

SNAPSHOT OF ACHIEVEMENTS

591*

JOB PLACEMENTS FOR
ABORIGINAL AND TORRES STRAIT ISLANDER JOB
SEEKERS**

82%*

OF CUSTOMERS SATISFIED WITH
CULTURAL HERITAGE SERVICES

83.8%*

OF ABORIGINAL AND TORRES STRAIT ISLANDER
QUEENSLANDERS BEING **SUCCESSFULLY
EMPLOYED** THREE MONTHS AFTER PLACEMENT
BY THE YOUTH EMPLOYMENT PROGRAM**

359*

RESPONSES TO **REQUESTS FOR HISTORICAL
RECORDS** RELATING TO ABORIGINAL AND TORRES
STRAIT ISLANDER QUEENSLANDERS **

61.1%*

OF ABORIGINAL AND TORRES STRAIT ISLANDER
QUEENSLANDERS BEING **SUCCESSFULLY
EMPLOYED** SIX MONTHS AFTER PLACEMENT
BY THE YOUTH EMPLOYMENT PROGRAM**

19*

HOUSES MADE AVAILABLE FOR OWNERSHIP
BY ABORIGINAL PEOPLES AND TORRES STRAIT
ISLANDER PEOPLES IN TARGETED COMMUNITIES**

**Additional performance information is provided in the former
Department of Aboriginal and Torres Strait Islander Partnership's
Final Report: 1 July 2020 to 12 November 2020.*

***13 November 2020 to 30 June 2021.*

DELIVERED DEPARTMENTAL OBJECTIVES

IMPROVED COMMUNITY PARTICIPATION AND ECONOMIC
PARTICIPATION OUTCOMES FOR ABORIGINAL AND TORRES
STRAIT ISLANDER QUEENSLANDERS BY:

CO-DESIGNING POLICIES, PROGRAMS AND SERVICES

INFLUENCING SERVICE DELIVERY AND ECONOMIC
OUTCOMES

SUPPORTING SAFE AND CONNECTED COMMUNITIES

STRATEGIC OVERVIEW

The department provides whole-of-government leadership to deliver a new way of working with Aboriginal and Torres Strait Islander Queenslanders, delivering real change and outcomes through a genuine partnership approach, to continue the journey to reconciliation. Path to Treaty and Local Thriving Communities are key initiatives that are giving effect to this reframed relationship. This includes key policy and program initiatives in the areas of:

- policy co-design across government
- employment and business development
- land tenure resolution, home ownership, housing and land development in remote communities
- integrated infrastructure coordination and delivery in remote communities
- cultural heritage and cultural recognition
- cultural capability and engagement
- reconciliation, voice, truth telling and the Path to Treaty
- community and personal histories services.

Local Thriving Communities

The Queensland Government is committed to working with Aboriginal and Torres Strait Islander communities to increase community-led decision-making in service design and delivery through the Local Thriving Communities reform agenda. This includes remote and discrete communities and urban and regional areas across Queensland.

Local Thriving Communities (LTC), which is delivering the Queensland Government's response to the Queensland Productivity Commission inquiry into service delivery in remote and discrete Indigenous communities, aims to improve self-determination, service delivery, productivity, governance and economic opportunities for remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

Through LTC, the Queensland Government seeks to build on a community's strengths; embracing existing leadership structures including Indigenous councils and community leaders, to enable Local Decision-Making Bodies (LDMBs) that will:

- co-design and influence the delivery of services
- ensure investment makes their community stronger
- maximise opportunities from local service and industry partnerships.

A key focus of LDMBs will be ensuring greater accountability to the community for government investment, including addressing the unnecessary duplication of services.

Through the LTC agenda, the department also works in partnership with Aboriginal and Torres Strait Islander Queenslanders to deliver initiatives focused on Aboriginal and Torres Strait Islander youth mental health and suicide prevention. The department works in partnership with the Queensland Mental Health Commission and Aboriginal and Torres Strait Islander Queenslanders to co-design initiatives to strengthen mental health and wellbeing, respond to problematic alcohol and other drug use, and reduce rates of suicide in remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

During the reporting period, the department:

- engaged with each remote and discrete Aboriginal and Torres Strait Islander community on local decision-making
- supported communities to explore options for local decision-making models, including facilitating cross-community discussions
- responded to community-led decision-making processes by supporting an emerging local decision-making body in one community and remunerating eligible community members
- allocated \$190,000 across 19 remote and discrete communities to support leadership development and community engagement to progress local decision-making structures

- allocated \$140,000 to Torres Cape Indigenous Council Alliance (TCICA) to support increased collaboration and engagement opportunities with member councils from Cape York, Torres Strait and the Gulf region as well as non-TCICA members
- held three meetings of the Joint Coordinating Committee, a governance mechanism co-chaired by community and government to share decision-making and maintain an iterative approach to implementation of the LTC reform. This included a meeting and community engagement in Yarrabah on 17 March 2021
- progressed the LTC implementation plan with a focus on driving government readiness through the whole-of-government inter-departmental committee to create the enabling environment for local decision-making.

Path to Treaty

The department continues to work to reframe the relationship between Aboriginal and Torres Strait Islander communities and the Queensland Government through the Path to Treaty, which will invest in new ways of working and partnering together. This reform is a historic opportunity to build a future of shared equality and prosperity for all Queenslanders through the key actions of treaty-making and truth-telling.

A non-statutory Treaty Advancement Committee (the Committee) has been established, as part of the government's response to progress the Path to Treaty in partnership with Aboriginal peoples and Torres Strait Islander peoples, and will develop options and provide independent advice on how to progress treaty-making, building on the work done by the former Eminent Panel and Treaty Working Group.

Committee members include former members of the Eminent Panel (Dr Jackie Huggins AM, Mr Michael Gooda, Dr Josephine Bourne and Emeritus Professor Michael Lavarch AO) for continuity of expertise and insight, and Ms Sallyanne Atkinson AO.

Key achievements

During the reporting period, the department:

- established the Treaty Advancement Committee to advance the Path to Treaty process with Aboriginal peoples and Torres Strait Islander peoples and provide expert advice and guidance to the Queensland Government on options to advance the treaty process

- continued to progress the Path to Treaty journey by supporting the Treaty Advancement Committee to engage with experts and communities across Queensland to inform the Committee's Final Report expected later this year
- supported the establishment of a \$300 million Path to Treaty Fund, as part of the 2021–2022 Budget, with the returns from the fund to be used to support Queensland's Path to Treaty.

Indigenous Voice

The department continues to be actively engaged in the Commonwealth Government's Indigenous Voice Co-Design process, which seeks to provide Aboriginal and Torres Strait Islander people with a greater say on laws, policies and services that impact them and their lives.

On 9 January 2021, the Commonwealth Government released the *Indigenous Voice Co-Design Interim Report*, which provides proposed models for a National Voice, and a Local and Regional Voice, with a final report expected from the Commonwealth in the second half of 2021.

The department provided a whole-of-government response to the interim report in May 2021. The response aligns with the *Statement of Commitment to reframe the relationship between the Queensland Government and First Nations Queenslanders* and notes further co-design work will occur with Aboriginal and Torres Strait Islander Queenslanders to select the preferred model for Queensland, informed by a range of existing Queensland Government reforms such as Path to Treaty and Local Thriving Communities.

Key achievements

During the reporting period, the department:

- publicly released a Queensland Government response to the Commonwealth Government's *Indigenous Voice Co-Design Process Interim Report* in May 2021
- actively participated on the Senior Officials Group to ensure the Commonwealth's Indigenous Voice co-design process advances with consideration to the Queensland Government reforms.

Working with the Welfare Reform communities

The department continues to work with Queensland's five Welfare Reform communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge to build on community achievements and successes to date and build local Aboriginal and Torres Strait Islander authority and governance to support communities.

The department works with the Queensland Government's Welfare Reform partners, the Commonwealth Government and Cape York Institute, to support the Family Responsibilities Commission (FRC) to help improve life outcomes for First Nations people in the Welfare Reform communities. The Family Responsibilities Commission is jointly funded by the Queensland and Commonwealth Governments under a memorandum of understanding.

Key achievements

During the reporting period, the department:

- continued to support the operation of the FRC to ensure Local Commissioners in the Welfare Reform communities could continue to support FRC clients
- provided secretariat support to the Family Responsibilities Board (FRB)
- facilitated the significant appointments made by the Governor in Council to the FRC and FRB.

Implementing the new National Agreement on Closing the Gap

The department is contributing to the development of the national Strategic Plan to inform the expenditure of Queensland's \$9.3 million allocation to support community-led priorities under the *National Agreement on Closing the Gap* and co-designing and driving changes through the Queensland Closing the Gap Implementation Plan.

The *National Agreement on Closing the Gap* (National Agreement), signed by the Queensland Government, was launched on 30 July 2020. This is a key step in the Queensland Government's commitment towards a reframed relationship to ultimately close the gap in life outcomes between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders.

This is the first time a National Agreement has been developed and negotiated in genuine partnership with Aboriginal peoples and Torres Strait Islander peoples. At the heart of the National Agreement is the principle to work and partner with Aboriginal peoples and Torres Strait Islander peoples in policy development and decision-making.

The National Agreement establishes four key priorities to achieve genuine partnership with communities across all levels of government, strengthen community-controlled organisations, reduce systemic racism and inequity in government services and ensure sharing of data at a regional level to inform future decisions. The number of socio-economic targets has increased from 7 to 17, with new targets related to housing, employment, child protection, education, justice, languages, domestic and family violence, and land and waters.

The National Agreement commits governments to building the capability and capacity of the community-controlled sector, recognising this as critical to improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples by ensuring self-determination and equity are the underpinning principles for driving change.

Legal recognition of Torres Strait Islander traditional child rearing practice

In 2020, the historic *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* was passed in Queensland Parliament. This Act, which is the first in Australia to include Torres Strait Islander languages in its title, provides legal recognition of Torres Strait Islander families continued use of traditional child rearing practice.

The Act establishes a process for Torres Strait Islander families to make an application for legal recognition. The Commissioner (Meriba Omasker Kaziw Kazipa) will be responsible for independently considering applications for legal recognition of traditional child rearing practice and making Cultural Recognition Orders.

The granting of a Cultural Recognition Order will transfer parental rights and responsibilities from the birth parents to the cultural parents, enabling cultural parents the ability to make parental decisions about their child. The Cultural Recognition Order will also facilitate the issuing of a new birth certificate to help resolve longstanding issues faced by Torres Strait Islanders whose legal identity does not reflect their cultural identity and lived experience.

Key achievements:

During the reporting period, the department:

- supported the passage of the Bill in September 2020
- established the Meriba Omasker Kaziw Kazipa Implementation Team to support the establishment and implementation of operational requirements to facilitate the legal recognition application process
- facilitated the appointment of the inaugural Commissioner (Meriba Omasker Kaziw Kazipa), which was endorsed by Governor in Council on 10 June 2021.

Aboriginal and Torres Strait Islander cultural heritage

The department, by administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* (the Cultural Heritage Acts), provides effective recognition, protection and conservation of Aboriginal and Torres Strait Islander cultural heritage.

The Cultural Heritage Acts require land users to take all reasonable and practicable measures to ensure their activity does not harm cultural heritage. The department manages an award-winning cultural heritage database, which is accessible to land users through an online portal so they can ascertain whether any cultural heritage sites and places have been previously recorded on the database. The database provides an accessible search process that enables land users to meet their duty of care obligations established by the Cultural Heritage Acts.

The review of the Cultural Heritage Acts is in progress.

Key achievements

During the period 13 November 2020 to 30 June 2021, the department:

- enabled 21,107 cultural heritage searches to be performed on the cultural heritage online portal
- approved and registered 15 cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts
- achieved an average cost of \$24 (target \$33) for each cultural heritage search request processed.

Community and personal history services

The department continues to provide community and personal history services and can be requested at any time. This service fulfils the recommendations in the *Royal Commission into Aboriginal Deaths in Custody and the Bringing Them Home* reports, which recommended that Aboriginal peoples and Torres Strait Islander peoples should be provided with access to government records and be assisted to trace their family and community histories.

The most requested records are for evidence of 'forcible removals', proof of Aboriginal or Torres Strait Islander descent and date of birth confirmation to assist with the creation of retrospective birth certificates by the Queensland Registry of Births, Deaths and Marriages.

The department also undertakes requests for Native Title research, and participates in the National Redress Scheme (NRS) by providing high-quality research responses to applications and requests associated with the NRS.

Key achievements

During the period 13 November 2020 to 30 June 2021, the department:

- responded to 359 requests for historical records relating to Aboriginal and Torres Strait Islander Queenslanders
- achieved an average cost of \$5,109 (target \$5,310) for each community and personal history request processed.

A renewed approach to Alcohol Management Plans

The department is working with Aboriginal and Torres Strait Islander communities that have Alcohol Management Plans in place to support and assist in the development and implementation of community safety plans. The renewed approach to alcohol management prioritises community safety, particularly for women, children and the elderly, and includes Alcohol Management Plans that are community-led and driven. The renewed approach to alcohol management aligns with the Local Thriving Communities reform by empowering and embracing local leadership in decisions about alcohol arrangements in their community.

The objective of the renewed approach is to ensure communities and individuals are safe, thriving and self-empowered to manage and reduce alcohol-related harm. This approach continues to be tailored to the unique characteristics and aspirations of each community.

Key achievements

During the reporting period, the department:

- supported communities with Alcohol Management Plans to develop their local capability to plan and deliver solutions, including finalising 13 of the 15 locally led community safety plans by 30 June 2021
- implemented legislative and regulatory amendments to address community concerns and aspirations, and the complexities resulting from the COVID-19 pandemic
- allocated funding of \$4.275 million across 15 communities towards the development, implementation and monitoring of community safety plans and service enhancement.

Supporting safe communities

The department is working with the Department of Justice and Attorney-General to implement the Queensland Government's response to the *Not Now Not Ever: Putting an End to Domestic and Family Violence in Queensland* report to ensure government-funded services provide inclusion and equity of access to meet the needs of Aboriginal and Torres Strait Islander families and communities. This includes support for two discrete Aboriginal and Torres Strait Islander communities to develop action plans, and one community to develop a social reinvestment project to celebrate strong families and address domestic and family violence.

The department is also working with the Department of Justice and Attorney-General, and other agencies and communities, to implement *Queensland's Framework for Action – Reshaping our Approach to Aboriginal and Torres Strait Islander Domestic and Family Violence* to respond to Recommendation 20 from the *Domestic and Family Violence Death Review and Advisory Board Annual Report 2016–2017*, which called for a specific strategy to address family violence issues experienced by Aboriginal and Torres Strait Islander families and communities.

This strategy continues to support the provision of cultural advice and support to the domestic and family violence high-risk teams for an integrated service response through the specialist senior project officers in Cherbourg, Mount Isa, Logan/Beenleigh, Ipswich, North Brisbane, Cairns, Caboolture and Mackay.

Key achievements

During the reporting period, the department:

- supported three Aboriginal and Torres Strait Islander councils to undertake projects aimed at reducing domestic and family violence in their communities
- provided small grant funding to Aboriginal and Torres Strait Islander community-controlled service providers to implement co-design and community capacity building initiatives across the eight high-risk team locations to support victims, children and communities impacted by domestic and family violence
- worked in collaboration with remote and discrete communities in seeking expressions of interest to support two domestic and family violence action plans totalling \$350,000, as well as a social reinvestment project worth up to \$150,000, to reduce domestic and family violence in their community
- recommended approval of two community-led action plans, as well as a social reinvestment project in another community, with projects scheduled to commence in 2021–2022.

Enabling Aboriginal and Torres Strait Islander children and families to thrive

The department jointly leads, with the Department of Children, Youth Justice and Multicultural Affairs, the implementation of the Queensland Government's *Our Way* strategy and action plan to reduce Aboriginal and Torres Strait Islander overrepresentation in the child protection system and family support reforms.

Support was provided to the relevant Ministers and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak Limited to increase the number of community-controlled organisations with delegated and cultural authority to make decisions.

The department continues to work with the Queensland Mental Health Commission and Aboriginal and Torres Strait Islander stakeholders to deliver an Aboriginal and Torres Strait Islander youth mental health and suicide prevention program, as part of the Shifting Minds suicide prevention flagship program.

Further ongoing support was provided to key stakeholders in undertaking a culturally appropriate community conversation with Aboriginal and Torres Strait Islander children and young people about their interactions with the justice system.

The department continued to support the relevant Ministers in the development and finalisation of local health equity strategies, and in overseeing the pilot of On Country programs.

Key achievements

During the reporting period, the department:

- delivered a workshop for Aboriginal and Torres Strait Islander community members, service providers and departmental staff in emotional regulation and impulse control skills training, in the context of responding to, and supporting, young people
- continued to support the delivery of an initiative to support Aboriginal and Torres Strait Islander children to thrive in their early years through culturally safe and tailored supports for children and their families in the Moreton Bay region
- continued to support the co-design of a community health plan and governance structure for health in Cherbourg
- continued to support Cherbourg community members to deliver out-of-hours mental health support to their community when other suicide prevention services are not available
- continued the Social Reinvestment program, a key incentive funding model that offers a flexible and place-based approach to secure positive outcomes, including the Doomadgee school pool vacation program aimed at reducing youth-related crime and improving school attendance.

Aboriginal and Torres Strait Islander languages

Aboriginal and Torres Strait Islander languages are intrinsic to the unique cultural heritage of Queensland and important in maintaining Aboriginal peoples and Torres Strait Islander peoples' connection to culture, community and identity, and in building resilience. The department is committed to leading the implementation of the whole-of-government *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2020–2022* to realise the *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy* (Many Voices).

The Indigenous Languages Grants, jointly funded by this department and the Department of Education, was launched in August 2020. The program provides grants totalling \$200,000 to revitalise and preserve Aboriginal and Torres Strait Islander languages and dialects.

The Indigenous Languages Grants complements the *Many Voices: Indigenous Languages Policy* and fulfills the requirements under Target 16—Cultures and languages are strong, supported and flourishing of the *National Agreement on Closing the Gap*. This national target aims that by 2031, there is a sustained increase of Aboriginal and Torres Strait Islander languages spoken.

Key achievements

During the reporting period, the department:

- developed a whole-of-government *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2020–2022*
- co-ordinated and delivered the 2020 grants program.

Queensland Government Reconciliation Action Plan

The department oversees the implementation of the *Queensland Government Reconciliation Action Plan 2018–2021* (Reconciliation Action Plan) and is responsible for coordinating the implementation of the plan through the Cultural Agency Leaders committee.

The Reconciliation Action Plan demonstrates the Queensland Government's public commitment to building stronger relationships between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Queenslanders. It aims to build on our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and in everyday life. The Reconciliation Action Plan is also a mechanism enabling accountability from agencies to build better relationships through a commitment to understanding the history of Aboriginal peoples and Torres Strait Islander peoples.

The Reconciliation Action Plan includes a suite of engagement activities that will build on and strengthen partnerships, and empower local communities, to achieve positive and practical outcomes.

The department is also responsible for leading whole-of-government initiatives promoting reconciliation, including providing funding for Reconciliation Queensland Incorporated, and implementing the Celebrating Reconciliation Small Grants Program.

Queensland Government agencies celebrated the 2020 National Reconciliation Week in a variety of ways. This included podcasts, sharing videos on the meaning of reconciliation, virtual yarns and online painting sessions.

Key achievements

During the reporting period, the department:

- improved the whole-of-government reporting process by streamlining data collection through the inclusion of additional Workforce Strategy and Cultural Capability training data.

Culturally significant events

The department provided leadership to the whole-of-government initiatives that recognise, acknowledge and maintain Aboriginal and Torres Strait Islander cultures and heritage including the promotion of culturally significant days and events.

National Aborigines and Islanders Day Observance Committee (NAIDOC) Week is the most significant cultural celebration on the calendar for Aboriginal and Torres Strait Islander Queenslanders and presents an opportunity to raise awareness and understanding of Aboriginal and Torres Strait Islander cultures and customs.

Each year, the department delivers a statewide promotional campaign to support all Queenslanders in celebrating NAIDOC Week within their communities, including community funding and support for local events, promotional materials, sponsorship and special events.

The Celebrating Reconciliation Small Grants program encourages all Queenslanders to participate in National Reconciliation Week and to commemorate two significant milestones in our national history: the anniversary of the 1967 Referendum and the 1992 High Court Mabo decision.

Key achievements

During the reporting period, the department:

- disbursed approximately \$200,000 of funding to 41 grants recipients from the 2020 Celebrating Reconciliation Small Grants Program to hold events during 2021 National Reconciliation Week. The events were postponed from 2020 due to COVID-19 restrictions.

Ministerial and Government Champions program

The department administers the Ministerial and Government Champions program (the Champions Program), which provides an opportunity for Queensland Government Ministers, and Chief Executives of Queensland Government agencies, to work collaboratively with remote and discrete Aboriginal and Torres Strait Islander communities. Champions work closely with mayors, community leaders, government agencies and key service providers from their partner communities to engage more effectively on the opportunities and challenges facing Aboriginal peoples and Torres Strait Islander peoples. The program also builds cultural capability in government through the relationship between Ministers, Chief Executives, government agencies and communities.

Through the program, Ministers and Chief Executives are provided the opportunity to learn about the experiences of Aboriginal peoples and Torres Strait Islander peoples and communities and the impacts of government decisions. There is also the opportunity to engage in a high expectations relationship and mutual accountability to improve social and economic outcomes for Aboriginal peoples and Torres Strait Islander peoples.

The Champions Program is a key element to reframing the relationship between Aboriginal and Torres Strait Islander remote and discrete communities and the Queensland Government. Through strong, open partnerships with councils, service providers, individuals and families, Champions facilitate access to government networks to overcome barriers and address priority concerns more effectively. The Champions Program enables communities to cut through administrative complexity and layers, to deliver results. This includes implementing the change required to close the gap in Aboriginal and Torres Strait Islander outcomes.

Key achievements:

During the reporting period, the department:

- amended the Ministerial and Government Champions Terms of Reference to strengthen the alignment with the LTC reform, improve information sharing and reporting, build positive relationships with community leaders and other stakeholders, and support LTC implementation
- developed an induction pack for ministerial and government champions and support officers.

Cultural Capability Framework

The *Aboriginal and Torres Strait Islander Cultural Capability Framework* (the Framework) is the foundation document that underpins all Queensland Government actions and seeks to ensure Aboriginal and Torres Strait Islander Queenslanders enjoy the same economic, education, health, housing and social opportunities as non-Indigenous Queenslanders.

To implement the Framework, there is a mandatory requirement for all departments to maintain and report on their Cultural Capability Action Plan (CCAP). The department is responsible for coordinating the reporting and ensuring compliance with the requirement for a current CCAP.

The department supports the implementation of the Framework by facilitating the Cultural Agency Leaders (CAL) committee and its supporting officer-level Culture and Reconciliation Working Group (CARWG). The Cultural Agency Leaders committee and Culture and Reconciliation Working Group have representation from all Queensland Government departments.

Key achievements

During the reporting period, the department:

- supported 18 Queensland Government agencies in developing a CCAP
- encouraged active participation at CAL committee and CARWG meetings
- led the implementation of the Certificate IV in Indigenous Cultural Capability Training
- progressed strategies to increase representation of Aboriginal peoples and Torres Strait Islander peoples on Queensland Government Boards and Committees.

Moving Ahead strategy

Throughout the reporting period, the Queensland Government continued to implement the whole-of-government strategy, *Moving Ahead: A strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022* (Moving Ahead).

Moving Ahead seeks to increase Aboriginal peoples and Torres Strait Islander peoples' participation in the economy by building a more skilled and diverse workforce, and supporting business and entrepreneurship, with a focus on the needs of young people and building partnerships with industry.

This involves the department continuing to drive the implementation of the QIPP, which aims to increase the Queensland Government's spend with Aboriginal and Torres Strait Islander businesses to three per cent of the value of the addressable procurement spend by 2022. This is a pathway to increasing Aboriginal and Torres Strait Islander economic participation through jobs and business ownership. For the purposes of the QIPP, an Aboriginal and Torres Strait Islander business is defined as one that is at least 50 per cent owned by an Aboriginal person or a Torres Strait Islander person, and which may take the form of a social enterprise, registered charity or not-for-profit organisation.

Key achievements

During the reporting period, the department:

- led the preparation and delivery of the 2019–2020 Moving Ahead Annual Report, which showed Moving Ahead actions remained on track and were continuing to achieve positive economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders
- conducted an implementation review of the QIPP, which showed the QIPP working well within the principles, operating models and governance framework of the Queensland Procurement Policy, with departments actively pursuing the implementation of the QIPP with industry and Indigenous businesses
- conducted 11 webinars for government procurement officers to improve their understanding of the QIPP and Aboriginal and Torres Strait Islander businesses
- conducted workshops and webinars for individual government agencies
- presented information about the QIPP at 10 Buy Queensland Forums.

Performance measure		
Number of Aboriginal and Torres Strait Islander businesses securing government procurement		
Year	Target	Actual
2020–2021*	450	180**

*Performance information for 1 October 2020 to 30 June 2021 reporting period.
 **For further information refer to Appendix 4, note 8, page 65.
 Additionally, the former Department of Aboriginal and Torres Strait Islander Partnerships reported that the number of Aboriginal and Torres Strait Islander businesses securing government procurement, for the 1 July 2020 to 30 September 2020 period, was 294, and this should be taken into consideration when collating full financial year figures.

Performance measure		
Value of government procurement from Aboriginal and Torres Strait Islander businesses		
Year	Target	Actual
2020–2021*	\$350M	\$243.36M**

*Performance information for 1 October 2020 to 30 June 2021 reporting period.
 **For further information please refer to Appendix 4, note 9, page 65.
 Additionally, the former Department of Aboriginal and Torres Strait Islander Partnerships reported that the value of government procurement from Aboriginal and Torres Strait Islander businesses, for the 1 July 2020 to 30 September 2020 period, was \$78.82M. While reported as \$78.82M in the Department of Aboriginal and Torres Strait Islander Partnerships Final Report, this figure has been reviewed and amended to \$79.23M. This should be taken into consideration when collating full financial year figures.

Maximising job opportunities

The department maximised employment opportunities for Aboriginal and Torres Strait Islander Queenslanders by:

- delivering the Youth Employment Program (YEP) and providing post-job placement support, and creating employment opportunities through social housing and infrastructure projects
- supporting the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP)*, that provides a whole-of-government framework to increase procurement from Aboriginal and Torres Strait Islander businesses.

Key achievements

During the reporting period 13 November 2020 to 30 June 2021, which included the challenging impact of the COVID-19 pandemic on employment and job opportunities, the department:

- facilitated 591 job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland. This included:
 - › 400 job placements for YEP candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers
 - › 191 job placements for Aboriginal and Torres Strait Islander job seekers in social housing and infrastructure projects across the National Partnership on Remote Housing communities, and other capital works in remote and discrete Aboriginal and Torres Strait Islander communities.

Performance measure		
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department		
Year	Target	Actual
2020–2021*	720	591*

*Performance information for 13 November 2020 to 30 June 2021 reporting period. Additionally, the former Department of Aboriginal and Torres Strait Islander Partnerships reported that the number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department, for the 1 July 2020 to 31 October 2020 period, was 232.

Youth Employment Program candidates

The department's Youth Employment Program works directly with school leavers and other qualified people to seek pathways to higher education, training and employment. The Youth Employment Program assists young Aboriginal peoples and Torres Strait Islander peoples finishing high school and looking for work—or considering further education—to access job and study networks. This is undertaken by offering pre-employment activities including resumé, application and interview preparation, and post-placement support. Support is also provided to Aboriginal peoples and Torres Strait Islander peoples with disability, older Aboriginal and Torres Strait Islander Queenslanders who need assistance to engage or re-engage with employment or training, and young people who have disengaged from school, training or work.

Key achievements

During the reporting period 13 November 2020 to 30 June 2021, the department facilitated:

- 400 job placements for Youth Employment Program candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers
- 83.8 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment through the Youth Employment Program, were still employed three months later
- 61.1 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment through the Youth Employment Program, were still employed six months later.

Whole-of-government Integrated Capital Works program

The Integrated Capital Works program increases employment, training and business outcomes by coordinating maintenance, upgrades and capital infrastructure investments to maximise economic opportunities within Queensland's remote and discrete Aboriginal and Torres Strait Islander communities. This program contributed to improving sustainable economic outcomes through improved integrated procurement practices and supporting business and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

In partnership with Councils and communities, the department delivered infrastructure and construction projects catering to the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders in remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department facilitated the design, construction and delivery of the following maintenance and construction projects:

- Mossman Gorge: Mossman Gorge infrastructure upgrades construction completed (currently in the defects liability period and progressing handover to Douglas Shire Council by December 2021)
- Kowanyama: Partnership with Kowanyama Aboriginal Shire Council for the delivery of a Women's Meeting Place (completed 30 June 2021)
- Torres Shire: Consulting on the location and design of the Splash Park with the council and community for the construction of the Splash Park (ongoing)
- Aurukun, Mapoon, Napranum and Pormpuraaw: Implementation of operation and maintenance Service Agreements (2021 to 2024) for the four Splash Parks (ongoing).
- Palm Island Memorial (completed).

Ongoing projects in this period included:

- Petford Reserve infrastructure and associated upgrades to bring it to a safe and habitable state
- Mona Mona Reserve wastewater, water and health and safety upgrades.

Employment opportunities—infrastructure projects within the remote and discrete communities

Increases in employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with civil, building and construction projects, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities within the remote and discrete communities.

Key achievements

During the reporting period 13 November 2020 and 30 June 2021, the department facilitated the following employment and business outcomes:

- 191 job placements for Aboriginal peoples and Torres Strait Islander peoples on the *Queensland Government Building and Construction Training Policy* eligible projects constructed within the remote and discrete Aboriginal and Torres Strait Islander communities
- 42 Aboriginal peoples and Torres Strait Islander peoples have been engaged as either an apprentice or trainee.

Employment opportunities—infrastructure projects outside the remote and discrete communities

Increases in employment, training and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with Queensland Government building and civil construction projects, outside the remote and discrete Aboriginal and Torres Strait Islander communities, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities.

Job outcomes are achieved by facilitating Indigenous Employment Opportunity Plans for eligible projects with procuring agencies and principle contractors and monitoring the employment and business supply outcomes during construction, and ensuring these outcomes are uploaded by the principle contractor on the Training Policy Administration System.

Key achievements

The following employment and business outcomes were reported from completed projects outside the remote and discrete Aboriginal and Torres Strait Islander communities during the period 13 November 2020 to 30 June 2021:

- 673 job placements for Aboriginal peoples and Torres Strait Islander peoples
- 53 Aboriginal and Torres Strait Islander workers undertook accredited training
- over \$1.52 million in contracts awarded to Aboriginal and Torres Strait Islander owned businesses.

Working in partnership

The department is committed to brokering education, training and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During the reporting period, the department:

- continued strong partnerships with the following industry partners:
 - › Construction Skills Queensland
 - › Queensland Resources Council
 - › Griffith University—the department partnered with Griffith University to explore new strategies in sustainable water management and tourism in communities.
- worked collaboratively with the following industry partners to deliver activities aimed at increasing Aboriginal and Torres Strait Islander economic participation:
 - › Rio Tinto-Weipa operations
 - › Clontarf Academy
 - › Traditional Owner groups
 - › Construction Skills Queensland
 - › Many Rivers
 - › Community Development providers
 - › Job Services Australia providers
 - › Principal Contractors awarded contracts within the discrete communities.
- provided advice and support to industry partners including:
 - › delivering best practice forums and webinars on Aboriginal and Torres Strait Islander employment and training, and increasing procurement from Aboriginal and Torres Strait Islander businesses
 - › conducting meet the buyer events

- › developing practitioner guides
- › providing one-on-one assistance to companies with the development and implementation of Aboriginal and Torres Strait Islander participation strategies, plans and targets for their operations
- › promoting leading practices in Aboriginal and Torres Strait Islander participation, and good news stories, through social media.

Whole-of-government land tenure

The department provided whole-of-government advice on land tenure within the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, including enabling and providing current and future home ownership and leasing opportunities. This assistance also extends to supporting state agencies with tenure and Native Title advice, and coordination of such activities across the 34 remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

During the reporting period, the department:

- provided native title and tenure advice to all stakeholders across the 34 remote and discrete communities. This included:
 - › advice in relation to Coen land development—supermarket development and use of existing reserve lands
 - › tenure and native title advice to commence leasing the Petford Reserve
 - › tenure and native title advice to the Department of Education for the development of the oval in Cherbourg
 - › assisting QBuild, Department of Energy and Public Works, with the survey, tenure and native title advice for the development of the Murgon to Cherbourg walking track
 - › providing the Department of Communities, Housing and Digital Economy with native title, tenure and survey advice for Badu Island for road works and upgrades to the adjoining school
 - › providing the Department of Communities, Housing and Digital Economy with tenure and native title advice on a road closure application near Cairns
 - › assisting the Queensland Police Service with the closure of an area of road for the inclusion into the police reserve—application managed through the Department of Resources

- › providing the Department of Communities, Housing and Digital Economy with leasing advice for the construction of program-specific agreements to facilitate the leasing of social housing under the Commonwealth’s \$105 million social housing program.
- provided *Native Title Act 1993* Section 24JAA advice and commenced the notification process for:
 - › Wujal Wujal Police Service
 - › Wujal Wujal Social Housing
 - › Wujal Wujal Aged Care
 - › Woorabinda Police Service
 - › Woorabinda Social Housing (additional housing for the Commonwealth allocation).

Home ownership

The department facilitates home ownership pathways for Aboriginal and Torres Strait Islander Queenslanders in targeted communities throughout Queensland.

Key achievements

During the reporting period 13 November 2020 to 30 June 2021, the department:

- made available 19 houses for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.

Performance measure		
Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment		
Year	Target	Actual*
2020–2021*	30	19*

*Performance information for 13 November 2020 to 30 June 2021 reporting period. Additionally, the former Department of Aboriginal and Torres Strait Islander Partnerships reported that the number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment, for the 1 July 2020 to 30 November 2020 period, was 12.

Land Holding Act Project

- The Land Holding Act Resolution Project is a cross-agency project responsible for the resolution of historical lease, land tenure and asset issues, generated by the legislative and administrative failures of the original *Aborigines and Torres Strait Islanders (Land Holding) Act 1985*. The project is scheduled to be completed by 30 June 2022.

The department's project responsibilities are to:

- lead and finalise engagement with the applicants and beneficiaries of the 436 valid applications
- identify beneficiaries of applicants, where the applicant has passed away.

Outcomes achieved were:

- finalised engagement with 59 individual families (total for the period 1 July 2020 to 31 June 2021). A total of 436 families are to be engaged with and 317 families have been engaged with to date
- completed 86 beneficiary assessments (total for the period 1 July 2020 to 31 June 2021). A total of 390 primary beneficiary assessments are required to be completed and 369 beneficiary assessments have been completed to date.

Further information can be referred to in the definitions for the Land Holding Act Project in Appendix 1 – Glossary on page 53.

Master planning

In partnership with remote and discrete Aboriginal and Torres Strait Islander communities, councils, Traditional Owners and residents, the department led a range of master planning projects to plan for the future needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders, including commercial, residential, industrial and community goals. A master plan is a council policy document that provides internal and external stakeholders with effective and tailored guidance for decisions about future development and facilitates positive service delivery and economic outcomes for remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department facilitated the preparation of the following urban and rural Master Plans, Precinct Plans and 3D Modelling (Natural Hazards related) Plans:

Master Plans underway

- are progressing for Badu Island, Boigu Island, Dauan Island, Erub Island, Kubin (Moa Island), Mabuiag Island, Mer Island, Saibai Island, St Pauls (Moa Island), Ugar Island and Warraber Island
- Rural Master Plans drafting commenced for Hope Vale Congress and Yarrabah Gunggandji Mandingalbay Yidinji Peoples Prescribed Body Corporate (Registered Native Title Body Corporate) in Yarrabah
- Rural Master Plans currently being drafted for Northern Peninsula Area (NPA) and Woorabinda.

New Precinct Plans

- Precinct plans undertaken for Cherbourg cemetery, residential and recreation [Napranum Foreshore; Mapoon Tourism; Injinoo Cultural Precinct].

Master Plans completed, reviewed or amended

- Master Plan compiled for Lockhart River.

Specialist plans completed and underway

- specialist plans underway include Kowanyama Flood Study, and Mapoon selected Flood and Bushfire Study.

Town planning

The department provided assistance to Aboriginal and Torres Strait Islander councils to make informed planning decisions in their communities.

Key achievements

Planning schemes

During the reporting period, the department:

- assisted in facilitating the adoption of three alignment amendment town planning schemes (Kowanyama, Wujal Wujal and NPA) in line with the *Queensland Planning Act 2016*
- supported the Torres Shire Council in developing a new Planning Scheme and Local Government Infrastructure Plan to ensure compliance with the *Queensland Planning Act 2016*
- completed various supportive studies such as natural hazard studies (inclusive of flood, bushfires, turtle nesting areas and cultural heritage) in Torres Shire, Mapoon and Kowanyama which support the development of State Planning Policy compliant planning schemes.

Development applications

During the reporting period, the department prepared and managed 16 development applications on behalf of councils, including:

- the issue of five decision notices providing for 104 residential lots, including three lots promoting economic development, two lots for health care centres, one allotment for an outdoor sport and recreation facility and two lots for a building works application
- preparing eight development applications, including one application for five residential allotments, two applications for community uses and one road application.

On behalf of the government, prepared and managed:

- two development applications for home ownership lots
- one road closure application.

On behalf of the community survey program, prepared and managed:

- two development applications, which will provide the formalisation of roads and easements within communities
- one development application, which will provide for simultaneous road opening and road closure to realign the road onto the existing public-used alignments.

Community survey programs

The department led programs to standardise survey infrastructure and to progress economic development throughout the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

Although the implementation of the survey programs has resulted in the resolution of most of the long-outstanding land tenure issues, ongoing surveying is required to deliver outcomes in line with Master Planning and new community aspirations, including improved land management, new roads, social housing, home ownership, and private and commercial leasing.

Key achievements

During the reporting period, the department:

- managed a community survey program which delivered 34 new lots on six plans
- progressed Digital Asset Management Plans for 31 communities.

Indigenous Land Use Agreements

Indigenous Land Use Agreements are voluntary agreements between Native Title parties and others about the use and management of land. Indigenous Land Use Agreements allow Aboriginal peoples and Torres Strait Islander peoples to negotiate flexible arrangements that suit their circumstances and aspirations.

The department works with councils, other state government agencies, Traditional Owners and Registered Native Title Bodies Corporates on negotiating various types of land use agreements to support economic development for communities. Agreements negotiated usually provide for state, Commonwealth or local government infrastructure development, home ownership or leasing, social housing construction or leasing, and commercial leasing. They also provide an up-front compensation amount for some future acts, body corporate fees for service, and cultural heritage clearance procedures, including remuneration for cultural heritage monitors.

Key achievements

During the reporting period, the department provided advice to Prescribed Body Corporates, and progressed and completed the following Indigenous Land Use Agreements:

Torres Strait Infrastructure and Housing Indigenous Land Use Agreements

- two executed Indigenous Land Use Agreements (Boigu Island and Dauan Island), being progressed for registration
- two Indigenous Land Use Agreements (Poruma Island and Mer Island) under negotiation (to be finalised by December 2021). Once Poruma Island and Mer Island agreements are finalised, all islands in the Torres Strait where Native Title has been determined will have Infrastructure and Housing Indigenous Land Use Agreements in place.

Township Indigenous Land Use Agreements

- Cherbourg and Lockhart River Township Indigenous Land Use Agreements under negotiation
- Land tenure and survey assistance to Hopevale Congress Prescribed Body Corporate to enable the successful completion of Tenure Resolution Indigenous Land Use Agreements on land that is held in trust by congress under the *Aboriginal Land Act 1991*.

Social Housing Indigenous Land Use Agreements template for Aboriginal communities

- Social housing Indigenous Land Use Agreements template developed to assist Councils and Prescribed Body Corporates with addressing Native Title for the construction of social housing and associated infrastructure.

FUTURE DIRECTIONS

Increase engagement through co-design by:

- continuing to work towards reframing the relationship between Aboriginal and Torres Strait Islander communities and the Queensland Government, through the Path to Treaty
- continuing to implement the *National Agreement of Closing the Gap* through the Closing the Gap Partnership Committee, a partnership between the Queensland Government and the Queensland Aboriginal and Torres Strait Islander Coalition, a collection of Queensland's peak organisations
- partnering with Aboriginal peoples and Torres Strait Islander peoples to support thriving Aboriginal and Torres Strait Islander communities
- working with Queensland Aboriginal and Torres Strait Islander communities to develop an Indigenous Voice model for Queensland that best meets the needs and aspirations of First Nations peoples
- supporting the relevant Ministers and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak Limited to increase the number of community-controlled organisations with delegated and cultural authority to make decisions
- supporting initiatives under the *Queensland Housing Strategy 2017–2027*, including the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*
- implementing the refreshed Ministerial Government Champions Program to work with communities to improve life outcomes for Aboriginal peoples and Torres Strait Islander peoples
- representing Queensland on the National Federation Reform Council Taskforce on Indigenous Affairs, and the Joint Council on Closing the Gap
- working with Queensland's Welfare Reform communities to build on community achievements and build local Aboriginal and Torres Strait Islander authority and governance

- work with Queensland’s Aboriginal and Torres Strait Islander communities to build local Aboriginal and Torres Strait Islander authority and governance and establish local decision-making bodies through the Local Thriving Communities reform.

Influence social and economic outcomes by:

- maximising employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders
- driving the whole-of-government Moving Ahead economic strategy
- empowering individuals, businesses and communities to achieve their economic aspirations through supporting the development of policies and programs to increase participation by Aboriginal and Torres Strait Islander Queenslanders in employment and business
- continuing to drive the implementation of the Queensland public sector workforce strategy
- continuing to drive the whole-of-government implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy
- continuing the development and implementation of infrastructure and strategic initiatives that support economic development and whole-of-government co-ordination of infrastructure works in remote and discrete communities
- undertaking master planning in remote Aboriginal and Torres Strait Islander communities to prepare for future residential and industrial land use and economic development
- working with councils and Traditional Owners on negotiating Indigenous Land Use Agreements (ILUAs) to support economic development and home ownership, and providing ILUA implementation support for local councils, trustees and Traditional Owners
- assisting Aboriginal and Torres Strait Islander Queenslanders to own their homes in remote and discrete communities, through the facilitation of 99-year home ownership leases and the resolution of legacy issues
- providing whole-of-government support to local, state and Commonwealth governments, and to land trustees and Aboriginal and Torres Strait Islander communities, related to technical advice in land tenure-related actions to support home ownership, commercial leasing, government land divestments, Native Title compliance, and other infrastructure and land-related matters.

Foster safe and connected communities by:

- continuing to support the implementation of operational requirements to enable Torres Strait Islander families to apply for legal recognition of Torres Strait Islander child-rearing practice
- supporting the implementation of the *Domestic and Family Violence Prevention Strategy 2016–2026*, and the strategies within *Queensland’s Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*, and the *Queensland’s plan to respond to domestic and family violence against people with disability*
- supporting key stakeholders in undertaking a culturally appropriate community conversation with Aboriginal and Torres Strait Islander children and young people about their interactions with the justice system
- continuing to support Aboriginal and Torres Strait Islander communities to locally manage their Alcohol Management Plans, including implementing strategies tailored to the unique needs and aspirations of each community
- supporting activities that promote reconciliation through the *Queensland Government Reconciliation Action Plan 2018–2021*
- finalising the review of the Cultural Heritage Acts
- supporting the implementation of the government’s plan for Action on Ice by working with relevant Ministers to develop and finalise local health equity strategies
- overseeing the pilot of On Country programs
- continuing to provide community and personal history services, ensuring recommendations relating to access to records of the Royal Commission into *Aboriginal Deaths in Custody* and *Bringing Them Home* reports, are met.