

Wellbeing in Tasmania

Analyses of consultations to inform the development
of Tasmania's Wellbeing Framework



Acknowledgment of Country

The University of Tasmania pays its respects to elders past and present and to the many Aboriginal people that did not make elder status and to the Tasmanian Aboriginal community that continues to care for Country.

We acknowledge the profound effect of climate change on this Country and seek to work alongside Tasmanian Aboriginal communities, with their deep wisdom and knowledge, to address climate change and its impacts.

The Palawa people belong to one of the world's oldest living cultures, continually resident on this Country for over 65,000 years. They have survived and adapted to significant climate changes over this time, such as sea-level rise and extreme rainfall variability, and as such embody thousands of generations of intimate place-based knowledge.

We acknowledge with deep respect that this knowledge represents a range of cultural practices, wisdom, traditions, and ways of knowing the world that provide accurate and useful climate change information, observations, and solutions.

The University of Tasmania likewise recognises a history of truth that acknowledges the impacts of invasion and colonisation upon Aboriginal people, resulting in forcible removal from their lands.

Our island is deeply unique, with cities and towns surrounded by spectacular landscapes of bushland, waterways, mountain ranges, and beaches.

The University of Tasmania stands for a future that profoundly respects and acknowledges Aboriginal perspectives, culture, language, and history, and a continued effort to fight for Aboriginal justice and rights paving the way for a strong future.

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Disclaimer

The views expressed herein are not necessarily the views of the Tasmanian Government.

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About the Institute for Social Change

The Institute for Social Change works to provide information and analysis that supports good decision making in and for Tasmania.

We draw on the expertise of researchers from across the University of Tasmania to understand how people and communities experience and adapt to social, cultural, environmental and economic change.

We work with community, government and business on researching the challenges and opportunities presented by change, providing data, analysis and commentary to inform public policy and debate on key issues affecting Tasmania.

More information about the Institute's work and publications is available online at utas.edu.au/social-change

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Executive Summary

This report presents the results of the Wellbeing Consultation survey, conducted through The Tasmania Project of the Institute for Social Change at University of Tasmania. The survey was commissioned by the Tasmanian Department of Premier and Cabinet as part of the consultation process to inform the Tasmanian Wellbeing Framework. The survey was open between 5 June and 30 September 2023.

The survey asked two open-ended questions: “What does wellbeing mean to you?” and “What does an ideal Tasmania look like for future generations?” and basic demographic questions. Respondents could answer the main questions by writing a text response and/or uploading media. A total of 1,657 responses to “what does wellbeing mean to you?” were received and qualitatively analysed for this report. Analysis of responses to “what does an ideal Tasmania look like for future generations?” is presented in the Sustainability Consultation Report.

The sample of survey respondents was representative of the general Tasmanian population in terms of Aboriginal and/or Torres Strait Islander identification, self-identified disability status, and LGBTIQ+ identification. However, younger people, men, those who live outside of Hobart and Launceston, those experiencing homelessness and other socioeconomic disadvantages, and those with high school and TAFE education were underrepresented. To gain some perspective from underrepresented cohorts without creating consultation fatigue or burden, materials from recent government consultations were analysed in relation to wellbeing (e.g., what they told us about people’s wellbeing priorities in general and across domains).

CROSS-CUTTING THEMES

The primary objective of the analysis of responses to the Wellbeing Consultation survey was to identify main themes that are salient to Tasmanians when defining their wellbeing, in order to inform the domains of the eventual framework. In analysing the data, several themes were present across responses and across themes:

- Wellbeing is multifaceted. While plenty of people provided short responses, it was rare for responses to only include references to one domain or singular aspects of one domain. For example, even responses that were only about health mentioned both physical and mental health. Generally speaking, when defining wellbeing, people talked about the essentials of life such as health, food, and housing, and often referred to these as foundational for achieving overall wellbeing, which comprised feelings such as happiness, meaning, fulfilment, as well as opportunities to contribute and participate in life.
- Safety, security, and/or stability were common subthemes across domains, for example secure work, stable housing, safe neighbourhood, financial security, stable health, stable relationships, and feeling safe in communities.
- Connection was mentioned in various ways across domains. For example, connection was an important quality of relationships and outcome of communities, connection to nature was commonly mentioned, and a sense of connection was referred to as a supporter of health and neighbourhood safety.
- Across domains, people sought contribution and participation, for example having enough money to

participate in life, meaningful contributions through work, sufficient health to contribute to the community, stable housing to allow economic participation, and inner wellbeing derived from contributing to community and/or society.

- Related to contributing and participating, people talked about opportunities and access to opportunities in various domains as contributing to wellbeing. For example, institutions that provide opportunities to participate in local decision making, opportunities to learn and grow within inner wellbeing, and opportunities to develop skills within work and education.
- The wellbeing of others. Many people indicated that their wellbeing was affected by the wellbeing of others, particularly family and friends but also the community and population more generally. This was evident through statements about supporting others’ wellbeing (e.g., looking out for the health of friends and family, giving back to the community), the availability of social safety nets for people who need them, and housing for all.

MAIN WELLBEING THEMES AND THEIR DEFINITIONS

Identifying and categorising the main themes that were important to Tasmanians’ wellbeing was readily achieved using participants’ own words for most domains. For example, people used ‘health’, ‘housing’, ‘education’, ‘work’, ‘relationships’, ‘environment’, and ‘income’ or very close synonyms to describe these themes and how they related to their wellbeing. However, fewer people used the descriptors ‘systems and services’ and ‘inner wellbeing’, thus the names for these themes were based on labels used in other wellbeing frameworks around the world. However, the definitions of each theme, listed below, are derived only from the subthemes arising from people’s responses. In other words, there are no aspects of the definitions that are drawn from the literature or other frameworks, though naturally there is overlap between how Tasmanians define each domain of their wellbeing and how other people and places define theirs. The themes and their definitions are listed below in descending order of the number of references made to each across responses.

- **Health.** Health comprises physical, mental, emotional and spiritual health. It also includes the resources required for health, such as healthcare and services, food, exercise, and rest and sleep.
- **Inner wellbeing.** Inner wellbeing refers to the emotional aspects of wellbeing such as happiness, contentment, fulfilment, meaning, joy, love and laughter. It also includes factors that support these emotions such as a sense of autonomy, agency and choice, opportunities to contribute to and participate in life, fulfilment of one’s potential, resilience through life’s ups and downs, the absence of worry and stress, and optimism and hope for the future.

- **Relationships and community.** Relationships and community include the presence and quality of people's interpersonal relationships (e.g., friends and family) and their relationships and relatedness to their communities more broadly. This theme also refers to what people give and receive from their relationships and communities, such as support, sense of belonging, and psychological safety.
- **Systems and services.** This theme refers to economic, governmental, political, and media structures, systems and services and their qualities such as fairness, transparency, freedoms, support, equality, equity, and representation.
- **Natural environment.** The natural environment refers to access to and care and protection of the natural environment and natural resources, and efforts to achieve this through sustainable living and development, living in harmony, and shifting to renewable resources.
- **Housing and neighbourhood.** Housing and neighbourhood are about access, affordability, and stability of housing for individuals and all Tasmanians. The theme also includes neighbourhood characteristics such as safety and people's feelings of safety, transport infrastructure, and access to amenities including entertainment.
- **Income.** Income refers to people having enough money to afford the basics and have enjoyment in life. The security and stability of income is also an important aspect of this theme.
- **Work.** Work refers to opportunities for paid and unpaid employment that allow for meaningful contribution and a balance between work and life.
- **Education.** Education is about access and affordability of education (formal and informal, including the arts) that is useful to people in pursuing the lives they want.

WELLBEING OUTCOME STATEMENTS

For each main theme, we have synthesised the key subthemes that emerged across responses into concise outcome statements that provide a high-level view of what Tasmanians want and need from each theme to have wellbeing.

- **Health.** Tasmanians want to be physically, mentally, socially and emotionally healthy, and have access to resources to support their health.
- **Inner wellbeing.** Tasmanians want to feel a sense of contentment, happiness, balance, and meaning in life, and have the inner and external supports to achieve this through life's ups and downs.
- **Relationships and community.** Tasmanians want relationships with their friends, family and communities that allow them to feel connected, safe, valued, supported, and able to contribute.
- **Systems and services.** Tasmanians want fair, transparent, supportive and inclusive structures and systems that allow everyone to live the life they want to live.

- **Natural environment.** Tasmanians want to access, protect, and live in harmony with a clean, green natural environment, now and in the future.
- **Housing and neighbourhood.** Tasmanians want affordable, safe, secure and comfortable housing for all, located in places that are close to what they need.
- **Income.** Tasmanians want to have sufficient and stable income to meet day-to-day needs and achieve quality of life.
- **Work.** Tasmanians want opportunities for meaningful paid and unpaid occupation, and a strong work-life balance.
- **Education.** Tasmanians want access to quality, affordable formal and informal educational opportunities that are useful for what they want to achieve in life.

WHAT DOES WELLBEING LOOK LIKE?

A total of 106 media (photographs, graphics, videos and a document submission) from 70 participants in response to *"what does wellbeing look like to you?"* were uploaded and analysed.

The most common wellbeing themes referenced in images were the natural environment (featured in 44% of media submissions), relationships and community (43%), inner wellbeing (41%), health (20%), work (3%), and housing (3%).

Key visual themes in the images included creativity (e.g., playing music, visual art), family and friendship (e.g., parties, gatherings, group photos, babies), nature, both sharing it and being active in it.

Other themes include community, evident in images of events, volunteering and community media; sustainability, for example home grown vegetables and gardens; pets; the need for support; and general Tasmanian-ness.

DIFFERENCES BETWEEN COHORTS

There were no clear and consistent differences between different cohorts, likely owing to the sample skewing towards the older, educated, female demographic and the nature of the survey, such that the question was broad (and most of us have similar 'domains' in our life e.g., housing, income) and the survey was digital (meaning that answers could not be probed or elaborated). Despite this, it was clear that our geography shapes our needs and resources, for example, Hobart-based people talked more about public transport infrastructure while those outside of Hobart mentioned transport generally (e.g., as a basic need), and rural and remote dwelling people discussed the need for services for them and their communities.

Life stage also affected perspectives, with older people naturally more likely to mention aged care and ageing in place, and people with children and grandchildren more likely to mention opportunities for children and young people (though the low representation of young people in the sample must be considered here - it's highly likely that young people are also concerned about opportunities for them and their cohort). Finally, those from often marginalised communities such as those identifying as Aboriginal and/or Torres Strait Islander, LGBTIQ+, and living with a disability often talked about belonging, community, connection, not having to hide, and having one's basic needs met as a foundation to life. While other cohorts also commonly mentioned these themes, it's noteworthy that they were prominent among those from marginalised communities given the higher barriers to experiencing those aspects of wellbeing on average for people in those communities.

In terms of gender differences, health, inner wellbeing and systems and structures were the most prominent themes for men, while health, inner wellbeing, and relationships and community were most prominent for women. Natural environment and (particularly) education themes were quite strongly weighted towards women. There were substantial differences in how men and women discussed most themes, with safety, connection, fulfilment of the basics, availability of supports, feeling valued, and others being supported particularly important to women, and agency, stability and security, democratic ideals, absence of stress, and family being well particularly important to men.

WHAT DO OTHER CONSULTATIONS TELL US?

Analysis of past consultations undertaken with different cohorts of Tasmanians, namely those who are older, multicultural, younger, on low incomes, identify as LGBTIQ+, living with disability, are veterans, and are carers, reveal a variety of different needs and aspirations across domains of wellbeing. While these insights must be interpreted with caution as these consultations did not involve directly asking what wellbeing means to people, they do point to some areas that warrant further investigation in the context of a Tasmanian Wellbeing Framework. A summary of these insights by main wellbeing themes is below.

Health: health was important across all consultations and many barriers to access to healthcare were reported. For many cohorts, barriers to specialised and appropriate care were common. For example, older Tasmanians reported that their health concerns were often 'written off' by medical professionals as age-related, multicultural Tasmanians reported challenges accessing culturally appropriate healthcare and supports such as interpreters, LGBTIQ+ Tasmanians and Tasmanians living with disability reported difficulty accessing specialised, safe and appropriate healthcare. Young Tasmanians reported that they want to feel healthy and have supports, particularly in schools, for mental health, good nutrition, and physical activities. Tasmanians on low incomes reported that their low income created strains on their physical and mental health as well as financial and logistical barriers (e.g., transport) to accessing healthcare.

Inner wellbeing: cohorts prioritised different aspects of inner wellbeing. For example, older people expressed that independence, meaning and purpose, feeling valued, and feeling fulfilled were fundamental to inner wellbeing; young people sought hope, love, and belonging for all, as well as safety and security; for low income Tasmanians, safety was the foundation of inner wellbeing; and LGBTIQ+ Tasmanians reported that they were seeking peace, safety, belonging and freedom of expression.

Relationships and community: with regard to relationships and community, all cohorts discussed connection, acceptance, and inclusion in various ways. Older Tasmanians wanted to participate in their communities, have their contributions recognised, and to not experience discrimination or being discounted because of their age. Multicultural Tasmanians sought safety and acceptance at the individual level as well as the societal level, such that they sought a Tasmania where diversity is recognised as positive and people from multicultural backgrounds are free from racism and discrimination and have opportunities for cultural expression. Young people sought acceptance, wanted bullying to be prevented, and recognised the need for strong familial and friend relationships.

Tasmanians on low incomes reported that social and material supports were interconnected, such that their friends and communities helped each other to access material basics. Tasmanians on low incomes also reported feeling excluded from and looked down upon by the general community. Tasmanians living with disability sought more accessible community activities to facilitate connection, inclusion and belonging. LGBTIQ+ Tasmanians emphasised the importance of community, in part to protect against othering and discrimination from some parts of society.

Structures and systems: relevant to structures and systems, voice and participation in decision making were common threads across all cohorts' consultations. The need for greater accessibility of services, including more, cheaper, and physically accessible means of transport, was also reported by older Tasmanians and Tasmanians living with disability. Better representation and inclusion in structures and systems was mentioned by multicultural Tasmanians and LGBTIQ+ Tasmanians.

Natural environment: the natural environment was mentioned in various ways by the different cohorts. Older Tasmanians reported that the natural environment and access to it were positives to ageing in Tasmania. Mild summers were also mentioned as a positive but harsh winters as a negative. Young Tasmanians were concerned about exploitation of the natural environment by businesses and were interested in better environmental protections, particularly for oceans and animals. Tasmanians on lower incomes and Tasmanians living with disability valued the natural environment but experienced barriers to access, particularly around transport.

Housing and neighbourhood: concerns about accessibility, affordability, and quality of housing were reported across cohorts. Older Tasmanians, particularly those on low incomes or had experienced an unexpected adverse life event (e.g., divorce, job loss) reported difficulties competing in the private rental market. Both older Tasmanians and Tasmanians identifying as LGBTIQ+ reported significant fear of aged care and their anticipated treatment within the system. Multicultural Tasmanians reported that poor quality housing was common, creating health hazards and expensive running costs. Tasmanians on low incomes and Tasmanians living with disability reported difficulties accessing and affording housing. Young people were concerned about the housing crisis and what it meant for their future and Tasmanian society in general. Tasmanians who identified as LGBTIQ+ reported concerns about their safety and inability to express themselves in certain neighbourhoods and regional areas.

Income: the cost of living was a common concern across cohorts in relation to income. Older people expressed that the aged pension was not keeping up with cost of living and that maintaining participation in society (e.g., belonging to clubs) often costs money. Multicultural Tasmanians felt that a lack of equal employment opportunity constrained their income. Similarly, Tasmanians on low income reported that precarity of work (e.g., casualisation) affected the stability of their income. Young people were concerned with income inequality in society.

Work: discrimination in the workplace was a common theme, reported by older Tasmanians, multicultural Tasmanians, Tasmanians living with disability and Tasmanians who identify as LGBTIQ+. These cohorts, along with Tasmanians living on low income, sought better opportunities and inclusion in the workplace.

Education: education arose in different ways across cohorts. Older Tasmanians articulated an interest in lifelong learning and pointed to a need for better supports around digital literacy and inclusion to support that. Multicultural Tasmanians highlighted challenges for children of migrant parents accessing education. Multicultural Tasmanians also sought better pathways from education to employment. Young Tasmanians identified school as important to both educational and social outcomes. Tasmanians living on low income identified the importance of education but reported significant barriers to access, including cost and cost of transport and childcare. Tasmanians living with disability sought greater inclusion in education and Tasmanians who identify as LGBTIQ+ sought better processes for educating kids about LGBTIQ+ issues in order to reduce prejudice both within schools and broader society.

Survey respondents: A snapshot

A total of 1,841 Tasmanians had completed (clicked through) the consultation survey. Of these, 1,657 submitted an answer (text and/or audiovisual media) to “What does wellbeing mean to you?” and 1,599 answered “What does an ideal Tasmania look like for future generations?” Among respondents who answered each demographic question:

56

Mean: 55.3 years Range:
18-100 years



69.4% identified as female,
29.1% male, 1.4% other.



3.7% identified as Aboriginal
and/or Torres Strait Islander.



8.2% identified as LGBTIQ+



13.7% identified as a person
with a disability



68.1% had a university
degree



78.0% were born in Australia. 65.7%
lived in Hobart and the South.



21.7% had children under 18 living
with them. 19.5% were adults
living alone and 40.8% were
couples living alone.



50.2% owned the home they
live in outright, 34.9% owned with
a mortgage. 12.5% were renting
(private or public/community
housing)

1. Introduction

1.1 Background

This report presents analysis of responses to the consultation survey for the Tasmanian Wellbeing Framework as well as analysis of extant government consultations with various cohorts for content relevant to wellbeing. The consultation survey and present report were commissioned by the Tasmanian Department of Premier and Cabinet. The aim of this report is to analyse and present the perspectives gathered from the consultation survey, supplemented by analyses of extant consultations, to inform the eventual Wellbeing Framework.

1.2 Wellbeing

There is no consensus definition, in academia, policy or among the general public, of wellbeing. As noted in our review of wellbeing frameworks used around the world (Seiwright et al. 2022), in the broadest sense, wellbeing is what makes a life go well. What makes life go well can be very different from person to person. As simple examples, some people like having large social circles while others prefer small; some people are career-oriented while others are not; some people couldn't imagine their life without children while others couldn't imagine their life with them.

In part to account for these individual differences, wellbeing frameworks often include objective and subjective assessments of wellbeing. Objective indicators of wellbeing are those that are believed to reflect or affect wellbeing (e.g., income, physical health status), while subjective indicators refer to people's assessments of whether their life is going well (e.g., how satisfied they are with their lives and aspects of it).

Both objective and subjective perspectives are needed to get an accurate picture of wellbeing because a person can have all of the objective wellbeing indicators but not feel their life is going well and, conversely, a person can feel their life is going well but not have the objective indicators of wellbeing, many of which are the essentials of life (food, shelter, etc.) As we elaborate, the consultation survey asked people to self-define wellbeing and the responses include both objective and subjective factors.

1.3 Approach

Data for this report were gathered via a survey of The Tasmania Project (TTP), hosted on the Qualtrics survey platform. Running since April 2020, TTP is a research project designed to understand the priorities, attitudes and experiences of Tasmanian residents throughout the coronavirus pandemic and the recovery period. The project's 17 surveys to date have investigated pandemic-related behaviours and attitudes in addition to topics such as food, housing, work, cost of living and wellbeing. Tasmanians could sign on to participate in the project by e-mailing or completing an Expression of Interest form on the University of Tasmania website, or by entering their email at the end of a survey. Just over 4,000 Tasmanians are registered with the project. Relative to the general population, TTP participants are more likely to be female, older, have university education, own their homes, and reside in Hobart. A total of 3,972 e-mail invitations were delivered to TTP participants and 1,090 completed the Wellbeing Consultation Survey, resulting in a response rate of 27.4%. TTP participants represent 59.2%

of all respondents to the Wellbeing Consultation, with the remainder via social media and public poster and postcard advertising described below.

People were made aware of the consultation and the survey through a variety of means. Panellists of TTP, those who have consented to be contacted about the project's research, were e-mailed invitations to participate. An advertising agency was engaged DPAC to design and distribute marketing materials statewide to encourage participation in the survey. Marketing materials included 5,000 A3 coloured posters, 135,000 postcards, a website, and short animation. Posters included a quick response (QR) code to complete the survey and the web address for the wellbeing framework (wellbeingframework.tas.gov.au) and were displayed in libraries, community services, and businesses across the state. Postcards with the QR code, wellbeing framework web address, and a brief description of the consultation were delivered to households and placed in businesses (e.g., cafés) across the state. The Institute for Social Change and University of Tasmania posted about the survey on social media (Twitter/X, Facebook, and Instagram). As well as a web link, posters, postcards and e-mails to TTP participants included a phone number that people could ring to organise a phone-facilitated survey. Seven surveys were completed via phone, with an Institute for Social Change staff member transcribing and entering participants' responses into the online platform during the phone call. Some community services and peak bodies included information and links about the consultation and survey in their regular newsletters and/or shared social media posts. The wellbeing consultation survey formally launched on 5th June 2023 and closed 30th September 2023.

The first page of the survey contained information for participants, including a short animation outlining the purpose of the consultation and what participation in the survey entailed. After reading the information and (optionally) watching the animation, participants were asked if they consented to participate. Consenting participants then proceeded to the survey. The survey contained two open-ended consultation questions: 'What does wellbeing mean to you?' and 'What does an ideal Tasmania look like for future generations?' along with basic demographic questions. Participants could provide answers to the open-ended questions in text form (i.e., by writing a response) and/or by uploading media (e.g., images, videos, audio). When uploading media, participants were asked to ensure that they had permission to upload from other people featured in the media (if applicable. For example, if it was a photograph of a group) and were asked if they consented to the media being used in presentations of results. Participants could upload up to 3 media for each question.

Analysis of textual responses was undertaken in NVivo, a qualitative analysis software package. We understood that through the analysis of 'what does wellbeing mean to you?', DPAC sought to identify and define the key themes that were important to Tasmanians' wellbeing to inform the structure of the eventual Wellbeing Framework. Accordingly, the axial codes represented the main themes referenced in responses (e.g., health, income) and the open codes (subthemes) were the aspects of each theme described in responses (e.g., physical health, mental health, access to health services). The first 150 responses were coded by one coder to establish the analysis frame (the axial and open codes). The remaining 1,561 were divided evenly among 5 coders. Each response was individually coded to the analysis frame, with each coder able to add open codes as required. Each response was coded to all themes referenced. For example, a response that said "good health, housing, and a decent job", would be coded to health, housing and neighbourhood, and work. Once coding

was complete, the first coder checked the analysis and the team then met to discuss the themes and draft outcome statements for each wellbeing domain based on the themes.

Images were qualitatively analysed using the methodology outlined in Hansen & Machin (2018). The first step identified what was denoted in the media i.e., described what the image contained. The second step analysed what was connoted in the media – the salient symbols and representations featured. Next, key themes were identified and described. Given the aim of this report to derive wellbeing domains, the analysis then identified the most dominant domains to which the media could be attributed. Once analysis of the media was complete, representation of settings and regions was also considered. The relatively small sample (70 participants submitted media to the wellbeing question and 25 to the sustainability question) precludes quantitative demographic analysis against themes.

1.4 Survey Sample

In total, 1,841 Tasmanians completed the consultation survey. Of these, 1,657 submitted an answer (1,585 text only, 70 text and media, 2 media only) to “What does wellbeing mean to you?”. The sample of respondents was reasonably representative of the Tasmanian general population in terms of Aboriginal and/or Torres Strait Islander identification (3.7%), disability identification (13.7%), and LGBTIQ+ identification (8.2%). However, the sample was 69.4% female, with a mean age of 55.3 years (median 56) had high rates of tertiary education (68.1%) and home ownership (50.2% outright ownership and 34.9% mortgaged ownership), and 65.7% lived in Hobart and the South.

Overall, men, younger people, those who live outside of Hobart and Launceston, those experiencing homelessness and other socioeconomic disadvantages, and those with high school and TAFE education are underrepresented in the survey sample.

1.5 Complementary analysis of other consultations

Acknowledging that respondents to the Wellbeing Consultation survey were not representative of the Tasmanian population, DPAC provided the research team with some materials from other consultations with various cohorts. The nature and extent of the materials varied. In descending order of quantity of data:

- Older Tasmanians: responses to 15 open-ended questions from a survey conducted by COTA Tasmania in 2022 (sample sizes ranging from <30 and >500) (COTA Tasmania, 2022a), consultation report produced by COTA in 2022 (COTA Tasmania, 2022b), and a state government discussion paper from October 2023.
- Multicultural Tasmanians: survey data from 2023 state government consultation (n~950), report of descriptive statistics of the survey (Tasmanian Government, 2023), and 2023 ministerial brief of issues pertinent to the Multicultural Strategy identified through analysis of the survey.
- Young Tasmanians: summaries of two meetings with the Premier's Youth Advisory Council in mid-2023 on sustainability and documentation relating to the Child and Youth Wellbeing Framework.

- Tasmanians on low incomes: TasCOSS Good Life report (TasCOSS, 2018), which presents results of consultations with 338 Tasmanians on low incomes in 2018 on what they need for a good life.
- Tasmanians living with a disability: 2022 state government report on consultation for the Disability Services Act review (Department of Communities Tasmania, 2022). Consultation processes included submissions in response to a government-released Discussion Paper, engagement with the Minister's Disability Consultative Group, and a range of one-on-one and group consultations organised through community outreach.
- Tasmanians who identify as LGBTIQ+: 2021 consultation report by researchers at University of Tasmania (Dwyer et al., 2021), based on responses to a survey (n=852), online interviews (n=62), and focus groups (n=9).
- Tasmanian veterans: 2019 research report presenting results of a survey of RSL Tasmania members (n=802) (Wyatt & McKenna, 2019).
- Tasmanian carers: Executive summary of a 2023 consultation report by Carers Tasmania (Carers Tasmania, 2023) reporting on results from 19 engagement sessions across Tasmania with 25 informal kinship carers participating and employees from child and family centres and kinship groups and a survey (n=52).

The research team analysed all the materials provided by reading through each document and open-ended survey response to identify references relevant to wellbeing and particular wellbeing domains. The qualitative analysis process was iterative, such that the research team read the materials multiple times, added to and revised their observations, and considered them in relation to the themes arising from the broader Wellbeing Consultation. Where relevant, responses to closed-ended questions in surveys for which raw data were provided were also analysed. As a result of the varied formats of the data provided, the analysis occurred through various means, including written notes (Word document or hand written), coding in NVivo, and analysis in Excel.

While subject to many limitations, most notably that these additional consultations were not about wellbeing and people's responses if asked about wellbeing may vary greatly to what was provided in these other contexts, the analysis does provide some insight into issues salient to the wellbeing of the abovementioned cohorts and does so without burdening the cohorts or contributing to consultation fatigue. Accordingly, the insights presented could be used as a starting point for targeted consultation.

1.6 Report outline

The remainder of this report is organised as follows. Chapters 2-10 present analysis under each main theme that emerged in responses. The chapters are arranged in descending order of the number of references made to each theme (i.e., most mentioned to least mentioned). These themes are health, inner wellbeing, relationships and community, systems and services, natural environment, housing and neighbourhood, income, work, and education.

Each chapter begins with an outcome statement that synthesises what wellbeing in each theme looks like for respondents (i.e., what people want in terms of health, inner wellbeing, relationships and community, etc.), followed by a description of the theme. Subthemes under each main

theme are then presented, for example, affordability is a subtheme of housing and neighbourhood. Verbatim quotes are used liberally to illustrate themes and ensure participant voice is featured strongly in the report. At the end of each chapter, any themes relevant to the domain that arose in analysis of the other consultations are presented.

Chapter 11 outlines the broad differences in responses by demographic characteristics and a gender analysis by theme.

Chapter 12 presents the analysis of media uploaded by participants in response to “what does wellbeing mean to you?”. The dominant wellbeing themes, key visual themes, and common settings are outlined, then examples of images (from consenting participants) are presented.

2. Wellbeing themes

2.1 Health

Tasmanians want to be physically, mentally, socially and emotionally healthy, and have access to resources to support their health.

2.1.1 DEFINING HEALTH

The health domain comprises subthemes relating to physical, mental, socio-emotional, and spiritual health. The strong presence of these multiple facets of health indicate that people think of their health broadly when defining wellbeing in the health domain. These holistic views of health are illustrated in quotes such as:

“Holistic well-ness; mental, physical, spiritual, social.”

“Mental, physical, financial, relationships, home and work are all ‘healthy’. In a literal sense, you are valued, eat, sleep and function well, look after yourself fiscally, have worth in family/partners/friends, feel safe and comfortable, somewhere stable, have tangible outputs and outcomes in life/work and do not suffer from depression, anxiety or physical ailment.”

Several people alluded to the relativity of health, in the sense that not everyone can attain the exact same level of health, due to factors such as age, health conditions and disability, and genetics:

“I think wellbeing is defined by physical and psychological good health, relative to age and heritable/pre-existing conditions. It derives from having the resources to nourish and sustain oneself in physical and mental health domains, and the resources to maintain that status.”

“Being mentally, physically, emotionally, socially, and spiritually satisfied, and as well as can be for each individual’s circumstance.”

Naturally, some people did only consider one aspect of health, for example, physical or mental health. The most common subtheme under the health domain was “being healthy”, which many participants did not elaborate on, though several did expand and identify multiple aspects of health:

“Living a happy and healthy life. Not just physically healthy and able to access healthcare but mental happiness and living a life that is fulfilling.”

“Being physically, mentally and emotionally in good health.”

Also present under the health domain were subthemes relating to the resources to support health, such as access to medical care, food, exercise and fitness, and sleep. We will now explore the facets of health referenced by people and the different resources identified to support health.

2.1.2 PHYSICAL HEALTH

Physical and mental health were referenced almost an equal number of times across responses, with physical health having one more reference. Accordingly, most responses mentioned both physical and mental health, many named other types of health, and many mentioned other domains of wellbeing and factors that support them. Several people were explicitly aware of the interconnections between different aspects of wellbeing:

“Wellbeing = ones physical and mental health. If either of these is impacted it results in poor wellbeing, if the cause can’t be addressed or fixed both physical and mental health decline. Children and young people with poor wellbeing will not thrive or reach their learning potential.”

“Physical and mental health - which includes the opportunity to access good food, social and community contact, pleasant environment (conducive to both exercise and social interaction), an excellent and accessible health care system, recreational facilities, feeling safe, having a purpose, and being in some way able to contribute to the local community.”

“Wellbeing means good health, both physically and psychologically. Physically that means a well-funded health system, clean air and water, and uncontaminated food. Psychologically it means living in an egalitarian society where people are able to reach their potential and aren’t discriminated against because of their race, belief system, income, sexuality, age, or gender. It requires a well-funded education system, a vibrant arts community, and a free press.”

For many, physical health was about freedom from illness or pain:

“Living a life free from disease, pain and mental anguish.”

“Freedom from undue stress and illness.”

“Wellbeing is about being healthy, the absence of mental and physical distress.”

However, many people acknowledged limits to health and indicated that wellbeing was about being as ‘well’ as possible within those limits:

“Being able to live my life as pain-free to the best as my current health will allow me.”

“Wellbeing is being “in good shape” physically and mentally. By “in good shape”, I mean such that life can be enjoyed without too many issues. It is not possible to be perfect.”

Several people noted physical health as a facilitator of wellbeing:

“Being in a positive state of physical and mental health where I’m able actively able partake in work, hobbies, community, connect with friends and family and travel.”

“Having the mental capacity to make good decisions, and the physical health to enact them.”

“To me wellbeing means when your heart, mind and soul are in equilibrium. When the physical, mental and spiritual aspects of our lives are in balance and we therefore feel a sense of contentment and calm.”

Some people mentioned the health of others, most commonly their family, reflected in statements such as ‘a healthy family’, ‘good health (physical and mental) for my family’, and ‘happiness and good health of myself and my family and friends’.

Overall, though physical health was the most referenced facet of health in responses, it was rare that it was mentioned alone. It was most commonly mentioned with mental health, but also regularly highlighted with other wellbeing domains. References to physical health were most often straightforward, such as listing physical health among a range of different factors that constitute or are required for wellbeing or statements such as 'good physical health'. However, many people articulated the intersections of physical health with other domains of wellbeing (for themselves and for others generally), and several indicated that wellbeing to them meant the physical health of others, particularly friends and family.

2.1.3 MENTAL HEALTH

Like physical health, mental health was mostly mentioned or listed in conjunction with other domains and/or subthemes of wellbeing, particularly physical health. As with physical health, most statements about mental health were simple listings of it as an aspect of wellbeing. However, in the context of wellbeing, many participants caveated or put boundaries around what constitutes mental health with words such as 'good enough' and 'good as it can be':

"Having good enough mental and physical health."

"Wellbeing for me means that my mental and physical health is as good as it can be, and I feel the society I live in supports everyone equally."

"My mental health is under control, and I have supports I can access when I need them."

Perhaps reflecting the abovementioned 'limits' to mental health and the variety of factors that can affect it, several participants talked about wellbeing involving an active process of taking care of and maintaining their own and others' mental health:

"Wellbeing to me means being able to take care of my physical, mental and emotional status."

"Taking care and making time for of myself and looking out for others around me, whether it be physical and/or mental health."

"Wellbeing constitutes physical and mental health, and the ability to maintain this health through positive lifestyle habits and day to day life."

Mental health was frequently discussed in a relational and other-oriented sense, with people talking about the mental health of themselves and their loved ones, and the importance of mental health in the community. The words 'safe' and 'safety' were also used often in relation to individual and others' mental health, such that wellbeing involved feeling mentally (and often physically) safe.

"Me and my family and friends are safe physically, mentally and emotionally."

"Having a physically and mentally safe healthy stable and reliable community."

"Feeling mentally, physically, financially and emotionally safe and in control of my life and able to contribute to my community."

The 'building blocks' of wellbeing were alluded to often in the mental health subtheme, with many participants mentioning the essentials of life (e.g., food, shelter, enough money) and relationships as foundational supports of mental health and others referencing the need for a variety of formal and informal supports for mental health:

"Physical, psychological and mental health, including having a warm place to live, food on the table, friendship networks and a sense of purpose."

"Wellbeing means having robust mental, physical and social health and supports in place. Both professional: Dr, counsellor, social workers, churches, availability of pools, gyms etc. And at a personal level so friendships, healthy meals and financial capacity to access the professional services."

"Wellbeing is to have a confidence that someone or something will have my back if something goes bad, such as hospital emergency department with no ramping, or adequate mental health support."

In defining wellbeing, many participants mentioned mental health, most commonly referencing a feeling of mental wellness, 'good' mental health, and mental and/or psychological safety. Maintaining mental health was often viewed as an active process, involving individual effort and the need for formal and informal supports such as services (doctors, counsellors, social workers), relationships, and the essentials of life. The mental health of others, most commonly friends and family but also community, featured in many responses, such that others' mental wellbeing was important to their own, and giving and receiving support for mental health was also important for wellbeing.

2.1.4 SOCIAL, EMOTIONAL AND SPIRITUAL HEALTH

Once again strongly intersecting with physical and mental health, social, emotional and spiritual health were important to wellbeing, most commonly expressed by listing them, e.g., 'social and emotional health'. Many people used these different types of health to highlight that health wellbeing, to them, was not just about physical health:

"Wellbeing is not just the absence of disease or illness. It's a complex combination of a person's physical, mental, emotional and social health factors."

"Not just "not being unwell" - it's a positive feeling that encompasses physical, intellectual, emotional, spiritual, social, financial, vocational and environmental dimensions."

For some, social and emotional health were strongly linked to the context in which they lived:

"To me, well-being is how I feel about myself and my life. I measure it primarily by my physical, emotional, social and mental state AND the surrounding environment where I live, work and play."

"Social, emotional, economic, physical and mental health and the environmental factors that sustain us in striving to achieve our goals in life."

While for others, social and emotional health was about relating to other people:

"Emotional and mental wellbeing involve having a positive outlook on life, being able to cope with stress and challenges, and having healthy relationships with others."

Spiritual health for some was conceptualised in religious terms:

"As a Christian, wellbeing means right relationship — with God, people, myself, the planet. We live in a broken world — and I want to be someone working for wholeness... loving my fellow humans as myself, and taking care of the place, the things, the planet, and the body God has given me. Wellbeing is holistic, and includes mental, emotional, spiritual, societal wholeness, and more. It's more than peace and the absence of wrongdoing — it's everything working in unity, in concert — in the glorious dance God designed."

"Wellbeing to me means: The knowledge that God loves me through thick and thin, despite my failings."

But most references to spiritual health were not explicitly religious, expressed as being 'spiritually well' or having 'spiritual health'. Connection, to spirituality itself and to others, was commonly mentioned:

"There are two sides for me: believing in something bigger than myself (spiritual, relationships/fellowship/emotional). The personal health & physical; very important that none of these mentioned are neglected."

"Mental, physical and spiritual health measurable by feelings of "connectedness"."

"Physical, spiritual and social wellbeing with an empathy and caring of others. Loving my neighbours as I love myself."

Several people mentioned having a healthy 'body and soul' and nourishing their souls, often through creative pursuits and/or connection with nature:

"Social networks, sense of purpose, enough time and opportunity to do things that feed creativity and the soul".

"Mental, physical and spiritual good health. Being fit mentally, physically and living in harmony with the natural environment".

Social, emotional and spiritual health were frequently highlighted facets of health. They very rarely stood alone, for example, only one or two people referenced just one of these different types of health. Most commonly, they were mentioned as a component of overall health and often to distinguish that health did not just refer to physical health or the absence of illness. In sum, it is clear that wellbeing for participants was not just about having 'good' health, physical, mental, or otherwise but instead referred to a complex interplay of outcomes and supports across wellbeing domains.

2.1.5 RESOURCES FOR HEALTH

Access to and availability of the resources to support health – most often physical health, but also mental and other types of health – were often brought up in respondents' definitions of wellbeing. For some, the presence of these resources was important when or in case they were needed:

"Being mentally and physically healthy, or if not, having people and systems around you to support/help you."

"Healthy life, but able to access services and resources when required".

Others viewed these resources as necessary to support health and overall wellbeing at all times:

"That [wellbeing] is good mental and physical health, and adequate access to resources that contribute to them."

"Feeling physically, psychologically and socially resourced to live the life I want."

Some people talked about accessing inner resources, often in combination with external factors, to support their health, for example "taking proactive measures to foster a state of wellness". As the quotes above indicate, many people mentioned services, systems and resources that support health in general terms. Among those who referenced specific types of resources, health services, food, exercise, and time and sleep were the most common.

Health services

Health services were a very commonly mentioned resource that people viewed as essential to their wellbeing. A lot of references were made to 'medical services', 'doctors', 'GPs', and 'hospitals', but many people referred to health services more broadly, naming allied and alternative health and 'health care in the widest sense of the word'. Quite a few allusions and references were made to the current state of facilities and standard of care:

"The critical thing we need is Medicare funded adequate health care, more beds and staff. People are literally dying from lack of health services in Tasmania. This isn't hyperbole, it's a fact. Others are suffering from lack of specialists."

"Being able to access healthcare at the time you need it. Not having to wait hours at the emergency department for simple stuff that they can fix easily at hospitals. Not dreading that you have to wait several hours to be checked at a hospital."

"Readily accessible healthcare for all i.e., not waiting two months to see your GP or many years for urgent tests and operations."

Access (including timeliness, affordability, and quality) were important dimensions of health services. As above, people wanted to be able to access medical services when they needed them. Affordability was often mentioned generally, for example 'access to affordable medical services' and 'affordability of healthcare', and several people underlined accessibility and affordability in the context of financial and situational constraints:

"It means access to primary health, dental and allied health care, despite being on a pension."

"Being able to access health professionals within the required timeframe whilst living with a disability and not be waiting for years."

"I need to know that if I am unable to care for myself, I will be able to access help."

Additionally, several people mentioned that wellbeing requires free healthcare (often including dental) for all:

"It means that there must be access to timely healthcare for all and easy access to bulk billing for those who cannot afford the \$50 or so it now costs to see a GP."

"Having access to quality, affordable health (including dental) care."

"Medical treatment for all those who need it rich or poor."

Much like having 'good' health, access to services to support health was viewed as essential to contributing and participating in life:

"Access to medical services I need e.g. GP, dental, optical, etc activities which keep me healthy in mind and body and being able to give back as a volunteer."

"Being able to access a range of services, be that recreational or medical, that enables an individual to live to their fullest potential."

Food

Food was a somewhat surprisingly common resource for health and wellbeing among people's responses. Most people referenced food and access to it as one essential for life, for example:

"To be secure in supplies of essentials, (food, power, water, housing etc)."

"Knowing I can afford to put a roof over my head, food in my tummy, pay for any other necessities of life."

Many also referred to the quality of food, for example 'good', 'quality', 'healthy', 'nutritious' and 'fresh' food, or references to 'eating well'. The affordability of food was also frequently mentioned:

"Enough [money] to afford quality food and maintain my current standard of living."

"It [wellbeing] also means adequate food and money to live on."

"It [wellbeing] involves having a place to live and enough money to pay bills and eat well."

Overall, access to affordable and quality food was usually named as a prerequisite for wellbeing. Some respondents referred to specific features of food, for example 'local', 'locally grown', 'plant-based', or 'clean', or to experiential aspects such as 'sharing good food', but generally food was mentioned in the context of essentials of life and people wanted 'enough food not to be hungry'.

Exercise

Complementing food as a resource for wellbeing was exercise, which people referred to in terms of 'staying active', 'being fit', 'fitness', and 'exercise'. Facilities for exercise and recreation were often mentioned, with people mentioning access to gyms, swimming pools, 'membership of clubs to encourage an active lifestyle', Zumba, yoga, golf, and the outdoors. As one person summed up:

"It also means being able to have access to facilities for exercise as this has a direct correlation on a person's mental health, such as swimming pools (much more are needed throughout Tasmania), bicycle paths, gyms (indoor and outdoor), playing fields that are accessible to the public, etc."

Closely tied to access was affordability, for example:

"Enough money to access exercise facilities."

"Being well enough and able to afford swimming pool membership."

Having the capacity to be active was mentioned by quite a few people and appeared to be linked to the caveats or boundaries around physical health and fitness, for example:

"Good" health is age-dependent and can include the existence of conditions which to varying degrees might impair exercise and/or daily living."

"Being healthy, mentally, physically and emotionally content and, able to be as active as I want/need to be."

Overall, as part of their wellbeing, people expressed a desire to be and have the facilities to be as fit and active as was feasible for their circumstances.

Rest and sleep

Intersecting strongly with subthemes from other domains such as work/life balance and having enough money, rest and sleep were mentioned by a number of people as resources for health and wellbeing. For example:

"Happiness, rest, work/life/family balance, time and resources to do the things that keep us healthy and happy."

"It includes having space to breathe and have hobbies and friends and a good night's sleep, while still feeling engaged and purposeful in my work."

"That I enjoy my waking hours and sleep well at night."

2.1.6 DIFFERENT GROUPS' PERSPECTIVES ON HEALTH

Older Tasmanians

Of key importance to older Tasmanians' self-perceived wellbeing is healthy ageing. More than half of older respondents to a Council on the Ageing Tasmania (COTA) survey said they think being healthy—especially maintaining a good standard physical health—is central to the other aspects of wellbeing covered in this section. This meant:

"Being able to continue looking after myself."

"Remain[ing] physically active, as much as [my] body allows."

"Being active doing the things I enjoy and have a healthy lifestyle to aid that goal. Being able to share it with family and friends."

To address this, preventative healthcare initiatives (such as community exercise programs) were a key solution proposed by COTA in their report (COTA 2022, p.67). This is backed through a clear relationship between physical health and positive sentiment related to wellbeing among older Tasmanians.

Older respondents also encountered ageism when they accessed these services:

"I sometimes feel the medical profession use [uses] the term "at your age you have to expect these problems" without looking for solutions."

"My doctor diagnosed me with something she said was "prevalent amongst the elderly". She looked straight into my eyes as she said that. I do not consider myself to be elderly."

Health services such as GPs, specialists, and hospitals were commonly mentioned resources that older people viewed as essential to their wellbeing. However, according to the State Government Strategy for Older Tasmanians 2024-29, 19 percent of respondents also noted that it was somewhat or very difficult to access health services. Lack of available specialists and wait times were frequently cited in the comments by survey respondents as additional concerns.

As such, many older Tasmanians' life choices seemed to be impacted by the accessibility of healthcare, particularly in rural and remote areas. One participant said:

"Need to stay living in areas of Tasmania where there is access to health services and older person services/activities. I'd like to retire to a more coastal area of Tasmania (like east coast) but feel that I need to stay in Hobart to be close to relevant services."

Access to health services and information—a key factor in wellbeing—is partially reliant on health literacy. However, many older Tasmanians experience significant issues when comprehending information presented to them by government services; around one third of COTA survey respondents had a negative view of their relationship to health information. Several respondents argued that the healthcare system was ‘fragmented’ without a central source of information containing a full list of health services (COTA Tasmania, 2022a).

However, a key positive factor in health literacy appears to be a solid, longer-term relationship with a trusted general practitioner. Those reporting dissatisfaction with health information were more likely to also mention regular changes to healthcare professionals they interacted with. Another clear factor in levels of self-reported health literacy is the level of educational attainment—many older Tasmanians conduct additional own research and make use of online sources including peer-reviewed journal articles.

Multicultural Tasmanians

In the Multicultural Strategy consultation survey, multicultural Tasmanians referred to many health-based issues that directly and indirectly impact their wellbeing. When asked about what could improve various government, non-government and private services, such as health, housing, and disability support, respondents outlined several factors. These included longer appointment times, consistent presence of interpreting services, culturally appropriate mental health services, and improved general health service management.

“[They should] allow more time and resources. For e.g. when a person from different cultural background sees a doctor, they should be allocated double time- 30min instead of 15. All doctors should have interpreting service available as needed, unfortunately some doctors do not use interpreters...”

“[Need] more support for people to access culturally appropriate mental health services.”

“Health facilities are hard to access, most of them are always fully booked.”

Several responses suggested there was a lack of access to information and resources regarding specialised services (e.g., trauma-informed services). These responses resonate with the findings of the survey, in which large number of participants mentioned that it was difficult (27%) or very difficult (11%) for them to see a doctor or access the health support they needed. The survey results also indicate that there is a need to improve health facilities for culturally and linguistically diverse populations in Tasmania: when asked about satisfaction with health services, 40% of the 772 participants did not answer this question (perhaps reflecting the abovementioned challenges to access), while 7% responded that they were unsatisfied and 3% were dissatisfied.

The responses point to a combination of different elements to secure equitable, accessible, and cost-effective health treatment and services. These include emergency and after-hours care; free health care and primary health facilities; flexible options to find a general practitioner as new patients; a health support system for child and aged care; and preventive health services for migrants.

“Poor emergency and after-hours care are massively affecting a lot of people in Tas, with very long wait times. Access to Healthcare is something that needs immediate attention.”

“More affordable basic annual health services [is required].”

“Specific services - Health services need to ask about specific health conditions that relate to cohorts (such as Sickle Cell Anemia).”

This is further supported by respondents who suggested a few areas for further consideration regarding multicultural Tasmanians' health care. These include increasing the number of doctors and health service providers in regional locations, improving health service providers and patients' relationship, and subsidising some services such as dental care, which is expensive for many migrant families.

“[There are] not enough local doctors and not close to residential areas. All the doctor practices are full and they don't accept new patients.”

“Funding [is needed] to support migrant specific services i.e. refugee health services/ services.”

“The dental services are very expensive. I would wish for the Government to improve the oral dental services.”

Overall, survey responses indicate that health and medical services are one of the primary areas that require more focus to support wellbeing for multicultural Tasmanians.

Young Tasmanians

Health did not emerge as a theme in the data from sustainability consultations with young people. This may be because younger people are less likely than older people to have health issues, or it may reflect that the questions posed to young people were about sustainability and the young people did not associate this with health (Tasmanian Government 2021a).

However, the Child and Youth Wellbeing Framework includes the domain of “being healthy”. This Framework was informed by an extensive consultation process, primarily with children and young people (up to age 25). As well as generally being and feeling healthy, the aspects of health that were raised in the consultations reported in the It takes a Tasmanian village and Your Voice, Your Say reports were quite focused on mental and emotional health, particularly young people having the supports that they need to function well, including diagnoses for common things like ADHD and autism. Healthy and nutritious food and opportunities to be physically active were also important, and young people saw schools as having an important role in ensuring that young people's health is supported (Tasmanian Government, 2021b).

Tasmanians on low incomes

For Tasmanians on low incomes, the relationship between wellbeing and health is as multifaceted as other groups, yet issues around access to, and availability of, affordable services are of even greater importance.

In the report: *“A Good Life: A Wellbeing Framework for Tasmanians,”* the Tasmanian Council of Social Services found that Tasmanians on low incomes repeatedly emphasised the value of good health and a healthcare system that is able to provide holistic care. However, many of Tasmania's disadvantaged communities face unique challenges that make it harder for them “to value, let alone take control of their own health” (TASCOSS 2018, 3). For example, dependency on public transport makes it harder for Tasmanians on low incomes to access healthcare. This has meant that Tasmanians on low incomes are increasingly struggling to get the primary medical, dental and mental healthcare they need.

Tasmanians living with a disability

Tasmanians with a disability want health systems, particularly hospitals, to provide services that meet the diverse needs of themselves and their families. According to the Tasmanian Government's 2021 Review of the Disability Services Act 2011's Consultation Report (2022), 63,800 of Tasmania's 140,100 people with disability were aged over 64 years (Department of Communities, 2022).

"There were many examples provided where engagement with the health system, particularly hospitals, proved highly challenging and unsuccessful for people with disability and/or their families. Generally, the examples reflected a lack of awareness and capacity to accommodate individual needs" (Review of the Disability Service Act 2011, Consultation Outcome Report 2022).

This underlies the importance of access to health services, as it was also the most mentioned concern regarding healthcare across COTA data.

"Hospitals are only in 4 major centres, with many community health services in country areas closed or underfunded. Might have to move away from area that love and community connections with."

Tasmanians who identify as LGBTIQ+

Health and healthcare services are identified as major concerns in the report: "LGBTIQ+ Tasmanians: Telling Us the Story" on LGBTIQ+ people's experiences of Tasmanian Government services and life in Tasmania overall (Dwyer et al. 2021). The respondents in this report name physical health, mental health, and access to and quality of healthcare services as their main stressors.

In their study of the Tasmanian LGBTIQ+ community, Dwyer et al. (2021) find that the most frequent theme concerning physical health is gender-affirming healthcare. Tasmanian trans and gender-diverse people want to access medical services to be able to express their gender identity. The inability to access physical gender affirming health services induces anxiety and impacts their emotional wellbeing and mental health, as illustrated:

"I have had to give up on medically transitioning, because surgery is so inaccessible, and with hormones alone I wouldn't pass. I would merely be making myself a target for even more violence by being visibly queer."

"We really need a Gender Clinic. Our Trans community do not have the medical support they need. A Sexual health clinic with excessive waiting lists is simply causing so much damage. I cannot wait this lengthy amount of time to start Hormones. It should be my right as a trans person to have access to the things I need. In Australia and the US the Trans attempted suicide rate is approximately 40%, we need urgent attention!!!!"

Dwyer et al. (2021) also identify aging as a significant worry to LGBTIQ+ people in Tasmania. LGBTIQ+ Tasmanians participating in the study are worried about being able to access services that are educated on the specific physical issues of aging trans bodies. In some cases, LGBTIQ+ people do not go to the doctor which can impact their physical health.

"I have a trans friend in her 70's who refuses to have her prostate checked because that wouldn't fit with the way she has seen herself for the last 50+ years, even though she stopped taking her hormones almost a decade ago. I worry about those aspects of her health".

Mental health is the most prominent discussion point throughout the entire study on the lives and experiences of the Tasmanian LGBTIQ+ community (Dwyer et al., 2021). Participants express that as gender and sexuality diverse persons they are vulnerable in other ways than cis-gendered, heterosexual women or men. As a group, they face discrimination and public scrutiny which may cause mental health issues.

"I just wanted to say that over the last few years, I mean, with the marriage equality debate, and then the trans stuff, there's been a plethora of kind of anti-queer stuff as part of the debate the discourse and you're exposed to it all the time. And it's awful, and I understand there's been more money given to you know, psychological services and stuff to help people. Some recognition that people have to deal with this crap. But, you know, it hasn't really manifested as any real increase or understanding or appropriate counselling or anything like that. It's just been an extra load on people. I actually find it ends up being kind of more difficult emotionally in that kind of stuff and yet there's no real response from society to address any of that."

The report **"LGBTIQ+ Tasmanians: Telling Us the Story"** finds access and quality of services to be the biggest issues concerning health for the Tasmanian LGBTIQ+ community. The participants in the study want affordable, available, and quality healthcare.

"HUGE lack of bulk billing in mental health services"

"There are some good counsellors out there who are very inclusive, but they are expensive or if free, hard to get into."

"The key axis is lack...I mean there might be someone in [larger regional centre], but I think we need someone here in [small remote community]. Someone good."

The respondents in this report conceive quality healthcare as access to accepting and understanding health providers who are trained in LGBTIQ+ issues (Dwyer et al. 2021). In the survey component of the study, mental healthcare practitioners are prioritised higher than any other group as needing training (Dwyer et al 2021, p. 30).

"With mental health. It's an absolute, yeah, it's a shit show. But the fact that you might be waiting on the list for psychologists for so long, but that particular psychologist may not have any form of training to deal with queer issues."

Medical staff who are accepting and trained in LGBTIQ+ issues tie into emotions of feeling safe to the Tasmanian LGBTIQI community:

"And the wait lists for psychologists or psychiatrists are terrible. And when you get into see them, there's no guarantee that they are going to be safe."

"I met a homophobic psychiatrist who gave me dangerous advice and refused to see me again after he found out I was gay."

2.2 Inner wellbeing

Tasmanians want to feel a sense of contentment, happiness, balance, and meaning in life, and have the inner and external supports to achieve this through life's ups and downs.

2.2.1 DEFINING INNER WELLBEING

Inner wellbeing is a domain that broadly encompasses what wellbeing 'feels' like. In describing it, many people described the positive emotions, such as 'happiness', 'life satisfaction', 'contentment', and 'peace' or the absence of negative emotions such as 'stress' and 'worry'. There were also many references to 'meaning', 'purpose', and 'fulfilment'. Several people talked about 'agency', 'autonomy', 'freedom' and 'choice', as well as 'resilience' and the 'ability to cope' with life. Finally, inner wellbeing had a future-looking component for many people, expressed as optimism and/or hope for the future or not having to worry about the future.

2.2.2 EMOTIONAL STATES

When describing their wellbeing, people often talked about the emotional state that comes with or from it. By far the most common emotion referenced was happiness, with words and phrases such as 'being happy', 'feeling happy', 'happiness', and 'happy times'. Happiness was commonly mentioned alongside health (e.g., 'being healthy and happy', 'health, happiness, connection, purpose'), as well as other emotional states such as contentment.

"Being happy and content in one's circumstances, and being healthy - physically, emotionally, and mentally."

"It means that I am happy and content with life, alive and well and safe."

"Wellbeing means being content with and accepting of life and to be in reasonably good health."

Closely related with contentment were calmness, comfort, peace and life satisfaction:

"An overall sense of satisfaction with life encompassing mental, physical, and social health."

"Well-being means comfort, security, emotional, mental and physical well-being, hobbies, health, social engagement, inclusion, safety, belonging, and quality of life."

"Being able to live predominantly in a state of peace and calm, without ongoing major stressors such as conflict, violence, ill-health, poverty etc."

Balance was a common theme within inner wellbeing, referring both to emotional states and general life:

"A balanced and fulfilling life with a variety of activities undertaken with self, family (including pets), friends, work."

"It means more than surviving and having your basic needs met. It means thriving, balance and satisfaction in your life."

"Feeling safe and secure, mentally and physically healthy and enjoying life with good balances in all areas."

Opposite to positive emotions, inner wellbeing for many was the absence of negative emotions, such as 'worry', 'fear', 'stress' and 'negativity'.

"Happy in my skin, with who I am. Content with my health, content with my immediate environment. As much as it is possible, be stress free. Comfortable in my relationships."

"Being free from stress, worry, physical pain - in a state of good mental, physical and emotional health."

For many people, achieving these positive emotional states and avoiding the negative ones rested on the fulfilment of basic needs, which several people described with reference to Maslow's Pyramid/Hierarchy of Needs:

"Wellbeing to me means all my basic human rights are met. Maslow's hierarchy of needs. Physically, emotionally, mentally and financially."

"Life without any of the stress of basic needs (Maslow Pyramid)."

"It means having a safe community to live in and being able to afford all of the basic necessities in life, such as access to nutritious food, transport, clothing and leisure items."

Importantly, though, the meeting of basic needs was seen by many to act as a floor rather than a ceiling for wellbeing:

"Being able to live in a state where not only my basic needs are met (food, shelter, clothing etc) but I am able to nourish my body and soul by connecting with people and nature in a daily basis."

"Having material basics, including food and shelter, plus healthy relationships and a sense of purpose."

2.2.3 MEANING, PURPOSE AND FULFILMENT

As well as positive emotional states and the fulfilment of basic needs, many people talked about wellbeing being related to a sense that life has purpose and/or meaning, and that they are fulfilled by it. This was generally stated in concise terms, such as 'being fulfilled', 'living a meaningful life', 'sense of purpose', 'pursuing higher purpose', and 'feeling fulfilled', but many people also talked about how this sense of meaning arose from or allowed contributions to community and society:

"And without physical and emotional wellbeing, I can't contribute meaningfully in all sorts of spheres of life."

"My ability to function in society in a meaningful way."

"We need to be both physically well and mentally well in order to have a purposeful and well lived life."

Related to both contribution and meaning, several people mentioned values and the importance of living in alignment with values.

"For me personally wellbeing is centred around accepting the things I can't change and working to support my community in accordance with my values."

"Living in line with my values, having a healthy relationship with those around me, having my beliefs respected, freedom from discrimination."

2.2.4 AGENCY AND RESILIENCE

For many respondents, inner wellbeing was expressed as or contingent on being able to have agency and autonomy over one's life. This was expressed with words such as 'agency', 'autonomy', 'ability to make decisions', 'control', 'choice', and 'freedom'.

"Additionally, wellbeing entails the freedom and ability to make choices that align with my values and desires. This autonomy allows me to pursue paths that bring me joy, personal growth, and fulfillment. Having the power to shape my own life is a vital aspect of wellbeing."

"Capacity to exercise a reasonable level of agency in my work and lifestyle options."

"For me wellbeing means being able to participate fully in my daily activities and being able to make decisions about them."

For some, this importance of agency extended to loved ones:

"A sense of agency in the world. That I have control and means, or access to control and means, to provide protection and growth for myself and my family."

"Feeling safe, feeling healthy, feeling like I still have options—that something interesting could open up if I went looking, feeling that my family is equally safe, healthy, excited about life in a society that values these things."

Related to agency, inner wellbeing for many people was about resilience, expressed as 'being resilient', 'the ability to cope with life's ups and downs', 'being on top of things, managing daily life', 'to navigate the many regular stresses of life' and 'being able to cope with setbacks'. Underpinning the need for resilience was recognition that life is full of surprises and challenges:

"Physically, spiritually and emotionally healthy to enjoy life but also resilient to bounce back during or after problems that may affect us."

"Having the tools and strategies to cope when things don't go the way I want or expect them to."

"An ability to navigate life's challenges without detriment to one's self."

2.2.5 FEELINGS ABOUT THE FUTURE

For many people, inner wellbeing included feelings of optimism and hope about the future or the absence of worry about the future. This was communicated in phrases such as 'optimistic about the future', 'optimistic outlook', 'positive outlook', 'hope for the future', and 'looking forward to every day'. Definitions of the future ranged from the next day/each day to future generations.

"Happiness and contentment in my life day to day - there will be hurdles, wellbeing is always being able to see a good future."

"To be happy, healthy and safe, and to reasonably believe that you will continue to be so in the future."

"Wellbeing for me personally includes being able to have optimism for the future for my children and grandchildren and their future families."

2.2.6 DIFFERENT GROUPS' PERSPECTIVES ON INNER WELLBEING

Older Tasmanians

Generally, older Tasmanians want a sense of contentment, happiness, balance and meaning in life with the external supports to remain resilient through life's ups and downs.

An appreciation of Tasmania's natural assets was often found alongside the need to maintain independence to get the most out of the Tasmanian lifestyle. Independence was often mentioned by the older respondents when they discussed how they actively engaged in their lives. They appreciated:

"Being able to be independent and enjoy the things I like to do."

"Being able to undertake activities that I feel comfortable with, be able to have autonomy in what do."

Feeling happy, meaningful, appreciated, and purposive also contributed to older Tasmanian's sense of engagement in life—a key aspect of inner wellbeing. Respondents to the COTA survey (COTA Tasmania, 2022a) pointed out these factors directly:

"Happiness."

"Being appreciated."

"Use your time to achieve meaningful and satisfying things."

"Having a purpose and looking forward to things."

The results from the State Government Strategy for Older Tasmanians 2024–29 have also found that older adults who engage in activities that promote a sense of purpose and meaning tend to experience better health outcomes and lower rates of cognitive decline.

However, when older respondents encounter 'ageism' in their daily lives, their sense of self-esteem and meaning in life becomes diminished:

"Sometimes I feel I am invisible in society."

"Feel that people judge me on my looks as [an] older female and consider me stupid and computer illiterate."

"I think you are discounted, your thoughts are a bit 'redundant' and others assume you are a bit backward with technology, and even your ideas."

One respondent suggested that they took active steps to reduce their experience of ageing:

"Being self-confident in any social activity or community, regardless of age differences is a key factor in overcoming ageism."

Young Tasmanians

Inner wellbeing came up sparsely in the sustainable discussion notes of the Premier's Youth Advisory Council (meeting notes, 2023). In the discussion with the youngest council of the 12–17-year age group, there was a consensus that hope is important. The Child and Youth Wellbeing Framework has two domains relevant to inner wellbeing: being loved and safe and having a positive sense of culture and identity. It was important to children and young people that all children feel loved, safe, secure and accepted regardless of their background or circumstances.

Tasmanians on low incomes

In the report *"A Good Life: A Wellbeing Framework for Tasmanians,"* Tasmanians on low incomes discussed the importance of feeling safe and living without fear. Feeling safe is seen as key to progressing and thriving in life, for example, when establishing connections and attaining an education:

"Safety underpins everything else. If you're not safe, you don't have a healthy mind – you're always worried, always stressed. If you don't feel safe at home because of violence, your home is worthless. If you don't feel safe at school, [you can't get an education]."

"You need to feel safe in order to connect."

Tasmanians who identify as LGBTIQ+

Inner wellbeing is not addressed directly in the report, *"LGBTIQ+ Tasmanians: Telling Us the Story"* (Dwyer et al 2021) but comes up through discussions of future aspirations and emotional states. The report states that two thirds of Tasmanian LGBTIQ+ are somewhat or very happy. The survey component of the study shows no differences of happiness in term of sexual orientation or gender identity, but people over 50-year-old scored significantly higher than the 18-to-24-year age group on feelings of general happiness. In the report some Tasmanian LGBTIQ+ people described 'the good life' in Tasmania as one associated with 'peace and quiet' and the 'natural beauty of the landscape'. This was often supported by a perception of society as 'nice and relaxed' and having 'a slower-paced lifestyle'.

However, the report notes that in most cases inner wellbeing seems to derive from the supportive character of the local LGBTIQ+ communities. This is conceptualised in terms of feeling a sense of belonging, feeling safe, and being able to express one's identity.

2.3 Relationships and community

Tasmanians want relationships with their friends, family and communities that allow them to feel connected, safe, valued, supported, and able to contribute.

2.3.1 DEFINING RELATIONSHIPS AND COMMUNITY

In discussing relationships and community, people talked about the types of relationships that were important to them, qualities of these relationships, and what they received from and gave to them. The types of relationships included family, friends, community, and pets. The qualities of these relationships that were important to people's wellbeing included but were not limited to harmony, stability, and positivity. People received and valued belonging, connection, physical and psychological safety, social cohesion and support from their relationships. Additionally, looking out for others, contributing to one's community and knowing that loved ones were ok contributed to wellbeing.

2.3.2 TYPES OF RELATIONSHIPS

People referred to different types of relationships in association with their wellbeing. Many people also talked generally about 'social networks', 'social supports' and 'social connections'. Among those who specified relationship types, family was the most common, closely followed by friends or friendship. Family and friends often featured among a list of things people needed to achieve wellbeing, but many mentioned that it was 'time with family and friends', 'activities with family (including pets)', 'a rich family life', 'connections with friends and family', 'sharing experiences with friends' or 'having family close by' that supported wellbeing.

Community was another common type of relationship that people mentioned. Once again, many people often listed community as a prerequisite for wellbeing without elaborating, but people also mentioned 'participating in community life', 'caring community', and 'community contact'. Community was not precisely defined, though some people mentioned neighbourhoods of the place that they live, some seemed to define it as the feeling one gets from being around one's people (e.g., the arts and culture scene), and others used the term community to encompass all their social relationships:

"It rests on having a community around me - i.e., feeling supported and fulfilled in my relationships."

2.3.3 QUALITIES OF RELATIONSHIPS

In talking about relationships and wellbeing, many people mentioned qualities of the relationships. Stability and security were common relationship qualities that were important for wellbeing, reflected in terms such as 'social stability', 'stable community', 'stable family relationships', 'cultural, social and emotional stability', and 'security in home and relationships'. Some people acknowledged the inherent tendency for relationships to have tensions:

"Family affairs calm or at least controllable by myself in times of upset."

People frequently mentioned relationships, both personal and communal, being 'good', 'strong' or positive:

"Positive relationships with the people in my life."

"Able to interact in a positive way with your environment, both physical and well as social."

"Relationships with family/friends are positive."

Related to positive relationships, people also indicated that wellbeing was characterised by 'harmonious', 'healthy' and 'satisfying' relationships.

"Living in harmony with fellow people, taking care of nature and supporting each other to achieve a brighter future."

"Being satisfied with my relationships, health, environment and feeling content with my life."

"To me, wellbeing means feeling positive about all the domains that influence my life, which include family, other social connections, mental health, physical health, natural and built environment, community."

2.3.4 GIVING TO AND RECEIVING FROM RELATIONSHIPS

The most common benefit people cited from relationships was connection:

"It requires feeling connected to others, supported by others in community, and that the natural environment in which we all live is treated with respect and cared for."

"Healthy, prosperous, connected communities and societies where people are afforded capacities and freedoms to pursue their goals while respecting others freedom to do the same, across time and space."

"Connecting with family, friends and the community."

"Wellbeing encompasses physical and mental health, how resilient and secure you are and feel, and your connections to family, friends and the community."

"I notice I have a better sense of wellbeing when I am feeling connected to my community and relationships around me are supportive."

Closely related to connection was a sense of belonging, acceptance and feeling valued, particularly at the community and society level:

"Being in a good state of well-being should mean a person can enjoy what they do, and where they do it with a sense of belonging that builds over time that goes hand in hand with well-being."

"Wellbeing means being connected, feeling part of the community. Having a purpose or direction for my life."

"A feeling of integration with the community - whether that be physical and emotional connections, or an acceptance of one's place within or outside the community."

Another quality that people got or sought from their relationships to support wellbeing was safety and cohesion, which for many was reliant on accessibility and inclusivity:

"Feeling safe in my community."

"My wellbeing rests on the health and security of the community as a whole."

"Social, economic and environmental inclusion where we as a society actively take care of those more socially and financially disadvantaged as well as achieving greater harmony with the environment."

"Wellbeing means that social spaces are inclusive and accessible (i.e., so I don't feel marginalised)."

"It also means feeling safe and having a sense of belonging and a place not just to live but to make home."

"Well-being means that my family and I feel safe, welcomed, accepted, healthy and happy in our home environment."

"Wellbeing also means feeling safe, i.e., not being in a threatening or violent environment or relationship."

Importantly, people stated that their wellbeing was also positively influenced by giving to their relationships and community. This was often articulated as 'looking out' for and 'supporting' others (friends, family, and/or community).

"The state of being able to look after those I love and have something left for my own interests."

"Knowing that I'm supported & supporting others."

"Being able to talk, share and gain and give support to my family, friends and those I know are facing difficulty, help me to feel I am a contributor to my wellbeing and that of others."

"Being well means that I am part of a community that shares my values and looks after each other."

"Wellbeing involves being able to take care of the people around me, such as family, friends, and loved ones. Building and maintaining strong, supportive relationships is essential for a sense of belonging and overall happiness. Being there for others and having a positive impact on their lives contributes to my own wellbeing."

People's wellbeing was also enhanced by giving back to the community more generally, which was referenced in statements such as 'contributing', 'making a contribution' or 'participating' in the community. Several people specified volunteering as their contribution to the community.

2.3.5 DIFFERENT GROUPS' PERSPECTIVES ON COMMUNITY AND RELATIONSHIPS

Older Tasmanians

In discussing relationships and community, older respondents talked about the importance of relationships with families and friends. The COTA survey (COTA Tasmania, 2022a) provides clear evidence that social isolation is a significant potential impact to wellbeing as people grow older. Nonetheless, the smaller, tight-knit communities that make up Tasmania are often seen as positives when ageing. Many respondents were likely to rate Tasmania highly on its safety and positive community connections. Many also thought of their proximity to relatives and loved ones highly as beneficial.

Indeed, a key factor in wellbeing for older Tasmanians is a relational sense of self-identity—put differently, people in their community knew who they were. The state's smaller population was often seen to facilitate this, along with a high degree of community cohesion:

"Small population means people know you."

"Old fashioned community spirit and neighbourly friendliness."

"Tasmania is generally community focussed and is small enough that people tend to look out for each other."

Many older respondents stated that maintaining positive relationships with their families, friends, and local communities helped them to be actively engaged in their lives, which included volunteer work:

"Gym x 3 times a week, walk every other day. Happy with my wife's company. Occasionally socialise with small group of friends. Intend to take up cricket umpiring again later this year to earn a few extra dollars."

"Volunteering with Mobile Mission Maintenance and on churches maintenance."

Participation in community activities is important for older Tasmanians. However, through their research, COTA found that the shift from print to online advertising was a barrier for older people to find information about local activities:

"Finding local information was frequently cited as a barrier to participation and connection in community sessions, many believing this has become harder with information moving online and reduced budgets for print advertising" (COTA Tasmania 2022b, p.60).

Furthermore, 95% of respondents to the COTA survey (COTA Tasmania, 2022a) said they experienced some form of ageism when dealing with relationships in their daily lives. One respondent argued, "Ageism is the only acceptable discrimination now."

Older respondents felt that they were often labelled by society and as one respondent described, "The older you get the more you are labelled into a category."

Several respondents commented that labelling is due to our society's focus on people's individual capacity, which is youth-focused:

"Our society is so focused upon the "capacity to do" at every level that members of the community who have the normal degrees of impairment of capacity due to aging (reduced hearing, sight, mobility, etc) are seen as being "impaired people.""

"I fortunately don't appear quite my age but when people know how old I am they have preconceived ideas about me and what I can achieve."

"Society is youth focused. Older people are ignored and devalued."

This manifested as:

"(People) pointing out to me where to tap my eftpos card, offering physical help getting on a small boat when it is not offered to younger people, and speaking loudly to me."

"They see my grey hair and find out I'm a pensioner and look down on me."

"I feel that some younger men assume I won't understand because I'm a little old lady."

These disrespectful attitudes could also come from family members:

"Offspring think I'm frail and need protection."

"I know people older than me who are very active and those who aren't. It's the occasional person (older or younger) who makes a comment, often unintentionally and I take it to heart. E.g. when my 9-year-old grandson said 'that dress makes you look like a grandma'."

However, some older respondents said they did not feel their aging impacted their relationships with people in the community:

"Generally, I think people accept me for who I am not my age."

"I enjoy being with people from all age groups, and I am a Community Drum Circle facilitator, which means I engage and have fun with a wide range of Australians of differing ages; I also teach hand drumming and have a tribal drum group, so I am seen as a contributor, if slightly eccentric! Also, I started to learn surfing when I was 58, so I am in the ocean and at the beach mostly with younger people too."

"I play cricket and have been welcomed by teammates that are a quarter of my age."

"It's never occurred to me that someone could be judged based on their age alone."

These positive assessments occasionally drew calls for increased levels of community participation and intergenerational mixing:

"Intergenerational mixing...is GREAT. Older mixing with younger. How about a meet an Elder day, meet a younger person day?"

Multicultural Tasmanians

Participants of the Multicultural Action Plan Survey 2023 (Tasmanian Government, 2023) propose redefining and reconceptualising multiculturalism to evoke broader ideas of wellbeing at the societal level:

"[I envisage a] plural society that allows people to maintain and be proud their ethnocultural identities wherever they may be----education, at work or community, media."

"Multiculturalism means the capability and commitment of the government and society to build and sustain healthy, tolerant, safe, fair and a diverse prosperous society. Embracing cultural diversity is not simply an acceptance of diversity, but a recognition of the positive value of diversity in itself and how it enriches our community."

"We all respect cultural diversity and it is not simply an acceptance of diversity, but a recognition of the positive value of diversity in itself and how it enriches our country and communities."

Some participants also identified indicators that could support communal forms of multicultural wellbeing. These indicators include racial harmony between community members, cross-cultural friendship and family relationships, caring, supporting and safe neighbourhood, and respectful social interactions:

"Achieving a truly multicultural community is a continuous process without a clear endpoint. However, there are key indicators of progress. A multicultural community embraces diversity and inclusion, respecting and accepting different cultures. It encourages cultural exchange and collaboration, values language diversity, and promotes equal opportunities and social equity. Integration and coexistence are sought

after, and policies and institutions support diversity and intercultural understanding. While challenges remain, striving for these principles brings communities closer to multiculturalism."

Some respondents advocated for funding and support for multicultural events and festivals and to promote cultural awareness campaigns among migrant and non-migrant populations to address the challenges, stereotypes, and mistrust that affect everyday interactions and relationships that shape the wellbeing of culturally and linguistically diverse populations in various ways:

"Should provide about cultural diversity to the resident of Tasmania. I found Tasmanian are thinking like Migrants are taking over their jobs. People in Tasmania are not much familiar with migrants."

Several areas were identified by survey respondents as requiring specific focus to promote and ensure a safe, inclusive and connected social environment for multicultural Tasmanians. Participants felt a range of interconnected issues such as social safety and security issues and legal services, violence and racism against migrant communities and their beliefs and cultural practices that need to be addressed to achieve a supportive social environment for the wellbeing of multicultural Tasmanians. Participants also referred to ensuring respect and recognition and social support mechanisms for the culturally and linguistically diverse population to adjust and settle down within a certain social environment:

"Acknowledging that everyone belongs in the community and can help each other when needed. Feels like a family and not being scared of doing anything all the time."

"Diversity and respect [is needed]-Tasmania is lack of bilingual school and opportunities to people understand how important is to keep mother tongue languages or if is Australian learn a second language."

"[We need] the consolidation and expression of all culture in all levels of society, without the fear of racism and discrimination."

Some respondents suggested shared rights and responsibilities and creating further opportunities for all based on equity and inclusion measures:

"Everyone from a multicultural background should be treated and recognised same as the local Australians."

"People of different race and culture are respected and accepted, given equal opportunities and not seen as a burden to the economy because contrary to what others believe, we migrants work harder than most because we have to survive and adapt in a foreign country, we want to call home."

Several participants asked to promote a social environment that supports and encourages everyone with principles such as 'tolerance', 'understanding and learning from each other', and 'celebrating other cultures' for collective and peaceful living.

"In a multicultural society, we understand that diversity isn't a threat; it's a strength. By appreciating and learning from one another, we can foster a deeper understanding of our global community. We become more compassionate, more empathetic, and more open-minded individuals. It's through multiculturalism that we can truly create a world that celebrates the beauty of our differences and cherishes the common threads that connect us all."

These principles were core to building an 'inclusive', 'welcoming', and 'diverse' community where the culturally and linguistically diverse population will feel more happy, safe, secure and included:

"When everyone feels safe and included at all levels of society. I know cultural communities help people belong, but I also think that they create silos and inhibit true inclusiveness and openness. I.e. I don't think that cultural communities who mostly stay to themselves are truly part of the Tasmanian society. How can we better integrate those communities? How can we break down 'barriers' between communities?"

Multicultural Tasmanians also commented on the practical social and legal steps to stop 'racism', 'discrimination', and 'violence' towards migrants:

[In an ideal multicultural Tasmania] "People live free of discrimination no matter their origin, language, culture, gender, sexual orientations, religion and life choices as long as they respect others."

Young Tasmanians

Relationships and community are not directly addressed in the Premier's Youth Advisory Council sustainability discussion notes but was occasionally conceived of in terms of responsibility as an individual or as part of a group. As a group, 18–24-year-olds are unhappy with the implied responsibility involved in the messaging 'sustainability starts with you'. They feel that it is unfair to place the burden on young people. At the same time, the 12–17-year-olds discussed the option of an individual target goal for consumerism.

Relationships and community are more directly addressed in the Child and Youth Wellbeing Framework, such that familial relationships are recognised as foundational to children's wellbeing and are thus supporting families is a strong focus area of the Framework. In submissions to the consultation for the Framework reported in the It takes a Tasmanian village and Your Voice, Your Say reports, children and young people emphasised the importance of acceptance, friendship, and prevention of bullying.

Tasmanians on low incomes

According to the TasCOSS' "A Good Life" report, Tasmanians on low incomes see relationships as vital to wellbeing. Consultations revealed the interconnection between relationships and material goods; in a practical sense, this meant sharing items bought in bulk to lower individual costs. In a more holistic sense, material comforts were said to lose meaning without social connection:

"Even if you have enough food, if you're lonely, you may not feel like eating."

Tasmanians on low incomes further underline the importance of feeling connected to a community. A strong, caring community is seen a source of support, but respondents also acknowledge that sometimes help from professionals is needed:

"The good community feel: We all come together when the going gets tough, we know where to go, who to talk to. All the community networking helps our family."

However, the consultations with Tasmanians on low incomes also reveal that many feel to be considered worth less than other Tasmanians. They feel looked down on, left out, overlooked or unheard by people and organisations. The report points out that Tasmanians on low incomes want to feel valued and heard.

"People look at us [residents of a broad-acre public housing estate] like we're scum."

"I wish that others would understand disability a little bit more, [rather] than just discriminating against us and not including me and my family in the community."

Tasmanians Living with Disability

Tasmanians living with disability want relationships with their family, friends and communities via arts (live music and theatre) that allow them to feel connected and safe in the environment. The Review of the Disability Service Act Consultation Outcome Report (Department of Communities Tasmania, 2022) argued that:

"Access to the Arts (live music and theatre) need increased accessibility both physically and economically."

And subsequently:

"Access to the community and events also includes the provision of breakout or quiet spaces to ensure people feel safe in the environments they visit."

Tasmanians who identify as LGBTIQ+

In their report "LGBTIQ+ Tasmanians: Telling us the story", Dwyer et al. (2021) reports that LGBTIQ+ Tasmanians overwhelmingly express their happiness with the queer community in Tasmania. This community is conceived of as close-knit, supportive, relaxed, and diverse. Several participants note that the smallness and intimate nature of the community makes it feel more supportive. According to Dwyer et al (2021), this positive attitude was expressed in particular by those who had moved from the mainland of Australia, displayed in comments such as this one:

"I think the LGBTIQ+ community seems a lot stronger in Tassie, because we know we have to stand together in order to change the way Tasmanians react and accept us and our basic human rights. I think having such a tight knit group is what's helping Tasmania to accept that we are just people loving our lives."

Interestingly, Dwyer et al. (2021) note that the smallness of the Tasmanian queer community actually makes it feel more diverse and inclusive to the participants, thus increasing a sense of belonging:

"That means that those of us who are "othered" can usually find support and/or solace within that small, trusted community."

Dwyer et al. (2021) also observe that the Tasmanian LGBTIQ+ community is nearly always thought of as a number of small, diverse communities within the larger society of Tasmania. The support that LGBTIQ+ Tasmanians experienced from the wider community during the marriage equality debate had a positive impact and made members from the LGBTIQ+ community feel more accepted in the 'larger Tasmanian society'.

It is also notable in the report that feeling included or accepted in Tasmanian society is often thought of in terms of progress. Tasmanian LGBTIQ+ people comment that 'we have come a long way' and acknowledge repeatedly how older LGBTIQ+ people have endured hardships to pave the way for the younger generation.

2.4 Structures and systems

Tasmanians want fair, transparent, supportive and inclusive structures and systems that allow everyone to live the life they want to live.

2.4.1 DEFINING STRUCTURES AND SYSTEMS

The structures and systems domain includes the institutions that govern and structure society, the decisions those institutions make, and the rights and supports that individuals and communities enjoy as a result. Government was by far the most commonly referenced system, with references including political systems and the public service. When describing the qualities of structures and systems that contributed to wellbeing, fairness, transparency, and support were common. The decisions made by institutions (primarily government) that people mentioned as affecting their wellbeing were around the presence and strength of social safety nets, the provision and funding of services, and the service of people and the environment. The individual and community rights that supported wellbeing included peace, safety, rule of law, freedom of speech and association, participation in decision making, trust, and access to supports.

When discussing wellbeing in relation to institutions, wellbeing was conceptualised in a much more collective sense compared to other domains, with many references to 'all', 'everyone', 'citizens', 'all peoples', and 'future generations'.

2.4.2 QUALITY OF STRUCTURES AND SYSTEMS

A lot of people spoke about the overall quality of structures and systems as contributing to wellbeing. While overlapping, these qualities can be categorised as fairness and transparency, support, and trust.

Fairness and transparency

For many, fairness and transparency were prominent. This applied not only to themselves but ensuring that institutions treated everyone fairly and equally. Fairness and transparency were most often sought from governments, political structures, or 'systems' generally:

"Good governance at all levels of government with openness and transparency paramount."

"As a democratic society, wellbeing includes transparency in government, so that decisions being made are clear and well-founded and communicated to the community."

"A transparent system we live in with no restrictions."

"We are all living in a real liberal democracy that is fair to all."

"Being able to trust the government, which means it should be fair, transparent and accountable and act with integrity."

"A just and safe system regardless of political persuasion."

"Transparent governance providing citizens in all walks of life backed up by system safety nets to enable a balance between risk and safety."

Some people seemed to contrast how institutions currently operate or are perceived to operate with the fairness and transparency of institutions that was sought for wellbeing:

"It means that our elected managers manage the state for what is best for the state and the people of the state, not for self-interest to get re-elected and line their own pockets along the way."

"When governments support others rorting the systems, multinationals avoid taxes, MPs [Members of Parliament] taking advantage of opportunities to rort the system, while they pay tax on every cent they earn, it damages individual well-being and that of the whole community."

"Instead of making decisions that the majority do not agree with I would like the Government to start listening to the people as a whole at all levels. So, we can achieve more than your vision of well-being in Tasmania."

"Professionals being held accountable for the inaction or actions which breach basic human rights or any UN convention."

Some people talked about a fairness in community, generally:

"Sustainable living in a fair and equitable community."

"A good community that cares for members of the community, and has a focus on honesty and ethics."

The fairness and transparency of structures and systems was seen to affect collective and future wellbeing:

"While being in a community/state/country that operates with integrity, it is safe and free (especially from corruption and malice) and allows good people to prosper and be role models for current and future generations."

"I think equity and actively addressing disadvantage is essential to a concept of wider wellbeing. We need to call out growing levels of economic inequity, growing rates of desperate housing shortage, rates of family violence. We need to see these as part of the bigger picture of wellbeing."

Support

The supportiveness of structures and systems was recognised as necessary for wellbeing. In this theme, institutions were often referenced in a more general way, for example using the word 'society' rather than 'government'. Some people talked about being supported as individuals:

"Knowing my individual and social needs are being considered by decision makers at all levels of government."

"Good mental health, physical health, and a safe and well-supported social environment."

But most referred to collective support (though it should be noted that most references to individual support fell under the rights and supports section in 5.4).

"It means that we live in a society which is supportive and nurturing and helps us reach our potential."

"Feeling all people are supported and represented."

"Where people are supported to thrive across the board, to the best of their abilities and capacity, and one where equity supports this. So even if someone is a wheelchair user, our society doesn't make them more disabled by preventing access. A society where poverty and loneliness and disenfranchisement don't drive people to right wing extremist groups. A society with high levels of well-being is one where EVERYONE thrives."

"It is to feel the wider community and governments are trying to support all the people in that community."

"In a broader perspective it means feeling that our society is supporting those in need and developing the services required to sustain a growing population (e.g., education, health, transport and other infrastructure); that decisions are made by government at all levels with regard to all those who may be impacted."

Trust

'Reliability', 'stability' and 'trust' of governments and governance institutions were often mentioned, with some highlighting the cost of not having these things:

"Living in a political and social system that I feel that I can trust. Feeling that government and social policies are based on principles of social equity and social justice. Well-being is being confident to trust that we live in a society that values and prioritises policies based on the scientific evidence of human thriving."

"Feeling safe and secure, being able to trust the government and their bodies."

"People are frightened. They don't trust governments anymore and this is partly because they are not listening which leaves everyone convinced things will only get worse. You cannot have a safe and decent society without engendering trust in the system."

2.4.3 QUALITY OF DECISIONS

In addition to the qualities of structures and systems, many people talked about the quality of decisions and representations made by them. Very common were desires for government decisions to focus on social and environmental outcomes. This was sometimes articulated through descriptions of 'ideal' institutions and sometimes with criticism of current decisions:

"Knowing through evidence that the ruling political ethos is built around the ability of all citizens to live comfortably, that is, to be able to access a safe affordable home, good quality food, plentiful public transport, reliable factual information systems, easily accessible good quality education (all levels), holistic health system, vibrant inclusive arts, opportunity for community gatherings that promote bonhomie [cheerful friendliness]."

"A roof over every Tasmanian's head, readily accessible healthcare for all i.e., not waiting two months to see your GP or many years for urgent tests and operations, all children having everything they need for school. Until these essentials for life are achieved it is wholly unsupportable for any Government to spend the public's money on items they have clearly shown they do not want. Yes, I do mean things such as a sports stadium!"

"A State where AFL football stadium gifts from the Government do not exceed the welfare and wellbeing of all citizens equally. Where Community programs and projects are not diminished and excuses made to explain away these cost cutting measures."

"Alongside a knowledge that our home, the earth, is being sustainably cared for across all levels - government policies, corporations, organisations and individuals."

"I want a world where governments spend billions in a bipartisan way, not on nuclear submarines, but on urgently addressing the climate emergency, eradicating violence against women, promoting peace studies, and making sure artists of all kinds are valued and paid for creating our community's thriving cultural life. That's the world of well-being I long to see."

Several people sought rapid and sometimes drastic change to current decision-making frameworks:

"Wellbeing in relation to the environment is becoming increasingly urgent. A commitment at government level is needed to ensure climate change is being addressed as a priority and as a present issue, not one that can be put off to the future."

"Economic co-operation instead of exploitation. Prohibition of greedy capitalism."

"Environments spoiled by major developments permitted because they are 'economically good' or generate 'jobs'. The world is changing rapidly...We need to be harsh about this or we'll just end up in the same mess as other countries are already experiencing. We cannot save the world, but we can save Tasmania for Tasmanians. It won't be acted upon I know. Politicians will still spruik, 'economy', 'jobs' etc as though nothing is going to change."

"Establish a reasonable "living wage" and limit all personal incomes to within 50% and 200% of that wage, i.e., no person can have income less than half nor more than twice the living wage."

"Living in a socialist or socialist leaning country where the economy is for the people and not geared towards wealth creation for the top few and geared corporations."

"Knowing the health of the environment is a primary consideration for all policy makers."

Another common area in which people indicated that institutional decisions affected their wellbeing was in the provision of services and the allocation of funding to do so. This was often reflected in broad references to 'social safety nets', 'access to the necessities of life', 'welfare safety nets', 'support systems when times are tough', 'government safety net in case of illness', and 'knowing that help is available in times of need'. People also mentioned availability of services in various domains, such as health, housing and education, and 'services' or 'government services' generally. As well as formal services, several people alluded to the role of institutions in supporting (often through 'facilities' and/or 'funding') 'social engagement', 'social activities', 'recreation', 'arts and entertainment', and 'community activities' or 'community gathering'. Services and support systems were often viewed as complementary to individual capacity and capability:

"The personal capacity and availability of services to live my life as healthily and as productively as I can."

"To me wellbeing means to be able to use the resources I have and those within the community and within the various government agencies to enable me to be healthy, safe, self-responsible and happy."

The quality of services was commonly mentioned, with concerns around timeliness (particularly for health and mental health services) and geographic accessibility (particularly for regional/rural dwelling people) common. Inclusiveness, equitability, affordability, appropriateness, and 'good quality' were other qualities people sought in the service system.

2.4.4 RIGHTS AND SUPPORTS ENJOYED BY CITIZENS

The rights and supports enjoyed by citizens because of good structures and systems were prominent subthemes. Peace, safety and rule of law were valued by many respondents:

"A sense of wellbeing and hope that environmental and societal issues will be within your grasp and not totally out of your control. Being able to raise your family into a world which is safe and free from danger."

"Leading a life with purpose, choice and security in a place of peace and serenity."

"Safety, security, happiness, fulfilment, and comfort. A good quality of life. Being free and supported to live in a way that makes me happy without oppression or fear."

"Being at peace with my environment, my community, my government."

"Firstly, it involves physical and psychological safety, which means feeling secure in both my physical environment and mental state. It's important to have a sense of protection and stability in order to thrive."

Several people talked about the upholding of their individual rights, such as free speech, freedom of expression, freedom of association, and privacy:

"Freedom of speech and thought. Freedom of religious practice and expression. Freedom of association. Rights to privacy i.e., Freedom from surveillance."

"It means freedom to be yourself - expressing your culture, religion sexuality and self-identity freely without fear, and in a way that allows others to have that same freedom to be themselves too."

"Being comfortably off materially as well as living in a democratic society with freedom of expression, movement and association."

"Human rights are protected, understood, valued and respected so that all people in our community feel safe in being themselves."

A number of people spoke about structures and systems striking the balance between freedom to live life as one chooses and support being available when one needs it. For many people, the quality of structures and systems was indicated by the quality of opportunities and life available to everyone:

"A life where the basic needs of shelter, health, safety, food and water are available to EVERYONE regardless of age, financial status or identity, coupled with a society that upholds values of respect, equity, inclusivity, accessibility and freedom of expression."

"Where everyone has opportunities to grow and develop without that being dependent on your financial situation."

"It means that all peoples within our community are afforded the same opportunities to experience the benefits of good health, the reduction of impacts like cost of living and to afford all peoples from all walks of life and socio-economic status the same enjoyment and freedoms in our communities. This needs to allow everyone a sense of happiness, fulfillment and comfort within the spaces they share and are involved in."

2.4.5 DIFFERENT GROUPS' PERSPECTIVES ON STRUCTURES AND SYSTEMS

Older Tasmanians

Older people engage actively with structures and systems in Tasmania, and are aware of their impact on individual and communal wellbeing. One respondent to the COTA survey (COTA Tasmania, 2022a) demonstrated this by arguing that "The elderly must be allowed a voice on many issues that will or do affect them.". Although older people commented they think they have inclusive and supportive institutions, they still often experience a degree of ageism. One older respondent stated they were often mistreated by younger staff when using government services:

"[I] have often been spoken down to by younger people, particularly staff at Govt [government] centres when explaining computers even though I have been involved in using and programming computers for nearly sixty years. Young people see the white hair and immediately raise their voices and speak down to you."

Along with ageism, infrastructure and access is an issue for older Tasmanians in the domain of structures and systems. One respondent said that improved accessibility for transport and in-home support would help them actively engage in life:

"[Wellbeing] means a lot! But if you're asking what I would like, then improved accessibility, as my mobility deteriorates, is important. As is having support to stay at home."

Many older Tasmanians see their proximity to important services as a key factor in their wellbeing, and were likely to see positives in its smaller, 'tight-knit' social environment.

"Ease of access to life ...cities; wild spaces; venues; shopping centres etc...it's easy to get around and enjoy our island."

"Less competition for services due to smaller population."

"Relatively easy access (by private car mainly) to beaches, national parks, bush walks."

For older Tasmanians, physical access to structures and systems is most often mediated by private transport. Experiences of the limitations of public transport make some older Tasmanians fear a future where they are unable to drive.

"Being able to catch a bus that runs infrequently and stops 1.5km away depends on my energy levels. It can be exhausting just to get to the bus stop, let alone to have to spend a whole day out when I might only have an hour's worth of errands to run."

A number of respondents advocated for increased expansion and accessibility of public transportation, particularly disability-accessible buses.

"My nearest bus stop is too far to walk and given that not all buses are disability friendly, it means I am forced to use a car or options more expensive than the bus."

Increasingly, older Tasmanians are able to access systems, structures and services in online modalities. This is demonstrated by the number of respondents to the COTA survey (COTA Tasmania, 2022a) indicating that their workplace had trained them in the use of personal computers and, occasionally, smartphones. However, many also expressed concern at the rapid pace of technological change, the substitution of people-to-people interactions for online environments, and the threat of scams.

"I used to feel fine, but in recent years, technology has advanced way faster than I can keep up with ... Even if I was willing/able to afford to update my phone to allow the apps that are required in my daily life (from COVID check-in to financial/regulatory apps dealing with tax etc), I resent being forced to."

In the domain of structures and systems, governance was also mentioned. Several respondents discussed how the public was heavily impacted by decisions made by the different levels of government during the pandemic:

"I still support public health decisions. I was very happy with Tasmania's management of the pandemic but angry with fed [federal] gov [government] for constantly pushing us to open."

"Disability pension received NO boost from government for COVID causing parttime job losses unlike EVERY OTHER government benefit (including austudy) except Age pension !!!!!!"

"It's been OK finding out expert info via several science based podcasts (BBC/ABC). It's been annoying to then hear what Politicians are deciding - both abroad and here. The clash between States and Federal has not been helpful here. In Tassie the rules were clear though - thank you Premier."

"Government not giving accurate information. Not listening to scientists who have the knowledge. Listening to big business. Being ill-prepared for the opening of borders."

Multicultural Tasmanians

According to the Multicultural Action Plan Survey 2023 (Tasmanian Government, 2023), culturally and linguistically diverse (CALD) Tasmanians want inclusive institutional practices, improved public services and infrastructure development for everyone to support their wellbeing and growth. Participants discussed the multilayered aspects of institutional practices that promote diversity, inclusion and equity in social and organisational life. These included positive representation and promotion of multicultural identities and backgrounds; enhancing services in government and private organisations (such as appointing more entrepreneurs to support CALD families); and constructing more facilities including transportation and housing.

As mentioned by one participant:

"The presence of adequate representation of diverse cultural, ethnic, and linguistic groups within positions of power, decision-making bodies, and public institutions serves as an indicative factor of progress towards achieving inclusivity and equitable participation in a multicultural community. This representation encompasses the inclusion of individuals from various backgrounds in influential roles and entities that hold significant influence over policies, initiatives, and societal affairs. The recognition and facilitation of diverse perspectives and voices within these positions signify a shift towards promoting a more inclusive and participatory environment for all members of the community."

In envisioning the institutional practices and governance that would indicate that we have achieved a truly multicultural Tasmania, some people suggested drawing on practical diversity, equity, and inclusion (DEI) measures to ensure representation and support the CALD population in addressing their challenges in community and organisational contexts:

"When we see our multiculturalism reflected in all areas of Tasmanian societies- from Parliament, through government departments, schools and services, through the private sector and in community leadership. When conversations about culture and racism are not awkward or refuted."

Participants also suggested promoting multiculturalism within the wider community through cultural events and activities, positive media coverage, and cultural awareness building:

"When we stop this entitled rhetoric that immigrants are somehow taking what "belongs to Australians". When being Australian doesn't revolve around what footy team you follow or what you eat. It's about how you feel. I don't think I will ever feel fully Australian. I was told I was not welcome early on and I have always felt that way on the inside. I want to change that. I'm not from my original country either I'm too Australian. I would like to feel like I belong one day."

A substantial number of participants shared their disappointments with some government services where they face problems due to their CALD background and asked for further steps to address these issues. In particular, participants identified interpreter services, visa applications and processing time, and health related services as some of the common service-related problems they have experienced from CALD backgrounds and suggested further improvement:

"The Tasmanian Government has made efforts to improve the living conditions for migrants in Tasmania, but there are still areas where more can be done. Suggestions include enhancing settlement services such as language and cultural orientation programs, expanding employment opportunities through skills training and entrepreneurship support, strengthening community engagement through events and intercultural dialogues, addressing affordable housing challenges, ensuring access to healthcare and support services, strengthening anti-discrimination measures, promoting multicultural education, and streamlining visa processes."

"There needs to be more and better community engagement and consultation with migrants and the whole community. Maybe update and bring back the Tasmanian Frameworks for Community Engagement."

The challenges experienced when accessing government services are also reflected in responses to the question "how well does government take into account your cultural needs or background?" Only 12% of the respondents chose the excellent option.

Constructing more facilities, including transportation and housing, were specifically mentioned by some participants for infrastructure development. A few respondents also referred to integrated legal and justice services and support services for multicultural communities.

"Tasmania is a beautiful state and even though the government is focused on keeping development to its minimum it can focus on making the state to have the cleanest and easiest transport infrastructure encouraging public transport to reduce private transport."

Young Tasmanians

For Tasmania's young people, feelings of wellbeing are promoted by structures and systems which demonstrate responsible stewardship of the state that they will inherit. According to the meeting notes of the Premier's Youth Advisory Council (2023), this means institutions that take charge and lead the way on matters of sustainability.

Young people want government-set regulation for businesses so that the responsibility is not put on the consumer who may struggle to afford sustainable choices. With stricter government regulation people can trust the choices they are making. 18-24-year-olds on the Advisory Council were also less likely to trust the motivations of corporations, thus leading to arguments about the role of government regulation in crafting a more sustainable future. In the Youth Advisory Teams chat (2023), a note was also made about incentivising corporations to contribute to the fight against climate change, for example through the use of tax incentives.

Structures and systems are implicated both directly and indirectly the Child and Youth Wellbeing Framework. Children's submissions to the consultation on the Framework emphasised school as an important system for them, particularly in terms of accessing supports. The Framework highlights the importance of education through its 'learning' domain. A theme across consultation responses reported in the It takes a Tasmanian village and Your Voice, Your Say reports, as well as the domains of the Framework, was the importance for young people to have a voice in things that affect them, and for that voice to be heard.

Tasmanians on low incomes

Consultations with Tasmanians on low incomes show that they acknowledge the importance of supportive structures and systems that can step in when they are facing struggles. However, Tasmanians on low incomes also point out that they feel unheard, or that their opinions are not valued by organisations and bureaucracies that are making decisions that would affect their lives. The TasCOSS report 'A Good Life' stated that some feel powerless and anxious as a result, or some are irritated that their good ideas are not being considered:

"If we want to be more innovative and inclusive, we need to open [decision-making] to people from all backgrounds."

Tasmanians living with disability

Tasmanians with disabilities desire to be involved in leadership and governance systems based on the premise of "nothing about us without us."

"Community consultation outlined that leadership is an area that should be encouraged, particularly in young people."

Other suggestions included the need for organisations to include people with disability in their governance and leadership structures" (Department of Communities Tasmania, 2022).

The Disability Service Act (DSA) is a major piece of legislation that is key to the relationship between institutions and the wellbeing of Tasmanians living with disabilities. According to the DSA Consultation Outcomes Report (Department of Communities Tasmania, 2022), Tasmanians want the definition of disability to be revised to encompass temporary or episodic disabilities. A broader definition of disability was seen to capture the lived experiences of persons with disabilities and may aid in better understanding and acceptance in the broader community.

"The definition in the DSA is limited to only those disabilities which are permanent or likely to be permanent... does not include neurological disability and stipulates that there must be a need for continuing 'significant' support services."

"A wider definition of disability has the potential to capture both the varied lived experiences of people with disability and may also contribute to the broader understanding and acceptance in the community as to the unique experience each individual has with disability."

Tasmanian institutions and departments also wish to see the human rights of people with disabilities acknowledged and included in the DSA:

"Include a Charter of Rights for Persons with Disability in the Act, as well as implementing a human rights instrument such as a Tasmanian Charter of Human Rights" (TasCOSS recommendation).

Increased funding for disability advocacy services was recommended as a powerful tool to assist people with disability in realising their rights. The call for increased funding extended to a range of government programs to provide financing for advocacy services, peak bodies, and organisations centred on particular disabilities.

"Community consultation provided feedback that there is the need for a commitment by the State Government to fund programs and that there needs to be a mechanism to monitor these services/programs where there is no other legislated monitoring mechanism" (Department of Communities Tasmania, 2022).

The Review also cited transportation as a major concern arising from consultations. Transportation was seen as both an accessibility and a barrier to inclusion. Tasmanians want additional bus routes, better driving options, and easier access to a licence.

"Transport was raised both as an accessibility issue and a barrier to inclusion in 80 per cent of the community consultation conversations."

"Changed bus routes were identified as having an impact on community access."

"Improved options for learning to drive, and subsequently getting a driving license, was identified by a number of young people."

Tasmanians who identify as LGBTIQ+

In the report: "LGBTIQ+ Tasmanians: Telling Us the Story" (Dwyer et al 2021) participants mainly addressed concerns regarding three domains of institutions; legislation and government, Police, and religion (Dwyer et al. 2021).

In the survey component of the report, Dwyer et al. (2021) found *"that LGBTIQ+ Tasmanians want the State Government to genuinely listen to their lived experiences and show leadership on issues of LGBTIQ+ inclusion"*. Although the report notes that some people have some fears relating to the erosions of protective legislation, they are generally proud of Tasmania's unique laws. This pride extended to the progress that Tasmania has undergone from having some of the nation's most discriminatory laws to leading the way for equity and inclusion in Australia.

"Tasmania has strong LGBTQIA+ friendly laws such as anti-discrimination laws etc. which makes being LGBTQIA+ much easier and makes queer folks feel safer, more accepted and more welcome."

However, many in the LGBTIQ+ community feel uncomfortable and unsafe from aspects of the public debate, according to Dwyer et al. (2021). They see it as wrong for government officials to give a platform to discriminating and anti-queer viewpoints, and some feel that these forms of speech should attract criminal penalties:

"We are not a political talking point. We are real people. We deserve to be treated as such. Bigots should not be validated or publicised."

"Giving platform to anti-queer right is problematic. Stop listening to and giving platforms to conservative and TERF groups such as the LGB Alliance. Anyone who runs on a platform of reducing the rights of any minority clearly doesn't see that minority as human and deserving of basic human rights."

Police and safety were a major focus area in the report *"LGBTIQ+ Tasmanians: Telling Us the Story"* (Dwyer et al. 2021). Participants felt that "queer issues like bullying, harassment, or when legit assault happens, is not taken seriously" (Dwyer et al. 2021, p. 55). Although most survey respondents in this study generally found the police helpful, there were many statements in the qualitative research, illustrating that LGBTIQ+ people feel a low sense of trust towards the police, or do not feeling safe going to the police:

"The police don't listen to queer people as it is - again, with coming to pride even though the vast majority of community members do not want them there. They can't be trusted. They don't handle queer issues very well."

The relationship between religion and institutions also came up as point of worry regarding several issues discussed in the study (Dwyer et al. 2021). 70.6% of the respondents identified as Atheist or as having no religion, and often felt a sense of fear and judgement around religion and religiously affiliated services:

"It is very difficult to be out in Tasmania. Time after time I've had to walk past preachers in the Hobart Mall telling the crowd that we deserve to go to hell. I worry about presenting as non-binary in public because of the comments I receive. Doctors rarely understand or take LGBTQ+ issues seriously when I talk to them. Conversion therapy is still legal here. In college, another student I considered a friend gave me an invite to a "debate" on LGBTQ+ rights at their church. My year 10 school handed out flyers condemning gay marriage."

Dwyer et al. (2021) find that there are worries regarding many platforms and community-oriented services being run by church organisations. This is highlighted in relation to mental health services, age care facilities as well as schools. Many are also stressed about the repercussions of conversion therapy.

Carers

Carers would like to be better supported by Tasmanian institutions, particularly government. It was noted that there was a lack of understanding of help available for kinship carers from outside affiliated organisations such as Foster and Kinship Carers Association of Tasmania, Grandparents Raising Grandchildren, and Kin Raising Kids. In the view of CarerTAS (2023), *"Some informal kinship carers believe that because government agencies are fragmented and lack coordination, they frequently do not receive timely access to sufficient support."*

2.5 Natural environment

Tasmanians want to access, protect, and live in harmony with a clean, green environment, now and in the future.

2.5.1 DEFINING THE NATURAL ENVIRONMENT

In the context of wellbeing, people talked about the natural environment in terms of access to various types of landscapes and resources, the activities they do in or on those landscapes, and how they live in relation to nature generally. People also expressed the need for the quality of the natural environment to be maintained through individual and governmental/societal acts of care, protection, climate action and sustainable development.

2.5.2 ACCESS AND ACTIVITIES

For many people, access to nature was important to wellbeing. Most people used general terms like 'nature', 'the natural environment', 'the outdoors', and 'green spaces', and several specified the natural areas they wanted access to, such as 'wilderness and parks', 'National Parks', 'old-growth forests', 'heritage areas', 'beaches', 'the bush', 'mountains', and 'wild habitats'. Some people noted that nature being accessible to everyone, including future generations, was important to them:

"I want access to the kinds of environments social scientists have described – areas that have trees and green, natural spaces for everyone."

"In order to enjoy wellbeing everyone needs opportunities to enjoy fresh air, open spaces, ocean views, bush retreats, walking tracks, peaceful spots, quiet, animals and wildlife as much as the availability of health professionals."

"This includes access to the natural environment that I can be confident will be preserved for future generations."

People also often described the activities that they liked to do in nature, sometimes referring generally to 'recreation', 'activities', or 'spending time', and other times referring to specific activities and locations:

"Living sustainably, enjoying recreational time rowing on the River Derwent (timtumili minanya) and walking on Mount Wellington (kunanyi)."

"Being able to get out in our National Parks and bushwalk often."

"Access to Tasmania's environment, and blue and green spaces for recreation."

Gardening was another activity that people enjoyed in nature, with both personal or household gardens and community gardens mentioned.

Several people elaborated on the emotional aspects of accessing nature, articulating that it was important for them to 'connect' or 'feel connection' with the natural environment or natural world, to feel the 'rhythms' of the earth, and engaging all senses to experience 'beautiful moments in nature'. For some people, connection with nature was listed alongside connection with people and/or community, suggesting somewhat equal importance and/or benefits of connecting with nature.

2.5.3 QUALITY OF NATURAL RESOURCES: CLEAN, GREEN AND BIODIVERSE

A number of people referred to the quality of nature affecting their wellbeing. This was expressed in terms such as 'clean air', 'clean water', and 'clean', 'green', 'unspoiled' and 'unpolluted' environment or particular aspects of environments such as rivers, oceans and waterways.

"To me it involves the outdoors, greenery (LOTS OF TREES) and healthy water ways. A beautiful, proud world to raise our children in."

Biodiversity was also stated or alluded to by several participants, with words such as 'biodiversity', 'a healthy ecosystem' and 'a rich and diverse natural environment'. Some people had particular concerns related to biodiversity:

"Contact with the natural environment, which is well cared for, not overrun with invasive species."

"Being able to enjoy our natural environment - not having local beaches spoiled by nearby salmon farms."

"Access to natural environment free of invasive species and over-development, a protected old-growth forest environment and World Heritage Area."

2.5.4 LIVING SUSTAINABLY AND IN HARMONY

As well as particular activities in nature, many people talked about living sustainably and living in harmony across all aspects of their lives:

"For myself, the ability to live happily in the natural environment within Tasmania. Appreciating the flora and fauna, while maintaining a sensitive balance with the environment and allowing the state to improve and prosper."

"For me, wellbeing is caring for my physical and personal health by living in harmony and in sync with the environment."

"Being secure in living a life in adequate comfort, doing the things I want to do that do not detract from the lives of others, including other species."

In terms of specific actions to live sustainably, people talked about renewable energy, clean and/or public transport, recycling and a need to expand recycling programs, and waste reduction including chemical waste and pesticides. In addition to living sustainably and in harmony with nature in the present, people's wellbeing was affected by the ability for them and/or humans generally to do this in the future:

"Feeling comfortable in my mind and body, feeling unthreatened and being able to imagine a future where our place in the natural world does not diminish it."

"Sustainable ways for our grandchildren and all who follow in successive generations. Selling out our amazing environment to greed and irresponsibility does not support my vision or values for the well-being of all Tasmanians."

"A healthy environment where the interconnection between the land, weather, creatures, including humans, is recognised and respected."

2.5.5 CARE, PROTECTION AND SUSTAINABLE DEVELOPMENT

Many people expressed that caring for and protecting the environment and/or knowing that the environment is cared for and protected is important to their wellbeing.

"An intact environment where our remnant native forests, alpine areas and marine environment are protected from further degradation and destruction."

"Wellbeing for me also involves being close to nature and to know that society is trying to support the environment."

"That means for me, at the deepest level, coming to [an] understanding of the dark history of this island state and colonisation. Acknowledgement, and a commitment to caring for Country."

For some, concerns about environmental protection intersected with their ability to access the natural environment and the effects of that access on wellbeing:

"Are we being kind and supportive to each other, do we care for and protect this magnificent place we live in, can I get out into nature to savour it and recharge?"

"The natural environment I live in is intact and managed for its natural values. I can easily access this area."

Several people expressed concerns about 'overdevelopment', 'overpopulation' and 'overcrowding' in Tasmania:

"Relaxed meaning able to appreciate one's surrounding and not seeing [and/or] being degraded by overpopulation."

"Environmental protections/knowing where we live is safe from destruction and over development."

"I value our minimally developed areas and do not want roads/helicopters through them all!"

In relation to overdevelopment, some people mentioned 'sustainable industry', sometimes with a focus on local (Tasmanian) ownership and/or delivery of benefits to Tasmanians, and sustainable and regenerative agriculture was mentioned by a couple of participants.

Climate change was commonly mentioned. A couple of people were concerned about the impact of 'bleak messages about the future' on young people's wellbeing, but respondents mostly highlighted the importance of 'climate action' and 'being safe from the worst impacts of climate change'. Importantly, many people were concerned about caring and protecting the environment and addressing climate change for future generations:

"But none of this is important unless we have governments and businesses who understand the importance of actively & positively managing climate change by reducing activities which exacerbate this change and doing everything possible to retain and maintain our natural environment. The days that governments can simply look at capitalist growth as the only measure of success is now long past. It is imperative that we not let natural forests be decimated, dams built in wilderness areas, mines continue with business as usual, is now past, etc. Without governments and businesses understanding these matters, then my children's future is compromised, and I cannot have a sense of wellbeing under those circumstances."

"Knowing that Australia is now, finally, going to do the absolute best it can to reduce the climate crisis, so that my great-nieces and great-nephews will live as well as we do when they are my age."

"As I am a long-term climate and environmental activist, an artist and a parent and grandparent, I am extremely concerned about the current global climate."

2.5.6 DIFFERENT GROUPS' PERSPECTIVES ON THE NATURAL ENVIRONMENT

Older Tasmanians

Tasmania's natural environment and 'slower pace of life' were seen to be key factors facilitating wellbeing. A large number of respondents to the COTA survey (COTA Tasmania, 2022a) indicated that the freshness and beauty of Tasmania's natural environment—coupled with the ease of access to it—was a contributing element to a positive view of ageing. Some also pointed out that the milder summers were important as they grew older, although this was offset by a similar number of respondents who identified colder winters as a challenge.

Young Tasmanians

Young people recognise the importance of the natural environment on their wellbeing, but many are concerned with interaction with social and economic systems. Members of the Premier's Youth Advisory Council conceived the natural environment in terms of the ability for humans to co-exist with nature without creating too much damage. In this forum, young people (ages 12-17 and 18-24) mainly addressed the natural environment in regard to sustainability goals.

A large part of the conversation for both ages 12-17 and 18-24 revolved around the connection between sustainability and economy. According to the meeting notes, both groups are divided on whether it is possible to have both economic growth and sustainability. Participants in the age group 18-24 questioned whether it is feasible to have 'continuous growth in a finite resourced world'. Some see environment and economy as a trade-off, and some believe that sustainability is coming to a middle where you can have both: economic growth without environmental degradation. Others in this age group believe that it is possible to find a 'happy medium'. However, there was unanimous agreement on a need to further advance sustainable goals that are currently moving slowly. Overall, the 12-17-year-old age group agreed that we cannot continue down the same path in our exploitation of the earth's natural resources. This group also argued for the protection of the natural environment by limited human activity. A statement by one member of the group was 'Humans have forgotten that as a species we are not gods'. They suggested a goal for the individual person on consumerism, more education on sustainability and a focus on reducing waste and increasing recycling capabilities for future sustainability goals.

The natural environment is discussed in the Child and Youth Wellbeing Framework in terms of children and young people having access to the natural environment for nature-based play. Children and young people's submissions to the consultation for the Framework, reported in the It takes a Tasmanian village and Your Voice, Your Say reports, mentioned protection of the natural environment, in particular oceans and animals.

Tasmanians on low incomes

Tasmanians on low incomes find a great deal to appreciate about the natural environment and recognise its impact on their wellbeing. However, the TasCOSS 'A Good Life' report found evidence of barriers to the access of natural environment areas, due to a lack of car ownership and driver's licenses, and an inability to afford costs associated with driving:

"We have great fishing and beaches — if you can get to them — but I don't have a car."

The consultations also show that low-income Tasmanians worry about the impact of climate change, and in particular how climate change will affect young people and their possibilities in the future.

"[The most important thing for children] must be significant response to climate change as this is their future."

Tasmanians living with disability

Tasmanians want all people, including people with disability, to be able to access the natural beauty of the state. Along with its positive impact on wellbeing, the Review of the Disability Service Act Consultation Report (Department of Communities Tasmania, 2022) argued for its positive benefits to other industries:

"Tourism was identified as an area where there should be increased opportunities for people with disability to ensure that all Tasmanians are able to access the beauty of the state."

2.6. Housing and neighbourhood

Tasmanians want affordable, safe, secure and comfortable housing for all, located in places that are close to what they need.

2.6.1 DEFINING HOUSING AND NEIGHBOURHOOD

People defined housing and neighbourhood primarily in terms of access to housing, using terms like 'housing', 'a house', 'a home', 'shelter', 'dwelling', 'accommodation', 'a place to live' and 'a roof over my/one's head'. The stability, security and safety of housing and one's neighbourhood were prominent themes, relating to the physical safety of houses and neighbourhoods, as well as security of tenure and the stability and psychological safety that accompanies that. Physical and psychological comfort of housing was also mentioned by several respondents. Finally, many respondents talked about liveability and neighbourhood amenity, which included factors like transport infrastructure and connectedness, proximity to employment and services, and access to entertainment.

2.6.2 ACCESS AND AFFORDABILITY

Many people listed housing as part of a list of the essentials of life that they need for their own wellbeing, among factors such as food, water, health and healthcare. Surprisingly, owning one's own home was not a prominent theme, indicating that people viewed housing primarily as a basic need in the context of wellbeing. Additionally, many people felt that housing for others/everyone was an important component of wellbeing:

"The ability a population has to access a home, education and services needed to help when they are not well."

"Wellbeing is about people having easy and affordable access to the basic human rights of food, shelter, clean water, appropriate medical care and employment if needed."

"Living a healthy, socially engaged life in a strong and healthy natural environment, where everyone has access to housing, food and opportunities for occupation and education."

"A roof over the head of every Tasmanian, especially disadvantaged, disabled and elderly."

"Wellbeing for all needs to be the focus in my opinion. The more people in Tasmania that are getting their basic needs met, the greater the overall wellbeing for the broader communities. FEED THE PEOPLE, HOUSE THE PEOPLE, HEAL THE PEOPLE."

Affordability was an important dimension of wellbeing, and was closely linked to access, often referenced as 'access to affordable housing' or 'being able to afford housing'. In this sense, affordability was conceptualised in relative terms rather than a particular price point or proportion of income.

2.6.3 STABILITY, SECURITY AND SAFETY

Stability, security and safety were common dimensions of housing that people articulated were required for wellbeing. Naturally, these dimensions of housing intersected strongly with affordability. Most references to stability, security and safety of housing appeared to be about the dwelling and conditions for living there, expressed in phrases such as 'a secure home either rented or owned', 'stable accommodation', 'safe and reliable housing', and 'a safe, solid home'. However, some people mentioned relational aspects of housing stability, security, and stability, referring to things like 'stability in my home environment' and 'feeling safe in my home'. Security of tenure was a common theme:

"Not having to worry about being evicted out of your rental. Having a home."

"It doesn't require a lot of money, or a lot of possessions — or at least it shouldn't. A house doesn't have to be big or grand, as long as you know you will never be forced out."

"Well-being extends from security. Security in housing regardless of wealth or social standing."

The stability, security and safety of housing was strongly linked to respondents' sense that they could achieve wellbeing, whether they defined that as 'being well', 'enjoying life', 'contributing to the community', or 'achieving personal goals'. Some older Tasmanians expressed concerns about security of housing as they age, wanting to age in place and live in housing that was affordable but proximal to health and other services.

"For me the capacity to 'be well' relates to whether I'm living in a place of peace and stability, have a solid roof over my head, enough healthy food to eat."

"Sufficient economic, housing, and social stability to have the capacity to enjoy life."

"It means knowing I will have safe, secure and affordable housing and to age in place."

Once again, some people defined wellbeing as when others have stable, secure and safe housing:

"A place where all people feel safe - in their homes and out in the community - especially women. A place where everyone is housed comfortably and sustainably -not driven out by the almighty profit motive."

It is interesting to note, though not particularly surprising, that stability, security and safety was most often about knowing that one's housing situation has these dimensions. For example, knowing that eviction was not going to occur rather than eviction not occurring. That is not to say that eviction from housing would not be detrimental to wellbeing but that, when people think about their wellbeing in relation to housing, it is usually the psychological safety and security of knowing that they have a stable home that is at the forefront of their mind.

2.6.4 COMFORT

Comfort – both physical and emotional – was an important dimension of housing for people's wellbeing. Comfort was often mentioned in conjunction with safety, for example 'safe, comfortable housing' or 'a safe, comfortable home', and several people used synonyms such as 'appropriate' and 'suitable' to allude to the comfort of the dwelling.

Unsurprisingly given Tasmania's climate, warmth was an important aspect of housing comfort, with several people mentioning 'a warm, comfortable home' or 'a warm home'. One person experiencing homelessness described wellbeing as 'a night when the tent doesn't freeze'. Some talked about being able to heat their homes:

"Adequate housing including financial means to keep myself and my family warm during winter."

"Being able to eat good food and heat my house."

"This means secure housing with long-term tenure, an adequate income to pay for housing, heat, healthy food and opportunities for social and leisure time."

"Good emotional, mental & physical health - this requires adequate shelter, heating, food & support services."

2.6.5 LIVEABILITY AND NEIGHBOURHOOD AMENITY

Several neighbourhood dimensions were important to people's wellbeing. These dimensions intersect with other wellbeing domains, for example, access to parks and green spaces (natural environment), proximity to health services (health), close to friends and family (relationships), and public transport infrastructure (institutions, as many people talked about public investment in it). Transport was mentioned frequently, often listed alongside housing and other basics as essentials for wellbeing. For several people, access to transport was linked to their ability to live independently and participate in society and/or their community:

"Having ways of living independently e.g., transport without a car."

"Affordable community travel arrangements. This means that there are many of us who are ineligible for the community travel services because we don't (or haven't yet) been acknowledged as disabled but who still have a lot of trouble getting out into the community or into Hobart or Launceston for medical service because of travel limitations. I'd like to see the community travel service supported to expand into a 'pay per trip' service and or some kind of community minibus which picks people up from home when they need to go into town."

Many people talked about public transport – wanting or needing access to it and lamenting the lack of current infrastructure. Others talked about 'a diversity of methods of transport' and 'reliable and affordable transport'. A couple of people sought 'clean' or 'green' transport options.

Access to services and other amenities, particularly nature, was a common requirement for wellbeing in the housing domain:

"A person must have a safe place to live at a reasonable cost - it also means this place cannot be out in the countryside where there are no facilities or transport."

"Liveable city - access to facilities (library, medical, parking/ public transport, green areas, close to natural areas)."

"A safe, comfortable and secure home with access to things I enjoy such as natural areas, walking and cycling facilities, cafés and restaurants for socialising with friends."

"For my personal wellbeing I want a liveable city with green spaces and easy to get around (I don't want to have to walk through a university when I go to town)."

Access to entertainment, particularly arts and culture and the connection achieved through this (either inherently or by sharing it with other people), was an important aspect of people's wellbeing related to where they (wanted to) live:

"Thriving natural spaces, connection, creativity/arts/entertainment/literature, spaces and places to be active."

"Stimulation through the arts with access to theatres, music venues, museums, and literature (libraries, book shops)."

"To be easily able to visit friends, theatre and art galleries using public transport."

"Being able to walk freely and do interesting and entertaining things."

"Good health and plenty of exercise, entertainment and food options."

Access to entertainment was not just important on an individual level, with some wanting access for their family, young families, or the community in general:

"On a personal level; healthy family access to sport and recreation and community connections."

"To be able to live affordably, for recreational activities to be accessed easily and for young families to want to live and stay in this decent environment."

For some, access to these amenities and environments allowed them to feel nurtured, achieve their potential and feel good about their surroundings:

"Access to nurturing and inspiring communal and cultural environments."

"Being able to access a range of services, be that recreational or medical, that enables an individual to live to their fullest potential."

"Ideally, good wellbeing is being 'wholly healthy'. Physically, mentally, emotionally (etc.), well. Being happy with your environment and your place within it."

2.6.6 DIFFERENT GROUPS' PERSPECTIVES ON HOUSING AND NEIGHBOURHOOD

Older Tasmanians

Like all Tasmanians, older respondents to the COTA survey (COTA Tasmania, 2022a) want affordable, safe, and warm housing that enabled autonomy and agency. For example, two older respondents commented that having secure housing and getting some support enabled them to be actively engaged in their lives:

"Having enough money spare to be able to leave the home & engage in community events & gatherings on a regular basis."

"Secure housing and getting the support I need to remain independent and mobile."

Several respondents indicated that housing affordability in Tasmania was a drawback, although there was a sense that this was degrading rapidly. Among the 'positives to ageing in Tasmania' were:

"less expensive housing (until recently)."

"Housing affordability (for now)."

However, many older respondents to the COTA survey (COTA Tasmania, 2022a) commented that they were facing difficulties in accessing appropriate housing due to the high price or limited housing affordability. Several older respondents discussed how difficult it is to rent or purchase an affordable property in Tasmania. They stated that:

"The price of rental properties has increased beyond the means of any person surviving on an Aged Pension."

"Moving back to Tasmania, affordable rental was extremely difficult to get."

"Shared house with 3 to cover rental costs."

"Renovation is expensive, and required an additional bank loan."

"Last landlord wanted to sell. Unable to afford current rental prices. Accessed my super to buy a house but was priced out of my community and had to move 1.5 hours away."

Additionally, several older respondents said there was a lack of appropriate housing for them in Tasmania due to the shortage of public housing and limited options:

"I waited on housing list for 10 years, and during those 10 years I was homeless and couch surfing."

"A decade ago, there was a dangerous drug addict next to me, so I had to leave. I came to Tasmania and succeeded this time, but I thought I might end up homeless. I had failed in 2004, I got social housing, but I see the homeless in Launceston and it worries me, all that suffering."

"Very limited to no house available at time[s]."

"Great difficulty finding somewhere to live, impossible to rent."

Security and stability are also important issues in the housing domain for older Tasmanians. Several respondents to the COTA survey (COTA Tasmania, 2022a) mentioned they felt they were unable to secure housing due to family violence and other personal circumstances:

"I faced homelessness after domestic violence relationship."

"A few years ago, I had to find accommodation for myself and son. But was rejected by real estates (I assume coz I was single & self employed) but had evidence I had funds."

"Threat from Public Trustees to sell our family home."

"Had to move out of a house the owner wished to airbnb and struggled to find another rental. Lucky [we] had a temp [temporary] place from a friend until 6 months later [we] found another rental until we could find a house in our budget to buy."

The limitations of public transport in regional areas and the age-related decline of driving skills may mean that some older respondents consider a voluntary move from rural to urban areas. This was associated with the need to access increased levels of care. However, aged care was not looked upon favourably by some respondents to the COTA survey (COTA Tasmania, 2022a). Indeed, some actively identified the current state of aged care as a challenge to ageing in Tasmania:

"Aged care institutions where the elderly are cut off from the community and they often have no way to make a meaningful contribution to their 'home' or community."

"Lack of exercise and access to outdoor, fresh air spaces in aged care facilities."

"The prospect of aged care, if ever needed, is terrifying. My late mother was in [aged care facility]. The meals were disgusting. I will kill myself before being tossed away!"

Multicultural Tasmanians

Multicultural Tasmanians pointed to improved housing facilities as a key wellbeing requirement that will also ensure a comfortable, healthy and liveable life. This is reflected in the findings of survey questions (Q-27-29) in the Multicultural Action Plan Survey regarding current housing problems that Tasmania's migrant population has been going through. Almost half (45.2%) of culturally and linguistically diverse populations in Tasmania live in a rented house, and 12.6% either were not satisfied (9.0%) or were totally disappointed (3.5%) with their housing conditions (Tasmanian Government, 2023). Regarding improving housing conditions, respondents pointed to a number of factors including affordable housing, social housing, and mortgage assistance. Cheaper rent was the main area identified by respondents in improving their housing situation.

Similarly, responding to an open-ended question regarding the role of the Tasmanian Government in making the state better for the migrants, participants asked for practical initiatives to address the current housing and accommodation crises while providing affordable, accessible and safe housing for migrant communities.

"Please provide support for housing, it's a big challenge. I want to buy a house here but it's not affordable."

Several participants indicated that the current housing condition is not of an acceptable standard, and in some cases is very low quality, not suited to Tasmania's weather conditions, and has significant health hazards.

"The housing is too expensive and not adapted to the weather; old houses and using the heater is so expensive as well."

"The quality of some the houses are low and has health hazards."

Young Tasmanians

Housing was brought up in relation to sustainability in the meeting notes for the 12–17-year-olds in the Premier's Youth Advisory Council. Members of the group highlighted a need to establish a goal around the housing crisis and noted that this could possibly fit under the UNESCO sustainable Development Goal 1 – No Poverty (PYAC meeting notes, 2023).

Submissions to the Child and Youth Wellbeing Framework consultations, reported in the It takes a Tasmanian village and Your Voice, Your Say reports, identify that young people are aware of and are concerned with the housing crisis and want everyone to have housing. The Framework emphasises the importance for children to have secure housing and a safe home environment.

Tasmanians on low incomes

According to the TasCOSS (2018) Tasmanians on low incomes 'take pleasure in their homes and the security that a safe home brings'. However, the report 'A Good Life' also found that Tasmanians on low incomes are anxious about the rising prices on homes and rentals. As a result of the price-rises, many are forced to live with relatives or have less space to themselves.

"I feel a level of fear now, in my mid-forties, that I have never felt before. I feel like I'm priced out of the market."

The report also stressed the need for accessible, affordable and reliable public transport. Many respondents do not have access to their own car and relying on the public transport system is a barrier to employment, education, health and other support systems. As a result, many simply give up on assessing these things altogether:

"[I need] reliable, affordable access to supermarkets and playgrounds."

Disabled Tasmanians on low incomes also commented on the importance of local infrastructure that suit their needs, so they can go where they need to go:

"Only one of the three disability parking spots in [my town] actually accommodates a wheelchair user."

Tasmanians living with disability

Tasmanians with disabilities seek affordable housing that is accessible, as well as the option to plan for homeownership. The Review of the Disability Service Act 2011 Consultation Outcome Report (Department of Communities Tasmania, 2022) revealed that:

"Housing was a consistent theme raised throughout the community consultation. Housing affordability and the capacity to plan for homeownership was seen as is a significant barrier for many people with disability."

Tasmanians who identify as LGBTIQ+

Tasmanian LGBTIQ+ people want to feel safe and accepted where they live. The survey conducted by Dwyer et al. (2021) reported that nine out of 10 respondents felt safe at home. However, it was also found that, housing concerns are especially connected to aging. The participants in this study fear the consequences of aging in Tasmania, because of the lack of LGBTIQ+ focused aged care and affordable housing for older LGBTIQ+ people.

"Aged care is shit anyway, for everybody, pretty much. But for queer people, I think for a lot, particularly older queer people, they have very little family connection, in terms of relatives, actual blood relatives, and so community connection tends to be more important. And the whole age thing is not geared to any of that at all. And I think as people entered that kind of age group, it becomes a real issue. And [I] think, Well, fuck, I'd rather just be able to euthanise myself than go into aged care."

Dwyer et al. (2021) notes that the comments of the respondents reflect limited awareness of options available in Tasmania, and a belief that residential aged care would not allow for non-heterosexual relationships.

Safe neighbourhoods and areas were also regarded as a topic of concern. Some noted that they stay away from certain neighbourhoods or avoid showing public display of affection out of fear of abuse. The distinction between rural and urban in relation to LGBTQIA+ safety and inclusion were particularly noticeable in the report (Dwyer et al. 2021). As exemplified in the quote below, there were many accounts of moving to the city to feel safer and more accepted.

"Coming from [a small regional area] Tasmania is very isolating and there wasn't like you knew members of the community. There was no real opportunity to interact or feel like you're in a comfortable space...I felt a lot more comfortable and more growth and being comfortable with who I am since being in [urban area] compared to being in a small regional area [but] it's not accessible for everyone to be able to move to feel comfortable it should – you get what I'm trying to say? For example, people that live on the [small coastal area] should be able to feel comfortable and be proud of who they are in their area."

"It's hard to find that [LGBTQIA+] community, especially up north. There's a running joke that those in the Northwest flee to Launceston, Launceston flees to Hobart and Hobart flees to Melbourne in search for acceptance. That lack of community makes feeling safe harder. I didn't find a community until I was 17-18. I didn't find out about a lot of the pride celebrations until last year. It's hard to find each other."

Dwyer et al. (2021) highlight that participants are urging for more support services, inclusive healthcare providers and LGBTQ+ events, safe spaces, and community initiatives in regional/rural areas.

2.7 Income

Tasmanians want to have sufficient and stable income to meet day-to-day needs and achieve quality of life.

2.7.1 DEFINING INCOME

Overwhelmingly, income was defined in terms of having or receiving enough money to live a comfortable life. Sources of income were sometimes mentioned, usually in the context of having a job that provides enough money. Economic 'health' and 'security' were also common themes, as was the absence or minimal presence of financial concerns.

2.7.2 ENOUGH MONEY

For many people, when they talked about 'enough' money, it was about meeting the absolute necessities of life (basic needs) to avoid poverty, debt, or begging:

"It means a basic level of income that keeps you out of poverty."

"Enough money not to worry about going into debt."

"It means having sufficient funds to lead a fairly simple, inexpensive lifestyle, without having to beg, or scrounge what I need, e.g., food, shelter, place to sleep and feel safe."

Others referred to sufficient resources to meet bills and other costs of living and still live a comfortable life:

"Adequate resources (finances) for a comfortable life."

"To be able to pay our bills and still live a fairly comfortable lifestyle."

"Having enough income to live a reasonable and comfortable life."

"Subjective personal assessment of psychological and physical health, including in relation to being able to afford the egregious cost of living."

"Being healthy and having enough money to meet cost of living."

While others talked about having enough money to meet the basics and to facilitate enjoyment of life:

"Living a comfortable, healthy life in adequate accommodation with an amount of money to allow me some pleasures."

"Having enough money for necessities and a little extra for an occasional indulgence."

"Being healthy and having enough money to enjoy life."

"Having a place to live, a garden to work in, a healthy family and enough money to pay the bills and do things that I enjoy."

"Being healthy, having enough money to cover day to day expenses and doing something you enjoy, be it work or recreation."

Some people mentioned 'wealth' or 'prosperity', but in the context of facilitating comfort and/or enjoyment:

"Healthy and wealthy enough to enjoy all that Tassie has to offer."

"Happy and prosperous family with opportunities in Tasmania the equal of anywhere in Australia."

"Prosperous without being greedy; wealthy without money; being free to pursue doable goals."

2.7.3 ECONOMIC SECURITY AND HEALTH

Many people mentioned financial health alongside the other forms of health (physical, mental, social and emotional, and spiritual) as important to their wellbeing. The security and stability of income, finances, (personal) economics, or money was also a common theme. Much like with references to 'enough' money, these references were primarily about economic security to achieve the essentials of life, comfort, and/or a 'good' or 'enjoyable' life:

"Financial security is also an integral part of wellbeing. It means having enough resources to meet my basic needs and live comfortably, without constantly worrying about essential expenses."

"Being able to live the life I choose including having secure income, accommodation and being able to participate in those activities which give me enjoyment."

"I have secure housing and secure income to allow me to live within my means."

"Feeling secure in my finances and ability to live a good life e.g., work stability, cost of living under control, work/ life balance."

Security of income was often framed as a necessity for achieving wellbeing:

"In part, this means being able to explore life from a position of security. So, I need to feel secure in terms of health, finances, dwelling, and connection but only having those things isn't enough."

"A sustainable lifestyle where it is possible to connect with loved ones, with nature and with oneself, while earning adequate money for a secure and dignified life."

"Wellbeing means having all facets of health needs fulfilled. It is also having the resources and skills to continue to feed your health needs sustainably e.g. food, environment, socialisation etc. You have your basic needs met and are able to reach self-actualisation."

Some people felt their wellbeing was related to the economic security of others, and some felt that the government held some responsibility for security of income and other services:

"It means not only that I have good economic security and good health, but that other people in my community also have these opportunities."

"On a government responsibility level; Secure income, housing, education and safety."

2.7.4 LIMITED FINANCIAL CONCERNS

The absence or minimal presence of financial concerns was another income-related factor that people mentioned in relation to their wellbeing:

"Being in a good state of mental health and financial stability. Being able to live without constant stress over what else has risen in price or is the product available this week."

"A peace of mind with not too much to worry in terms of financial situation, safety and quality of life."

"Limiting negative pressures such as insufficient income."

"It is knowing that you are financially secure and not worrying about how to pay the next bill."

2.7.5 DIFFERENT GROUPS' PERSPECTIVES ON INCOME

Older Tasmanians

Older Tasmanians generally see income through its ability to keep them healthy and actively engaged in social life. For example, one respondent to the COTA survey (COTA Tasmania, 2022a) related 'having physical and financial resources' to 'having the ability to proactively engage in things you find enjoyable'. However, given the prevalence of fixed income structures among this group (e.g. pensions and Superannuation returns), rapid increases in the cost of living can cause significant levels anxiety and impact general wellbeing:

"Cost of living increasing not matched by pension."

"Current economic climate and poor return on investments/super funds."

"Rising cost of living - Hobart is now the most expensive city in Australia; this impacts those on pensions/fixed incomes."

Many of the activities related to other wellbeing domains, such as participating in the community, were impacted by cost-of-living concerns:

"Our Probus group struggles to meet, we MUST pay for a meal to use local club for meeting. It's so hard to start groups as nowhere to go. Getting people out of the house will solve most problems, physical, mental & emotionally interacting with others is the key."

So too was this the case for travelling to connect with family and friends. Those with connections in other Australian states were most likely to mention this:

"Cost of travel to mainland to visit friends and family."

"Bass Strait is a barrier in terms of getting to places, because you have to be able to afford to fly or take a ferry to the mainland."

Income was also seen as a barrier to affording basic necessities, including food and heating. Among the 'challenges to ageing' mentioned by COTA respondents were:

"Cost and effort of heating for a large part of the year."

"High electricity costs especially for winter."

"Price of healthy food."

Nonetheless, there were occasional suggestions on economic measures to alleviate cost of living:

"... food and petrol more expensive with less choice (number of outlets and competing outlets - to drive prices down for consumers and give us choice)."

"concession discounts for seniors."

Multicultural Tasmanians

The financial concerns of multicultural Tasmanians are often related to income, work and employment opportunities, which eventually affect their overall wellbeing:

"I worry about cost of living. I wish government could do more to help this situation."

"The current cost of living, housing and health care crisis makes it a precarious time for people considering to live in Tasmania without a secure income."

In responding to the questions in the Multicultural Action Plan Survey on what the Tasmanian government could do for multicultural Tasmanians (Q-45), how to improve services (Q-17) and relevant concerns and comments (Q-46), participants strongly advocated for creating more employment opportunities with equal salary structure, incentives and enhanced facilities for the CALD population (Tasmanian Government, 2023).

Young Tasmanians

Young people in the Premier's Youth Advisory Council brought up income regarding the ability to afford sustainable choices. The 18-24-year age group underlined that they do not like the messaging 'sustainability starts with you' and argued that they "don't have the buying power to exercise choice". They highlighted that electric cars and sustainable fashion are not accessible to everyone. Young people, in the teams meeting notes of the Premier's Advisory Youth Council, further address the accessibility of sustainable choices as a matter of income and the rising cost of living:

"Sustainable fashion is not accessible due to being on the mainland, does not cater to a majority and is a significant price tag."

The 18-24-year age group also noted that inequality is widening each year, as "people are hoarding resources."

Tasmanians on low incomes

Financial difficulties greatly impact the wellbeing of Tasmanians on low incomes. According to the TasCOSS 'A Good Life' Report, this group views income as their biggest barrier to a good life. The participants felt pressure in periods where "the essentials [were] unaffordable". They also argued that stress about making their money impacted their appreciation of life. Contract work and casual employment were mentioned in the report as causes of financial stress due to the general association of these forms of work with economic security.

Tasmanians who identify as LGBTQIA+

Income was not covered in detail by participants in the study "LGBTIQ+ Tasmanians: Telling Us the Story". However, according to Dwyer et al. (2021), the lower income level of LGBTQIA+ Tasmanians may set up barrier to seek out appropriate support, in particular concerning mental health services. This may have long-term implications for other wellbeing domains.

2.8 Work

Tasmanians want opportunities for meaningful paid and unpaid occupation, and a strong work-life balance.

2.8.1 DEFINING WORK

When discussing work, most respondents referred to work-life balance. While some people defined work in terms of being employed or having a job, interestingly, opportunities to contribute to the economy and society were more common and often referenced both paid and unpaid work. In relation to the outcomes or facets of work that people mentioned, 'meaning', 'contentment', 'enjoyment', and 'limited stress' were often mentioned.

2.8.2 WORK-LIFE BALANCE

While work was an important aspect of many people's wellbeing, by far the most common subtheme under work was the need for work-life balance for wellbeing:

"Being in a positive state of physical and mental health where I'm able [to] actively able partake in work, hobbies, community, connect with friends and family and travel."

"Maintaining a healthy lifestyle through a holistic work/life balance."

"Past those basics, I feel that wellbeing is about balance: at work, between work and home, challenge and comfort, etc."

"Being safe and balanced in workload and life and family spheres."

"Secure life, including sufficient income, stable job, life and work balance, safe environment, good relationship and all these to achieve a healthy and happy life."

"Balance. Feeling healthy, having time for work, play, fitness and self."

Work-life balance was often linked to finances, such that people indicated that their ability to have work-life balance was linked to having enough income:

"It involves food, physical and mental health, housing and employment. But importantly also having enough to be able to relax and enjoy time away from work, so not having to work multiple jobs to make ends meet."

"An adequate income, enough good friends, good health and a good work/life balance."

"A balance between life and work that supports both the emotional and financial needs of myself and family."

"Feeling secure in my finances and ability to live a good life - e.g., work stability, cost of living under control, work/ life balance."

2.8.3 OPPORTUNITIES TO CONTRIBUTE

For many respondents, work was important to wellbeing as it represented an opportunity to contribute to society and the economy:

"Being able to contribute and to feel appreciated for the contribution. Being able to smile and feel content at the end of the day."

"Being happy and able to contribute to my family, friends, workplace, community, and self."

"Opportunities to contribute to society and the economy."

For many, these opportunities to contribute society came from volunteer work or a combination of paid and volunteer work, and some included study and other 'purposeful' occupation:

"For good wellbeing, I need to find balance between maintaining good relationships, maintaining my physical health and having leisure time, meaningfully contributing to my community through volunteering roles, feeling a sense of achievement and contribution through my paid work."

"Wellbeing means the opportunity to live my best life, financially be comfortable, be physically and mentally healthy and be able to volunteer, give back to my community and make Tassie an incredible place to live."

"Wellbeing means that the individual person leads a purposeful life, whether at school, studying as an adult or in the workplace and that their life has meaning, they are gainfully employed or happily retired and look forward to each day."

2.8.4 MEANINGFUL, ENJOYABLE, WITH LIMITED STRESS

When describing how work related to or contributed to wellbeing, many mentioned meaningful work. This was articulated with words such as 'meaningful', 'fulfilling', 'satisfying', 'rewarding' and 'engaging':

"Basic physical needs met, meaningful employment or volunteer or caring work."

"A balance between good health, rewarding working life and access to high level social, cultural and community services and infrastructure."

Enjoyment was another important aspect of wellbeing in relation to work, with people talking about 'employment that I enjoy and can rely on' and 'enjoyment in life both at work and beyond'.

Intersecting with work-life balance, many people indicated that limiting work stress was important to wellbeing.

"Low - no stress. Not feeling burnt out. Having time for fun/ frivolous activities that bring joy but aren't productive (i.e., cleaning, work). Having financial security."

"Feeling content with work with limited stress."

One element of limiting stress was being able to feel safe at work, physically, psychologically and morally:

"Having a job that isn't morally hazardous, pays well, and wherein one's contribution is rewarded and acknowledged."

"Not being anxious or afraid to go to work, feeling safe at work and having the resources I need to do my job."

"To have a good balance of rest, work and play. Workloads increasing at work are an issue that leads to feeling unwell because it can lead to despondency."

Autonomy both within job roles and in choosing employment was also important in relation to work stress and wellbeing. Similarly, some people valued flexible work arrangements. Other aspects related to limiting work stress included the security of employment and the expression of personal values at work. As one participant asked when assessing their wellbeing:

"Is my work secure and enjoyable - does it allow me to 'work' my personal values?"

2.8.5 DIFFERENT GROUPS' PERSPECTIVES ON WORK

Older Tasmanians

When they seek it, older Tasmanians want opportunities for meaningful paid and unpaid occupation, and a strong work-life balance. Several respondents to the COTA survey (COTA Tasmania, 2022a) said that having a good balance between work and life contributes to their ability to engage in their life when they are aging. They mentioned:

"Work/lifestyle balance, activities around the house, Hobby farm."

"Having a good work life balance and ability to travel and be active."

However, respondents commented they encountered ageism and a lot of challenges when they applied for a job or maintained employment in their workplace. Some commented that they were rejected after job interviews because they were regarded as 'too old' and 'too overqualified':

"I was actively looking for work while in my 60s. I had several interviews, but as soon as my grey hair and wrinkles were seen in person, it was all over."

"When I tried to get employment in my early 50s I was rejected by the first 15 employers I applied to, either for no given reason (so presumably for my age) or because I was "overqualified"."

Additionally, a number of older respondents said they were judged in the workplace by their age and compared to young staff, they also lost opportunities for promotion. They argued that:

"As a woman in management, you are judged all the time on how you look. Not how you perform. I don't feel comfortable to age gracefully as I know I'll be judged as being old and on the way out."

"Being denied access to flexible work conditions, yet younger staff can."

"Prior to my retirement, I was consistently passed over for promotion due to my age even though my statistics were the best in the company."

A lot of older respondents linked their age to being forced to retire early or even being made redundant by their employers:

"Yes, I have struggled to find and maintain a job in IT due to my age, as younger adults are favoured more. Therefore, I have retired."

"Having retired you are no longer valued as a contributing member of the community. You are looked upon as being lucky to not have to attend work."

"I was one of many people made redundant as the CEO & sector decided that they wanted a young workforce."

"Overheard a principal of a high school, in a leadership meeting, state that she couldn't wait to get rid of all the baby boomers. I was one!"

Several older participants offered their suggestions to decision-makers in relation to their wellbeing at work:

"Employment options - overlooked for promotion & training; Government (local & Federal) needs to plan more for ageing, disability in terms of resources, availability & access."

"Not exactly discrimination, but I feel that in my previous job I experienced some menopause-related challenges (e.g. being much less tolerant to stress) and I wish that this was something that was better supported, including more accessible HRT [hormone replacement therapy] as in the UK for example."

"Yes, I think the workers compensation system is unfair to older workers. If injured at work older people should have the same entitlements as young people."

Multicultural Tasmanians

Employment opportunities based on educational qualifications and skills are not necessarily the same for the migrant population as the local population. Findings from Multicultural Action Plan Survey (Tasmanian Government, 2023) indicate that the lack of inclusion that some respondents were finding in institutions and the general community extended to organisational cultures in the workplace. In some cases, issues such as language skills and cultural background affect employability and wellbeing. Respondents suggested more training and practical learning activities to address vulnerable CALD groups in and outside organisational capacity. Multicultural Tasmanians also expressed troubles with finding employment in their fields of expertise:

"I am very happy of my living in Tasmania. However, I have been facing struggle to find a job in my related field. It's been two years that I am looking for a job in Finance sector. Now, with the gap extension of 2 years with my completion of study, it is almost impossible to find a job. I have the capacity and skills to run the entry level finance position, however I do not have experience in finance one software which is used in government organisation and there are no opportunities for me to learn about this software."

"Finding suitable employment as a refugee might be challenging due to limited job opportunities, particularly in specialized fields. It's important to access employment support services and explore potential avenues for skill development and job placement."

Some respondents identified solutions that will ensure multicultural Tasmanians have access to more employment:

"Employing people with cultural backgrounds (if they are suitable and qualified enough and gets through the interview process) and giving them the go ahead to speak in their language. So, it could assist and also make people with different cultures comfortable too."

Participants regarded inclusion-focused organisational culture as a prerequisite for developing a diverse and creative workforce for the state. They argued that this will benefit all parties and stakeholders involved through improved social and economic wellbeing outcomes:

"Diverse workplace with migrant representation will work for business and services that provide face to face customer service as for migrants with linguistic challenges, some people feel hesitant to speak with a native English speaker of Caucasian appearance."

Tasmanians on lower incomes

According to The TasCOSS 'A Good Life' Report, Tasmanians on low incomes worry about the structure and diversity of the Tasmanian economy and work opportunities in the future. This trend has persisted since before the COVID-19 pandemic:

"What worries me most: lack of employment opportunities for my daughter when she grows up. It's bad enough now, so I hate to think what it will be like in 15-20 years' time."

The respondents in this study also identify concerns about casual and temporary work opportunities as a cause of financial stress.

Tasmanians living with disability

Tasmanians with disabilities want inclusiveness and fair opportunities for employment in both the public and private sectors, which can be supported by legislation. For example, the National Disability Service (NDS) entreated state government to establish criteria for inclusion, access to services, and employment possibilities for both government and the general public. The NDS also requested that the Disability Service Act include a requirement for disability impact assessments:

"These assessments should include consideration for the impact of proposed changes/actions for people with disability and on access and inclusion. This should be introduced for all state government policy to bring a disability lens to government activity."

"People identified that there is little access to 'real' jobs in Tasmania and that the Disability Employment Services (DES) are not enabling good outcomes for people in Tasmania. These need to be genuine and not made-up roles. The additional costs of living with disability also impacts on the drive for improved employment conditions including better pay rates in DES jobs."

Tasmanians who identify as LGBTIQ+

The Tasmanian LGBTIQ+ community's wellbeing at work is linked to inclusivity, according to the report "LGBTIQ+ Tasmanians: Telling Us the Story". Around 65% of respondents had not had negative experiences relating to their sexual orientation or gender identity, while experiences of hiding their identity (18%), someone telling others about their identity without their consent (15%), and verbal abuse (12%) were common. Many LGBTIQ+ people in the study provided accounts of abuse, harassment, or discrimination because of their gender identity or sexuality. For example:

"A job offer was withdrawn when they found out I was transgender."

One participant in the LGBTIQ+ study explains that her:

"Daughter had to leave the state for work due to bullying in her industry (diesel mechanic)."

The survey found that people are generally worried about reporting incidents, out of fear of losing a job, that nothing will come of it, or that it will impact work relationships. Tasmanian LGBTIQ+ people see workplace training as way to create more awareness, overcome discrimination and facilitate more inclusion. Some participants also express hesitation and worry that it may inflame issues further:

"While workplace training in LGBTIQ+ issues is useful, it is only so to those who are already receptive. People who are engrained in their homophobia and/or transphobia will only use this training as another point of resentment and ridicule."

Gender neutral bathrooms were also a point of discussion and regarded as way to facilitate a more inclusive work environment.

2.9 Education

Tasmanians want access to quality, affordable formal and informal educational opportunities that are useful for what they want to achieve in life.

2.9.1 DEFINING EDUCATION

In describing education, people mostly used the word 'education' which appeared to refer mostly to formal education and educational institutions, and in particular access and affordability of formal education. Several responses referred to outcomes of education such as learning, development, career opportunities, and intellectual stimulation. A number of people mentioned the importance of arts and culture in education.

2.9.2 ACCESS AND AFFORDABILITY

Access to education was often mentioned generally, among a list of services people felt were needed to achieve wellbeing. Interestingly, access to education was often referred to in a communal sense (i.e., as something everyone should have):

"Wellbeing means that all people are living in a society that is safe and supports their needs of housing, healthcare (including mental health and access to disability support services), education and other essential services."

"Justice for all. Whilst some struggle, I struggle with them. Secure housing, adequate nutrition, some opportunity for pleasure, good educational opportunities, good friends, good health care, security and freedom of religion."

"It encompasses mental and physical health, equal access to opportunity, safe affordable housing. Work life balance. Accessible and supported education for all. Access and opportunity are key concepts irrespective of personal barriers."

Some people talked about educational opportunities for their children and/or grandchildren as an important component of their wellbeing:

"Knowing that I and my children will have access to safe and affordable housing, healthcare, justice and education."

"Good health. Satisfying job. Good education opportunities for my kids."

"Peace of mind knowing my children and grandchildren will have a good education and opportunities for work that are environment friendly."

Affordability was also a key facet of education, most often in conjunction with access, for example statements such as 'access to affordable education' and 'affordable access to good schools, colleges and tertiary institutions', though many mentioned free and inclusive education for all, and a couple of people mentioned the general importance of a well-funded education system.

2.9.3 LEARNING, GROWTH AND DEVELOPMENT, AND INTELLECTUAL STIMULATION

Several people took a broader view of education, focusing on its personal and societal outcomes, most commonly learning, growth and development, and intellectual stimulation. For some, learning was central to their wellbeing:

"It involves having an understanding of your place in the world and feel that you are learning new things."

"Freedom to learn, grow, act, flourish."

"Intellectual includes the opportunity to learn new things."

Closely related to learning, intellectual stimulation was important to several respondents, indicated through statements such as 'feeling connected, healthy, fit, mentally stimulated, supported and engaged', 'being active socially and intellectually', and 'I also want to be stimulated to explore and enquire into what it means to be alive.'

For some people, education was seen as a means for them and/or for others to achieve their goals, grow, and participate in life:

"Well-being to me means having friendships, loving family, relationships, education and a nurturing community to support me in achieving my goals. Equally I need to nurture family and friends and find my niche in the community to feel I have a purpose."

"Having the foundation skills of language, literacy, numeracy, digital and employability skills to access and engage in learning, work and life."

"Access further learning/ training opportunities and to be able to participate in our community and the wider national/ global community."

2.9.4 ARTS AND CULTURE

For several participants, the arts and culture were important aspects of education and learning, be it through their own creative expression, their own or societal exposure to arts and culture, or the importance of arts and culture in curricula.

"It is the freedom to pursue study, art or culture, in whatever capacity that might be."

"Having access to age appropriate social, cultural, and artistic activities."

"To enjoy intellectual stimulation through artistic and academic activities."

2.9.5 DIFFERENT GROUPS' PERSPECTIVES ON EDUCATION

Older Tasmanians

Older Tasmanians generally support a process of lifelong learning, where diverse groups can share interests, skills, and knowledge. Respondents to the COTA survey (COTA Tasmania, 2022a) indicated that they learn through a range of modalities, and access information through physical and digital media. Education was more often mentioned in conjunction with forms of active participation in community life:

"Participation – in community, with family and friends, in work / learning / volunteering."

"Maintaining autonomy, continuing to learn, health and fitness."

While the COVID-19 pandemic weighed heavily on some domains of wellbeing, it seems to have impacted education mostly through anxieties about services 'moving online'. One respondent to the COTA survey (COTA Tasmania, 2022a) saw institutions:

"Pushing too much to have all services online and cashless. Everything is becoming too reliant on IT – people like face to face."

Interestingly, one respondent shared the experience of how the pandemic accelerated his/her study progress:

"Covid gave me the opportunity to volunteer with Ambulance Tasmania which led to me undertaking a full time, accelerated degree in paramedics with UTAS. I will have completed half of that degree within the next few weeks, and will graduate in February 2023 at age 63. I love my life!"

It seems clear that education that helps older Tasmanians to keep up with the rate of technological change will have a major positive impact on many metrics of wellbeing. Older Tasmanians have indicated challenges entailed by the move to online service provisioning in almost all domains. Moreover, COTA have indicated that digital ability training will have a major impact on the engagement of older Tasmanians with both hobbies and essential services:

"Support programs for older people need to recognise the massive knowledge gap to be breached and the challenges of later-life learning. People commented on not knowing where to go for support with IT, or that current groups run in community libraries did not meet their needs. Instead, people expressed wanting simple personalised support to explain their individual questions, at their pace."

This emphasis on digital literacy was clear from both survey data and COTA's own report. Older Tasmanians were concerned about their ability to find information:

"How do you know what groups you can join and be encouraged to do so? Many people don't have access or knowledge to find information online."

"I never know when things are happening, only ever find out about things after they have occurred."

Multicultural Tasmanians

Multicultural Tasmanians have identified a number of challenges to their wellbeing in the education domain. These include difficulties providing educational support to their dependants; specific challenges for temporary residents such as financial strains; problems of exclusion and culture shock; lack of training and learning resources; and lack of academic materials on cultural diversity and history:

"Waiving the public school fee for dependent children of temporary residents, will improve our life and [make] more people willing to stay because Tasmania is the only state [that] charges public school fee from temporary residents (491visa)."

Participants suggested enhanced support for their children and families' educational wellbeing, technical assistance for access and inclusion in formal and informal learning experiences, and practical courses and curriculum in specialised institutions such as TAFE.

"More support for communities to create educational opportunities for children from migrant backgrounds to learn their heritage languages and traditions. More opportunities for Australians from Anglo-Saxon backgrounds to consistently learn about different cultures represented in Tasmania."

Participants also suggested balancing and integrating educational outcomes and employment requirements and creating less complicated pathways for multicultural Tasmanians:

"[They should] offer more training for getting a job and to encourage employers to hire people from different backgrounds."

Young Tasmanians

Education is a prominent aspect of the Child and Youth Wellbeing Framework. The learning domain comprises engagement in formal education and achievement of minimum standards around literacy and numeracy. It also acknowledges the importance of supports within educational institutions for students with additional needs and the need to support families to, in turn, support their children's education. Children and young people's perspectives, reported in the It takes a Tasmanian village and Your Voice, Your Say reports, emphasised the importance of school as a source of support (emotional and practical) and social engagement.

Tasmanians on low incomes

Tasmanians on low incomes see a good and broad-ranging education as way to better life. In their report, the TasCOSS confirm that education is a source to wellbeing and prosperity across many domains of life:

"Literacy, numeracy, digital competence and life skills, ranging from cooking to budgeting to effective communication, lead to increased employment opportunities; better ability to look after your health; better relationships; and greater ability to make your income stretch as far as it can."

"Hard as it was to improve our education in our 30s, we are now seeing the benefit of having done so and wish young people could only understand how important education is to quality of life."

However, the the TasCOSS report states that Tasmanians on low incomes feel that it is challenging to fit into the education system and point to the need for more flexible learning options.

"[Tasmania needs] more flexible learning options for children to cater for different learning styles."

Tasmanians living with disability

Tasmanians living with disability desire an inclusive and accessible education system that accounts and provides for their specific needs. The Review of the Disability Service Act 2011 Consultation Outcome Report (Department of Communities Tasmania, 2022) indicated that:

"Education was also a consistent theme in the context of inclusion and accessibility across Tasmania."

The Report also argued that widening and promoting the inclusion of people with disability is critical in the broader education system. Some submissions highlighted by Equal Opportunity Tasmania expressed concern that:

"Children who are excluded from education on the basis of their disability are positioned to accept such exclusion throughout their life."

Tasmanians who identify as LGBTIQ+

According to the study "LGBTIQ+ Tasmanians: Telling Us the Story", LGBTIQ+ people see schools and education as a place where greater efforts are needed to be inclusive. Many regard schools as a starting point for facilitating change in society as a whole. Several of the respondents highlight stories of inappropriate language, exclusion, and abuse in school because of their gender identity or sexuality. However, Dwyer et al. (2021) find that participants also acknowledge that there has been a lot of progress, and that young people now are more open about their LGBTIQ+ status. The survey component of the research found that 75% were not out in school, but that 'being out' correlated with age, and that younger people were more likely to 'be out' in school than older respondents (p.42).

Some participants in this research propose a greater inclusion of queer history and more education around sexuality and gender fluidity, while others also highlight educating staff in addressing these issues with students:

"It is extremely important to include LGBTQIA+ events and histories and stories in the school curriculum. Children who see the community as normal are hopefully less likely to grow up to be bigoted."

The research also finds several accounts of teachers and staff feeling unequipped to deal with these issues, for example:

"I have only just moved here. However, in my short time as a teacher here, I have already heard a lot of students using language such as "that's gay" as an insult. I wish there was more support in education to know how to deal with this kind of micro aggression. Sometimes it is scary to try and explain to students why this is inappropriate, why being gay isn't an insult, especially with students who are seen as aggressive."

3. Did survey responses differ between cohorts?

One of the most complex parts of working with a construct as broad as wellbeing is that it means different things to each person. However, our lives all share certain similarities in relation to our core needs and functions. For example, we all need housing, food, and money to survive, are governed by the same systems and structures, are inherently reliant on 'services' offered by the natural environment, and are affected by our social relationships. Accordingly, because the aim of the analysis of survey responses was to identify the domains of wellbeing that were important to Tasmanians, there were not clear and consistent differences between cohorts in the high-level themes that arose (i.e., domains, such as housing, health, the natural environment).

For example, we cannot say that health is important to women and not men, or people living in the North West but not in Hobart describe higher income as better for their wellbeing, or people living with disability mention housing more than those not living with a disability. All cohorts were represented in each theme. However, there were some general differences in the wellbeing priorities of different cohorts. It must be noted that these are general differences, not universal – there are exceptions for each and every one of them. However, in general:

- When we think about supports for wellbeing, our geography shapes us. For example, people based in Hobart were more likely to talk about public transport while those outside of Hobart were more likely to reference transport infrastructure more generally. To illustrate:

"[wellbeing] means inclusivity and healthy environments - which includes green public spaces, good public transport and sustainable living."
Female, 55-64, Greater Hobart.

"...much greater investment in public transport, especially inter-city and suburb-suburb services, to enable greater mobility within Tasmania and significantly reduce reliance on private vehicles as the (currently) primary form of transport."
Female, 35-44, Greater Hobart.

"Wellbeing to me means being in a supportive environment, where services I need are readily available (e.g. accommodation, transport, parking)."
Male, 18-24, Launceston

- Similarly, people in regional areas were more likely than those in city areas to explicitly mention accessibility of services and infrastructure for rural and regional residents:

"...medical systems and services which are accessible and affordable for those of us in rural and remote areas. This means systems where GPs are reminded to ask about travel and mobility constraints when they make referrals and to inform patients about programs which reduce unnecessary travel." Female, 55-64, Tasman Peninsula

"Having a stable home to live in. Have access to healthcare in rural areas...Services are available to meet my needs, not services that I have to fit into."
Male, 45-54, location undisclosed

"Tasmania is a rural state outside the main cities, it would make a huge difference to an aging society if there was a connect bus from rural villages to towns where the state services are available." Female, 65-74, North West

Our life stage also affects what how we conceptualise wellbeing. For example, older people were more likely than younger people to mention aged care, ageing in place, and respect for older people.

"Well-being means aging with autonomy as well as support; within an environment that is clean and green; in a respectful and engaged community." Female, 65-74, Greater Hobart

"Access to high quality health care and aged care, especially in the home. Choices about where and how to live and access to safety." Female, 45-54, North West

Several older people had negative experiences or were concerned about negative experiences in the current aged care system:

"Feeling secure in knowing that in my later years I won't be taken advantage of by Aged Care Facilities or The Public Trustee, should become unwell and unable to care for myself." Female, 65-74, Northern Midlands

"As a 90-year-old man in an aged care home the meaning of wellbeing differs greatly from that of younger generations of folk who have a future. To the mainstream of society, it is imagined that residents of age-care facilities provide all facets of protection. In my case, (and most likely many more) Management of my home has not been content to receive the 85% of my age pension as stipulated in the signed agreement I made on my entry here. They have systematically emptied my bank, including an amount of \$7100.00 that as intended. to help my family with my funeral expense. Not content with taking the agreed amount, they have taken all I had. Worse still I am now informed I am over \$3000.00 in arrears." Male, 85+, Greater Hobart

Related to life stage, people with children and grandchildren also commonly expressed concerns about young people's future as important to their wellbeing:

"I see anxiety as a big part of wellbeing. Lots of young people are highly anxious about the future. For those reasons relating to economic participation and future aspirations, but also about sustainability and climate. What impact do messages of a barren uninhabitable future Earth within a generation's time have on wellbeing at personal, community and wider levels? It's huge." Male, 35-44, Hobart and the South

"The provision of health facilities, housing and care facilities, interest activities and investment in young people's education." Female, 75-84, Greater Hobart

"Knowing that I have access to speedy health care and that our youth have systems in place that support them and their families to live productive lives."
Female, 65-74, North West

- It is well known that our demography shapes our context and has many effects on our experience of life. People from often marginalised communities, such as those who identified as LGBTIQ+, Aboriginal and/or Torres Strait Islander, and/or living with a disability commonly mentioned belonging, community, connection, 'not having to hide', and 'having a foundation' of one's basic needs being met as foundational to their wellbeing. This is not markedly different to what non-marginalised Tasmanians expressed but is worth noting given the greater likelihood that marginalised Tasmanians will experience barriers to these aspects of wellbeing (Smith & Karol, 2017).

3.1 Gender Differences

This section presents an analysis of differences in each theme by gender. As only a small number of people who did not identify as male or female responded, the risk of identification prevents reporting of differences for these respondents. Accordingly, the following section provides a high-level analysis of differences between females and males in terms of their wellbeing priorities and how they discussed and conceptualised each domain. As above, no differences in the themes were present (e.g., both females and males mentioned health, the natural environment, etc.) and the differences reported are general, not universal.

There were around 2.4 times as many women and men in the sample, thus differences were identified as when substantially more or less than 2.4 times as many women's as men's responses were coded to a subtheme. Responses for the subtheme, by gender, were then qualitatively evaluated.

- **Health.** For both men and women, physical health and mental health were by far the most common subthemes, followed by social and emotional health. Women were more likely than men to explicitly describe a 'holistic approach' to health than men and, in particular, to mention non-religious spiritual health (though it should be noted that spiritual health was a minor subtheme). About equal numbers of men and women talked about the health of their family when defining their own wellbeing, meaning that men were substantially more likely than women to do so. Roughly equal proportions of men and women discussed health as the absence of illness or pain, with women being more likely to include emotional and mental pain in their descriptions.

When describing social health, women tended to speak of relationships and connections more broadly (e.g., with community, neighbours, nature, and family and friends), while men tended to focus on family and, to a lesser extent, friends and colleagues. Similarly, when describing mental health, men tended to focus on the instrumental aspects e.g., 'a mental and physical state that allows you to get the most out of life' while women were more explicit about the emotional aspects and 'capacity for self to attend to and support these dimensions'. Relatedly, women were more likely than men to explicitly discuss access to health services; men commonly mentioned the need for 'resources' to support health, but women were more likely to elaborate on the nature of the resources, mostly access to affordable 'healthcare', 'health services', and 'medical support'.

Women were more likely than men to mention access to food, and were more detailed in their descriptions. While men tended to describe food as a basic need, more women elaborated that 'fresh', 'nutritious', 'affordable', and 'local' food were important to their wellbeing. Women were more likely than men to discuss the importance of staying active, and more likely to include social activity in their concept of staying active.

- **Inner wellbeing.** Happiness and contentment were the biggest theme for both men and women within inner wellbeing. Women were more likely than men to discuss others being supported as important to their wellbeing. This was both in terms of their inner wellbeing being nourished by supporting friends and family and other people generally, as well as statements about wellbeing being dependent on *"living in a society that supports everyone to have good health"* and *"liv[ing] in a society which is supportive and nurturing"*.

Men and women were equally likely to mention self-esteem. They were also equally likely to mention security, however, there were substantial differences in how security was conceptualised. While several men mentioned feeling safe, security for most focused on stability of circumstances and economic security – essentially, knowing that their wellbeing could be maintained longer term. Many women also made similar references, but many also explicitly talked about physical safety, safety in the home and/or living situation, and freedom from attacks and/or threats of attacks as important to wellbeing. As one woman said: *"Furthermore, it means being free to meet friends or go for a walk at any time without fear of attack."*

Women were much more likely than men to discuss resources for inner wellbeing and, as well as the basics of life, these resources were usually just described generally as 'support' and it was most often the knowledge that supports were there should they be needed that was important for wellbeing. Women were also much more likely than men to discuss the pursuit and fulfilment of purpose, though equal proportions of men and women made references to meaning in life. Women were more likely to mention 'peace', 'inner peace', and a 'peaceful state of mind', as well as positive emotions and experiences such as 'joy', 'laughter' and 'love' as part of inner wellbeing.

Men were proportionally more likely than women to discuss agency, autonomy, freedom, and a sense of control over their circumstances as important to their wellbeing. Men were also slightly more likely than women to discuss an absence of stress as important to their inner wellbeing.

- **Relationships and community.** Connection and family were the two most prominent subthemes within relationships and community for both men and women. Interestingly, more men made references to community than to friends/friendship. Across almost all subthemes within relationships and community women were substantially more represented than men, suggesting that wellbeing may be more relational for women than men (i.e., having connections with people, giving and receiving support, contributing to community, and knowing that others are supportive and supported were more important for women than men). Particularly notable is, once again, the importance of feeling safe in the community among women relative to men (though feeling safe was important to plenty of men). One woman described wellbeing as *“where all people feel safe - in their homes and out in the community - especially women”*.

Two subthemes in which men were proportionally equally represented or overrepresented were sense of belonging and knowing that loved ones are looked after. Generally speaking, for women, a sense of belonging came from being connected, secure and safe while, for men, it was derived from feeling valued and accepted. For most men, just knowing that friends and family were doing well contributed to wellbeing. Some did articulate a sense of responsibility for their family's wellbeing: *“The security to raise my family, provide for them and keep them safe.”*

- **Structures and systems.** Subthemes within structures and systems had the most proportionally equal representation of men and women, indicating that, relative to other themes, men's wellbeing is quite affected by the quality of structures and systems. Individual rights were mentioned equally by men and women, however, there was a general difference such that men more commonly discussed freedom while women tended to discuss respect and autonomy. For example, one woman described wellbeing as *“...Living in line with my values, having a healthy relationship with those around me, having my beliefs respected”* and two men described it as *“Healthy & happy with freedom to enjoy life within reasonable laws & ethics”* and *“being comfortably off materially as well as living in a democratic society with freedom of expression, movement and association”*.

Women more commonly than men talked about fairness, equity and equality in systems and structures as important to their wellbeing, while men talked about fairness in systems and structures from a democratic and political perspective, for example reduction of corruption, respect for democracy, and ruling for the people. Relatedly, women more than men talked about access to and quality of core services such as healthcare and education for themselves and for everyone as important to their wellbeing.

- **Natural environment.** Across all subthemes, women were more likely than men to refer to the natural environment in their definition of wellbeing. Access to nature was by far the most common subtheme for women, while living sustainably was the most common subtheme for men (followed closely by living in harmony, feeling connected, clean air, and clean water).
- **Housing and neighbourhood.** For both men and women, access and stability and security were the most common subthemes within housing and neighbourhood. Safety of housing was mentioned

substantially more by women than men. This overlapped with the stability and security subtheme such that it included references to the dwelling and tenure being secure, but also alluded to safety of the home and within the home, for example 'having a place to live that is safe and secure', 'safe and reliable housing, food and heating', and 'a safe, secure, comfortable place to live'.

Liveability, in particular access to transport and recreational facilities, was also more commonly mentioned by women than men. The following women's responses capture this well: “Clean air, clean water, availability of clean transport in an environment that provides great parks and playgrounds and a green skyline” and “public spaces that enable people to meet others e.g. community gardens, parks, playgrounds, festivals. Good urban/ regional design including planning for future transport needs.”

- **Income.** Men and women were quite similar in terms of how they conceptualised income as affecting their wellbeing. Women were slightly more likely than men to talk about having 'enough money' (to 'pay bills', 'meet needs', and, for some 'to have a little bit left over'). However, enough money was also the most common subtheme under income for men, with men generally seeking enough money 'to feel comfortable' or 'enjoy life'.

Men were slightly more likely than women to discuss the security and stability of income. Both men and women used similar terms, usually 'financial security' and 'financial stability'. Men tended to relate financial security to being able to 'explore life', 'do the things I want to', 'pursue hobbies and sports interests', 'participate in activities I enjoy' and 'participate in society', while women linked it to having 'a house to live in', 'quality food', 'living my life safely', and 'social activities'. Women in particular linked financial security to lower stress and worry in life, particularly with regard to fulfilment of basic needs.

- **Work.** For both men and women, work-life balance was by far the most common theme under work. Women were more likely than men to refer to opportunities to contribute when discussing work and work was conceptualised as both paid and unpaid. For example 'opportunities to contribute to society and the economy', 'being able to contribute and to feel appreciated for the contribution', 'contributing to a community and living in a way which adds more than it takes' and 'a broad range of opportunities to contribute to and be part of the community'. Related to opportunities to contribute, women were also more likely than men to discuss the importance of deriving meaning from work, for example 'safe and engaging work', 'fulfilling work', '...includes the ability to work, volunteer, or to be occupied in something that gives us meaning', and 'meaningful work or projects'.

Men were slightly more likely than women to mention that 'manageable', 'low' or 'absence of excess' stress were important to their wellbeing in relation to work, though plenty of women talked about 'limited stress' and 'not feeling burnt out'.

- **Education.** Across all subthemes, women were substantially more likely than men to discuss education as part of their wellbeing. Access, often coupled with affordability, was by far the most prominent subtheme, followed by learning, opportunities to engage in arts and culture, and intellectual stimulation.

4. What does wellbeing look like?

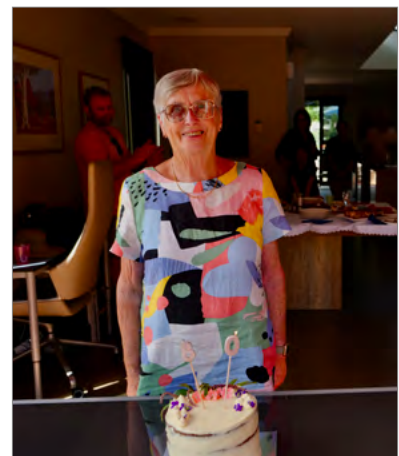
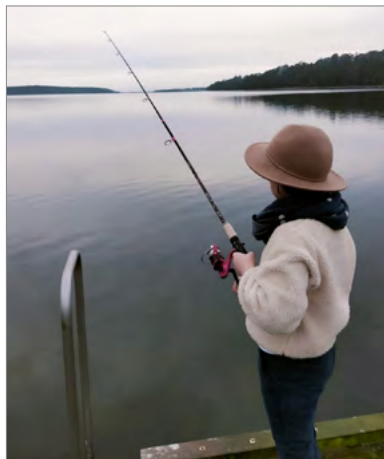
A total of 106 media (photographs, graphics, videos and a document submission) from 70 participants in response to “*what does wellbeing look like to you?*” were uploaded and analysed.

The key themes were creativity, depicted through images and videos of visual art and playing of music; family and friendship, seen through parties, gatherings, babies, and group photos; and nature, and sharing and being active in it, which included pictures of hikes and hiking groups, camping, fishing, and bushwalking trails. Community was a common theme, depicted in pictures of community events, volunteering, and posters from local media outlets, as was sustainability, seen in pictures of homegrown vegetables, eggs, and vegetable gardens. The need for support, particularly for certain cohorts such as people experiencing homelessness and dementia sufferers, was also expressed via media. Pets featured in a number of media, often as the primary focus, reflecting their importance to people's wellbeing, and several media conveyed the importance of free expression and living life on your own terms.

Tasmanian-ness was another common theme across images, expressed through vibrant colours, silver landscapes, and moss-covered tracks. Also reflecting Tasmanian-ness is the fact that the images included all major regions of Tasmania – South, North, West and North West, East and Tasmanian Wilderness World Heritage Area. Common settings included Cradle Mountain, Maria Island, Freycinet, East Coast Beaches, and Hobart/kunyanji, as well as people's backyards, sheds, and parks and rural landscapes.

Mapping the imagery to wellbeing domains, the natural environment was featured in 31 of 70 participants' (44%) media submissions, relationships in 30 (43%), inner wellbeing: 29 (41%), health in 14 (20%), work in two (3%), and housing in two (3%).

A selection of images (from participants who consented to their media being used in presentations of results), representing the key themes is presented below.





Derwent Valley Community Radio



UnDeR the CoVeRs

UnDeR the CoVeRs is produced & presented by volunteer Migloo.

A program of familiar/popular original tunes covered
(performed by another artist) for example Woody Guthrie's
'House of the Rising Sun' as covered by Nina Simone.

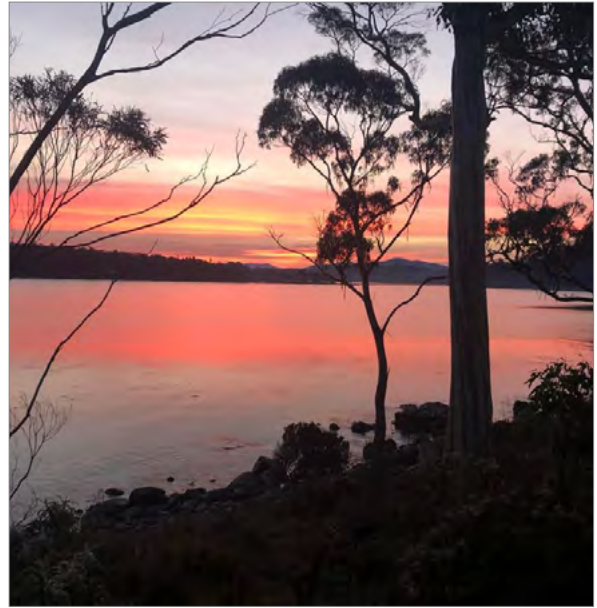
Fri. Nights 9 - 10 pm

98.9 TYGA FM

Tune in to
your own local
100% volunteer run
community radio station



56 High Street, New Norfolk, 7140 Office: 6261-2888 Studio: 6261-2000



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