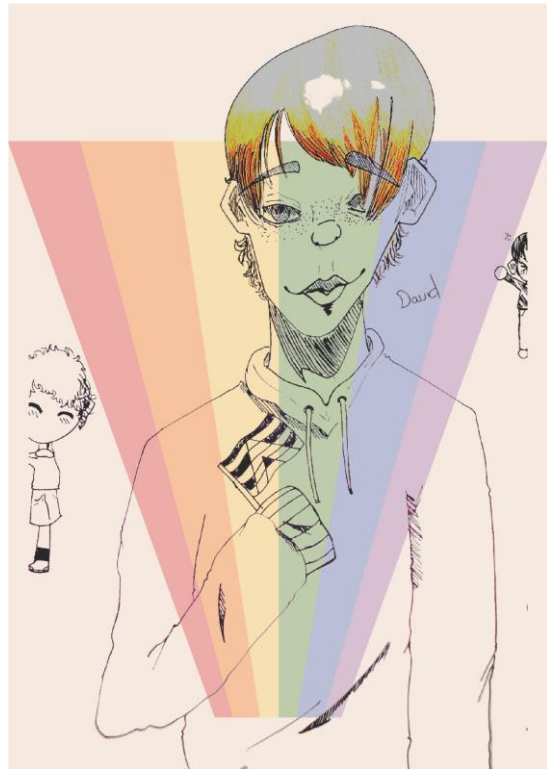
For more information, training or support, contact :
Working It Out (03)6231 1200 workingitout.org.au



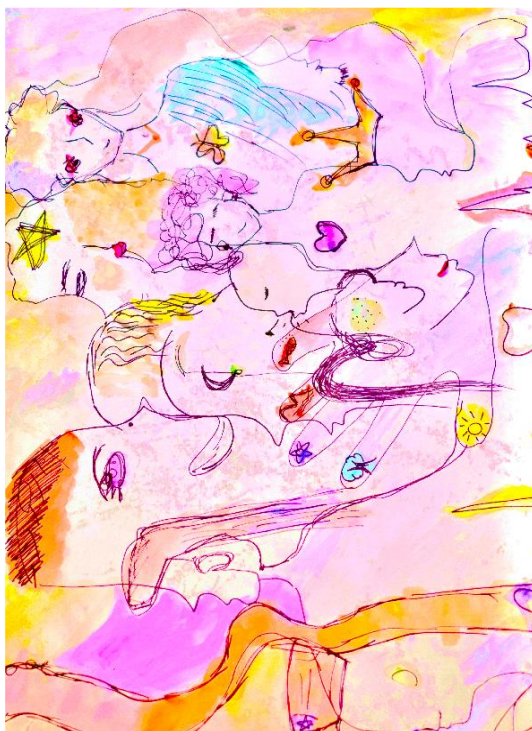
The GLAM'd Gallery



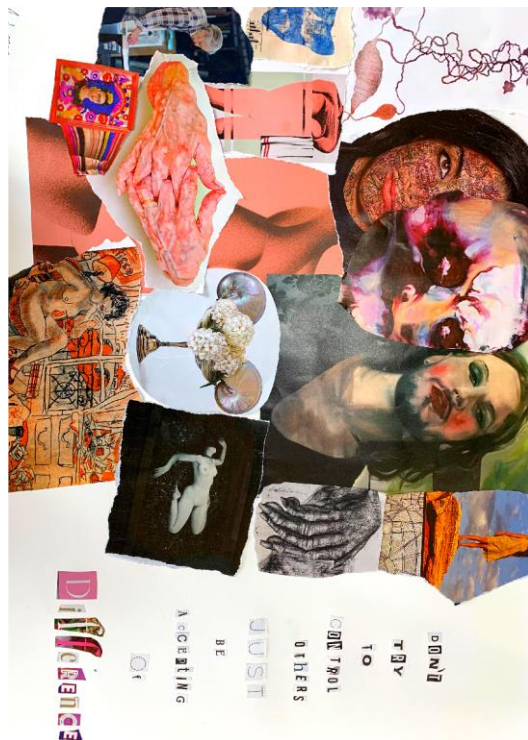
Don't Be Afraid



David



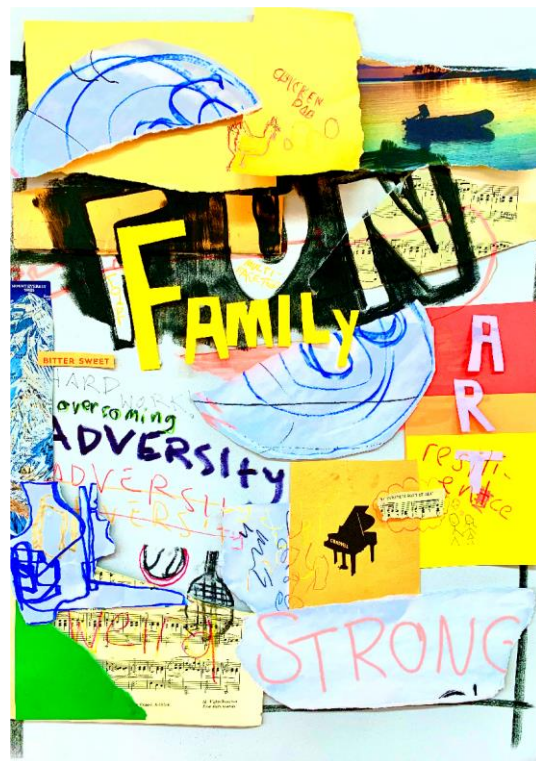
Diversity



Don't Control



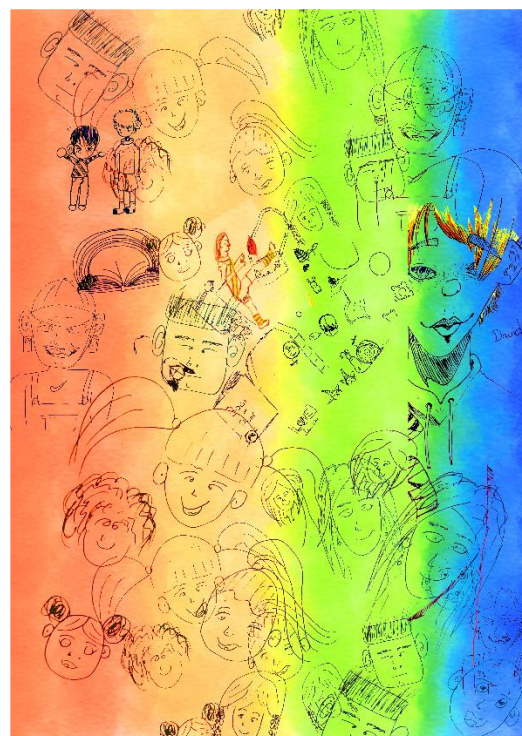
Dorothy



Fun Family



Explore Freedom



Rainbow Drawings



Songs to Soothe



Take a Stand



Uncertain Journey

Sue Todd's Speech

"My name is Sue Todd. I was part of the Glam'd project.

I want to personally thank the Clarence Council for supporting this project. For two reasons. The first is that I'm 73 years old and when I was a teenager I would have been shunned and scorned by my local council if they had known that I was a lesbian. Not that I had even heard the word "Lesbian" when I was a teenager, but I had inculcated the knowledge that a same sex relationship was shameful, deviant and wrong.

Now my local council has supported the coming together of LGBTIQ+ people – official recognition of our acceptance and ok-ness. And a welcome to the wider community.

The second reason I want to thank the Clarence Council is this – you have put your hands up and said that these older LGBTIQ+ people like me, are NOT deviant or to be shunned. We can gather with young people in an artistic endeavour and those young people will not be corrupted or led astray. I applaud your humanity. And thank you for being an ally in our lives.

Our project has focussed on allies and how they can support us. In thinking about allies in my life I remembered my nephew telling me that he thought having a lesbian aunt was "cool". I think I may have disappointed him over the years – I'm way too ordinary!

The recent media interest in Rebel Wilson's same sex partner shows that there is still a long way to go for anyone who stand outside the heterosexual norm. The Clarence Council's willingness to stand with us and enable us to be "out and proud" rather than pushed into shadows is hugely appreciated by me – and I'm sure by many others in the wider community.

On a personal level I really enjoyed spending time with wonderful people and learning about different LGBTIQ+ art installations from Victoria Vyvyan. It has been a great thing to be involved in. And Julie always produced such wonderful food! Thank you."

16 June 2022