



QUEENSLAND'S 2021
CLOSING THE GAP
IMPLEMENTATION PLAN

CONTENTS

OPENING STATEMENTS	IV	
Message from the Premier and Minister for Trade	iv	
Message from the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	v	
ABOUT THIS IMPLEMENTATION PLAN	1	
Purpose of this Implementation Plan	1	
Structure of this Implementation Plan	1	
Working in partnership	1	
Accountability	3	
Reporting	3	
PRIORITY REFORMS	4	
Priority Reform indicators	4	
Embedding the Priority Reforms	4	
PRIORITY REFORM ONE: FORMAL PARTNERSHIPS AND SHARED DECISION-MAKING	6	
PRIORITY REFORM TWO: BUILDING THE COMMUNITY-CONTROLLED SECTOR	12	
PRIORITY REFORM THREE: TRANSFORMING GOVERNMENT ORGANISATIONS	16	
PRIORITY REFORM FOUR: SHARED ACCESS TO DATA AND INFORMATION AT A REGIONAL LEVEL	21	
TARGETS	24	
Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives	25	
Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong	26	
Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years	27	
Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years	28	
Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential	28	
Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways	29	
Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education	30	
Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander peoples and communities	30	
Outcome 9: Aboriginal peoples and Torres Strait Islander peoples secure appropriate, affordable housing that is aligned with their priorities and need	31	
Outcome 10: Aboriginal peoples and Torres Strait Islander peoples are not overrepresented in the criminal justice system	33	
Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system	34	
Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system	36	
Outcome 13: Aboriginal and Torres Strait Islander families and households are safe	37	
Outcome 14: Aboriginal peoples and Torres Strait Islander peoples enjoy high levels of social and emotional wellbeing	38	
Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters	39	
Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing	40	
Outcome 17: Aboriginal peoples and Torres Strait Islander peoples have access to information and services enabling participation in the informed decision-making regarding their own lives	42	
FURTHER ACTIONS	43	
People with disability	43	
Women and girls	44	
Local, regional and remote implementation	45	
Other commitments in the National Agreement	46	
GLOSSARY OF TERMS	47	
MEETING OUR COMMITMENTS	48	

ACKNOWLEDGEMENT



We pay our respects to the Aboriginal and Torres Strait Islander ancestors of this land, their spirits and their legacy. The foundations laid by these ancestors—our First Australians—give strength, inspiration and courage to current and future generations, both Indigenous and non-Indigenous, towards creating a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities and governments to ensure equality, recognition and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

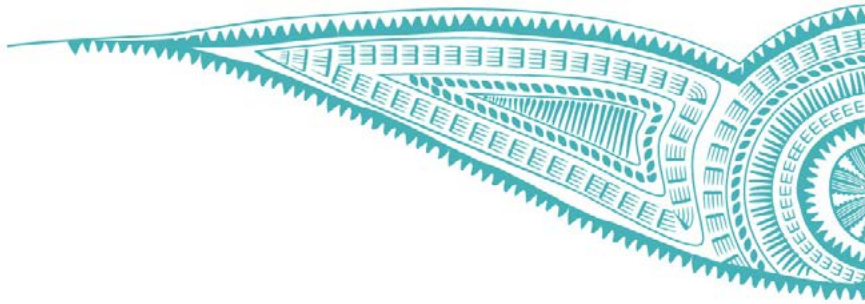
On behalf of the Queensland Government, we offer a genuine commitment to fearlessly represent, advocate for and promote the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and give hope for the future, we walk together on our shared journey to reconciliation where all Queenslanders are equal.

STATEMENT ON USE OF TERMS

We recognise that Aboriginal peoples and Torres Strait Islander peoples each have their own unique languages, beliefs, cultural practices, traditions and diversity within each culture.

This document includes a range of collective terms to reference and reflect the unique identity of Aboriginal peoples and Torres Strait Islander peoples. The primary term that has been used is Aboriginal peoples and Torres Strait Islander peoples, with other terms used including Aboriginal and Torres Strait Islander peoples and First Nations people/s.



Message from the Premier and Minister for Trade

The release of *Queensland's 2021 Closing the Gap Implementation Plan* (Implementation Plan) is a milestone in our efforts to close the gap in life outcomes between Aboriginal and Torres Strait Islander people and non-Indigenous Australians.

The Queensland Government is committed to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders, by partnering with Aboriginal and Torres Strait Islander organisations and communities in policy development and decision making, to ensure First Nations Queenslanders have a seat at the decision-making table.

The Implementation Plan documents how the Queensland Government is working to address the Priority Reforms and socio-economic Targets in the *National Agreement on Closing the Gap*, and how our progress will be evaluated.

The Implementation Plan documents the ongoing significant, structural reforms that underpin how we share decision-making with Aboriginal peoples and Torres Strait Islander peoples.

These structural reforms include progressing the Path to Treaty, Local Thriving Communities, the establishment of the Queensland First Children and Families Board, the development of *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander Domestic and Family Violence*, and the First Nations health equity reform agenda.

I believe this Implementation Plan will help us move forward together with mutual respect and recognition towards a future where all Aboriginal and Torres Strait Islander Queenslanders can thrive.

The Honourable Anastacia Palaszczuk
Premier and Minister for Trade



Message from the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

The release of Queensland's first Implementation Plan is an important step on the journey towards self-determination for Aboriginal and Torres Strait Islander Queenslanders. The Implementation Plan documents how the Queensland Government will address the Priority Reforms and socio-economic Targets in the *National Agreement on Closing the Gap*.

The Priority Reforms recognise that a shift in how we develop and implement government policies and programs is required for significant improvements in the lives of First Nations Queenslanders.

Underpinned by the Path to Treaty and Local Thriving Communities reforms, the Queensland Government is committed to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders, working to address historical and ongoing economic and social injustices, and recognising First Nations peoples' sovereignty and right to self-determination.

The Implementation Plan also reflects the Queensland context, and what we have heard from Aboriginal peoples and Torres Strait Islander peoples about their aspirations for their lives and communities.

Whole-of-government collaboration will also be crucial to progress, given the interlinked nature of the socio-economic Targets, with progress in one area dependant on progress in others.

Through mutual respect and high expectations relationships, we can ensure Aboriginal and Torres Strait Islander children, families and communities have the opportunity to thrive.

The Honourable Craig Crawford MP

Minister for Seniors and Disability Services and
Minister for Aboriginal and Torres Strait Islander Partnerships



ABOUT THIS IMPLEMENTATION PLAN

Purpose of this Implementation Plan

The purpose of this Implementation Plan is to guide Queensland's implementation of the *National Agreement on Closing the Gap* (the National Agreement).

This first Implementation Plan documents the Queensland Government's current efforts to reframe the relationship and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders, and will necessarily not include all matters related to implementing the National Agreement. In the year since the National Agreement was signed, the Queensland Government has focussed on building and strengthening relationships with the Queensland Peak Aboriginal and Torres Strait Islander organisations and establishing the decision-making architecture necessary to implement the Agreement.

As the partnership between the Queensland Government, the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) and the national Coalition of Peaks strengthens, the Implementation Plan will be updated annually to document additional initiatives to address the Priority Reforms and socio-economic Targets. Updated versions will be provided to the Joint Council on Closing the Gap (the Joint Council) for approval, then published online.

Structure of this Implementation Plan

The Joint Council (comprising Aboriginal and Torres Strait Islander Affairs Ministers and the national Coalition of Peaks) agreed to an Implementation Plan format at its December 2020 meeting, to provide consistency between different jurisdictions' plans.

The Implementation Plan format reflects the Targets established to track progress against the objectives and outcomes of the National Agreement, including both:

- **Priority Reforms:** which measure how governments are changing the way they work with Aboriginal and Torres Strait Islander people
- **socio-economic Targets:** which measure life outcomes for Aboriginal and Torres Strait Islander people.

Queensland's 2021 Closing the Gap Implementation Plan is in two parts. This document provides details of initiatives that contribute to the four Priority Reforms under the National Agreement, and a summary of effort to address each socio-economic Target and Further Action area. The companion attachment provides further details of government initiatives by agency that contribute to the socio-economic Targets, and Further Action areas.

Priority Reform and Target areas are interrelated and, in signing the National Agreement, jurisdictions agreed that the full implementation of the Priority Reforms will support accelerated achievement of the socio-economic Targets. As such, this Implementation Plan has been structured to attribute an initiative against its primary Priority Reform(s) or Target(s), acknowledging the same action may also support progress in another areas. To avoid duplication, each initiative has been fully explained only in its first occurrence, with subsequent occurrences containing a summary. Each initiative has a unique number to assist in identifying all Priority Reforms and Targets it contributes to.

Working in partnership

In accordance with the *Statement of Commitment to reframe the relationship between Aboriginal and Torres Strait Islander peoples and The Queensland Government*, the government is fully committed to building a reframed relationship with Aboriginal peoples and Torres Strait Islander peoples that acknowledges, embraces and celebrates the humanity of First Nations peoples. We are committed to a new way of working together, delivering real change and real outcomes through a genuine partnership approach and to continue the journey to reconciliation. We will move forward together with mutual respect, recognition and a willingness to speak the truth about our shared history.

The overarching outcomes sought from this reframed relationship are to work with Aboriginal and Torres Strait Islander Queenslanders to build on strengths and to support thriving communities and self-determination. The focus will be on building partnerships directed to negotiated solutions to complex problems and which support shared outcomes.

The National Agreement provides the overarching framework for efforts to reframe the relationship and improve life outcomes in genuine partnership with Aboriginal and Torres Strait Islander peoples and communities. At the heart of the National Agreement is the principle to work and partner with First Nations peoples in policy development and decision making. The National Agreement also recognises that the best outcomes are achieved when Aboriginal peoples and Torres Strait Islander peoples have a genuine say in, and in some cases lead the design, delivery and evaluation of services that affect them. Alongside our efforts to achieving the commitments under the National Agreement, a range of reforms are enabling the Queensland Government to deliver on this commitment.

In Queensland, we have established the Closing the Gap Partnership Committee (the Partnership Committee), consisting of senior officials from Queensland Government departments and agencies and QATSIC to be the main governance body for the partnership approach to the design, development and coordination of Queensland's implementation of the National Agreement.

The Partnership Committee operates in the spirit of joint problem solving by identifying solutions through a genuine partnership approach. This is achieved by enabling shared decision-making on the design, implementation, monitoring and evaluation of policies and programs to improve life outcomes for Aboriginal and Torres Strait Islander peoples and communities.

The Partnership Committee is accountable for ensuring that all necessary efforts are undertaken to implement the National Agreement in Queensland, including:

- identifying opportunities to embed the Priority Reforms across Queensland Government agencies to transform the way they work with Aboriginal peoples and Torres Strait Islander peoples
- developing Queensland's Implementation Plan and other actions under the National Agreement
- supporting coordination of effort across the Queensland Government to deliver both Queensland's Implementation Plan and the Priority Reforms
- ensuring that government departments and agencies are partnering with Aboriginal and Torres Strait Islander organisations and communities, local governments and the Commonwealth Government when planning, designing and implementing policy and programs
- developing key funding proposals to support priority initiatives aimed at strengthening the community-controlled sector and services aimed at improving outcomes for First Nations peoples
- monitoring progress against actions in the Implementation Plan
- reviewing and agreeing the annual reports
- reviewing and agreeing changes to Queensland's Implementation Plan in response to the Productivity Commission and Aboriginal and Torres Strait Islander led reviews under the National Agreement.

The QATSIC (Co-Chairs) members of the Partnership Committee are:

- Aboriginal and Torres Strait Islander Legal Service (Queensland) Ltd (ATSILS)
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICCP) Ltd
- Queensland Aboriginal and Islander Health Council (QAIHC)
- Queensland Indigenous Family Violence Legal Services (QIFVLS).

Co-chaired by the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP), the Queensland Government members and observers of the Partnership Committee are:

- Department of the Premier and Cabinet
- Department of Agriculture and Fisheries
- Department of Children, Youth Justice and Multicultural Affairs
- Department of Communities, Housing and Digital Economy
- Queensland Corrective Services (QCS)
- Department of Education (DoE)
- Department of Employment, Small Business and Training (DESBT)
- Department of Energy and Public Works
- Department of Environment and Science
- Queensland Fire and Emergency Services
- Queensland Health
- Department of Justice and Attorney-General (DJAG)
- Queensland Police Service
- Department of Regional Development, Manufacturing and Water
- Department of Resources (DoR)
- Department of State Development, Infrastructure, Local Government and Planning
- Department of Tourism, Innovation and Sport
- Department of Transport and Main Roads
- Queensland Treasury
- Queensland Public Service Commission
- Queensland Family and Child Commission
- Queensland Human Rights Commission
- Queensland Mental Health Commission
- Local Government Association Queensland (LGAQ)
- Queensland Public Service Commission (observers)
- Queensland Family and Child Commission (observers)
- Queensland Human Rights Commission (observers)
- Queensland Mental Health Commission (observers).

The Queensland Government is also partnering with Aboriginal and Torres Strait Islander Queenslanders at the community level, through Queensland's Aboriginal and Torres Strait Islander Councils, and through First Nations organisations across a range of initiatives. Additionally, the Queensland Government and QATSIC partner with other jurisdictions and the national Coalition of Peaks through the Joint Council and its committees.

Accountability

The Honourable Anastacia Palaszczuk, Premier and Minister for Trade signed the National Agreement on behalf of the Queensland Government, and as such, the commitments in the National Agreement are a priority for all Queensland Government departments and agencies.

The Honourable Craig Crawford, Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships has responsibility for overseeing Queensland's overall implementation of the National Agreement. Each Queensland Government Minister has individual responsibility for ensuring their portfolio agencies progress strategies and policies that strive to meet the Priority Reforms and Targets in the National Agreement.

Like all jurisdictions, Queensland is accountable for our implementation of the National Agreement, and progress on Priority Reforms and Targets through the national governance structures established to monitor performance and implementation of the Agreement. The Joint Council is the key forum for holding jurisdictions to account, and is supported by the Partnership Working Group (government officials and the Coalition of Peaks) and its various sub-committees.

Reporting

The Queensland Government is committed to strengthening accountability and transparency in accordance with the National Agreement, and to delivering on the ambitious reporting agenda as an important mechanism to monitor progress and increase transparency. The Queensland Government has been reporting on progress towards Closing the Gap since the first Targets were established through the *National Indigenous Reform Agreement* in 2008. Reporting has become increasingly detailed since that time, with the Queensland Government most recently releasing both a Snapshot and a more comprehensive report describing progress in 2018 and 2019.

At the national level, all jurisdictions are held accountable for progress on Priority Reforms and Targets through the Productivity Commission's Closing the Gap national data dashboard and reports. Jurisdictions are held accountable for progress on delivering on the commitments in the National Agreement through an Implementation Tracker published by the Commonwealth Government on its Closing the Gap website.

Queensland's reporting on the Targets established to monitor progress against the Priority Reforms and socio-economic Targets in the National Agreement will include an annual Snapshot summarising progress and what Queensland is doing to facilitate progress. Data for reporting against each of the Targets will be drawn from the Closing the Gap data dashboard. The Snapshot will be complemented by a suite of reports, one per target, which will examine the target data more closely, and underlying drivers where possible. These reports will focus on strengths, drawing on more detailed data than available from the dashboard and explore outcomes and drivers by sex, age and remoteness. Many of the Targets rely on data that are not updated each year—the suite of comprehensive reports will fill this gap by also looking at proxy measures, for example, mortality and hospitalisation rates to supplement the absence of annual life expectancy measures. Queensland's suite of reports will be published each year and be made available on the DSATSIP website at www.qld.gov.au/ctg. In addition, the Queensland Government will continue to be held accountable through existing reporting mechanisms required through the range of government strategies listed in this Implementation Plan.



PRIORITY REFORMS

Priority Reform indicators

The National Agreement commits parties to four Priority Reforms outlined below.

**CLICK ON A PRIORITY REFORM BELOW
FOR MORE INFORMATION**

Embedding the Priority Reforms

The Queensland Government is committed to reframing the relationship by doing things with Aboriginal peoples and Torres Strait Islander peoples and to ensuring First Nations Queenslanders have a genuine say on matters that are important to them.

Queensland Government recognises that a shift in how we develop and implement government policies and programs is required for significant improvements in Aboriginal peoples and Torres Strait Islander peoples' life outcomes to be achieved. We envision a future where First Nations peoples have a genuine say in the design and delivery of services that affect them.

In July 2019, the Queensland Government launched Tracks to Treaty: Reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders and co-signed a historic Statement of Commitment to give effect to this reframed relationship.

Key elements of Tracks to Treaty, Path to Treaty and Local Thriving Communities (LTC) are significant and long-term reforms providing the opportunity for the Queensland Government and First Nations peoples to come together to negotiate a new way of working that acknowledges, embraces and celebrates the humanity of Aboriginal and Torres Strait Islander Queenslanders.

Path to Treaty is a commitment from the Queensland Government to begin the journey towards negotiated treaties with Aboriginal and Torres Strait Islander Queenslanders and responds to generations of calls from First Nations peoples for a treaty-making process. Path to Treaty is underpinned by self-determination, and will be actioned through truth telling, empowerment and agreement making. Aspirations for a Path to Treaty in Queensland will progress in parallel to the national Indigenous Voice Co-Design process underway and embody the *Uluru Statement from the Heart* themes of Voice, Treaty and Truth.

LTC is a significant, long-term reform that is about the Queensland Government and First Nations peoples working together differently, that aims to improve self-determination, service delivery, productivity, governance and economic opportunities for Queensland's remote and discrete Aboriginal and Torres Strait Islander communities.

These build on a number of Queensland-led initiatives that are advancing reconciliation by fostering a shared pride in culture, healing the wounds of the past, and setting the foundation for a new and just relationship. These include the:

- enactment of *Queensland's Human Rights Act 2019*, which protects the specific cultural rights of Aboriginal peoples and Torres Strait Islander peoples, and acknowledges the importance of the right to self-determination for Aboriginal and Torres Strait Islander Queenslanders
- launch of the *Queensland Government Reconciliation Action Plan 2018–2021* (RAP) which includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes
- amendments to the preamble of the Queensland Constitution, in 2010 which “honour the Aboriginal peoples and Torres Strait Islander peoples, the First Australians, whose lands, winds and waters we all now share; and pay tribute to their unique values, and their ancient and enduring cultures, which deepen and enrich the life of our community”
- legal recognition of traditional Torres Strait Islander child rearing practices through the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*, which will resolve long-standing issues faced by Torres Strait Islander people whose legal identity does not reflect their cultural identity and lived experience
- establishment of the Queensland First Children and Families Board to provide independent cultural leadership, strategic oversight and advice to the minister and department on the implementation of *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families, 2017–2037*
- appointment of Queensland’s inaugural First Nations Advisor to the then Queensland Minister for Housing and Public Works
- commitment to ensuring Aboriginal peoples and Torres Strait Islander peoples have increased representation on various government boards and committees
- development of *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander Domestic and Family Violence*, underpinned by the *Domestic and Family Violence Prevention Strategy 2016–2026*, which commit to a new way of working with Aboriginal peoples and Torres Strait Islander peoples, families and communities to address the causes, prevalence and impacts of domestic and family violence

- announcement of \$9.3 million over four years to support the implementation of the National Agreement
- appointment of Queensland Health’s inaugural Chief Aboriginal and Torres Strait Islander Health Officer and Deputy Director–General, Aboriginal and Torres Strait Islander Health in October 2019 to drive change across the health system in Queensland, embedding cultural perspectives across the public health sector, addressing institutional racism and increasing accountability for Aboriginal and Torres Strait Islander health equity
- amendments to the *Hospital and Health Boards Act 2011* embedded the Queensland Government’s commitment to achieving Aboriginal and Torres Strait Islander health equity by legislating the requirement for all Health and Hospital Services (HHS) in Queensland to deliver sustainable, culturally safe and responsive health care services to improve Aboriginal peoples and Torres Strait Islander peoples health and wellbeing outcomes. Legislation now requires Aboriginal and Torres Strait Islander representation on all Hospital and Health Boards and prescribes the minimum requirements for each HHS to develop and implement a Health Equity Strategy that will articulate actions and key performance measures towards achieving health equity.

Together, these legislative and policy reforms are examples of the significant structural reforms the Queensland Government has implemented as a first step towards changing how governments share decision-making with Aboriginal peoples and Torres Strait Islander peoples to address historical and ongoing economic and social injustices and recognise First Nations peoples’ sovereignty and rights to self-determination.

Each of these reforms highlight the commitment of the Queensland Government to reframing the relationship, and reaffirming its readiness to fully realise the priorities and outcomes of the National Agreement.



PRIORITY REFORM ONE: FORMAL PARTNERSHIPS AND SHARED DECISION-MAKING

Outcome: People are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.

Target: There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander peoples and governments in each state and territory ensuring agreed joint decision-making roles and responsibilities and where Aboriginal peoples and Torres Strait Islander peoples have chosen their own representatives.

Self-determination is a fundamental human right, and the right of all Indigenous Peoples to self-determination, including Aboriginal peoples and Torres Strait Islander peoples, is articulated in the United Nations Declaration on the Rights of Indigenous Peoples. The particular significance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination is acknowledged in the preamble of Queensland's *Human Rights Act 2019*.

Through Priority Reform One, Queensland commits to building and strengthening structures that empower Aboriginal peoples and Torres Strait Islander peoples to share decision-making authority with governments to accelerate policy and place-based progress towards closing the gap. This commitment is based on the belief that better outcomes are achieved when First Nations peoples are central in the design and delivery of services that affect them. This is because:

- Aboriginal and Torres Strait Islander people understand the key issues in their communities
- involvement of First Nations peoples in the design and delivery of services ensures they are culturally appropriate
- inclusion of First Nations peoples in policy development and service delivery builds community capability
- First Nations peoples can use networks to engage with people who may otherwise not participate in these programs¹.

¹ Behrendt, L., Jorgensen, M. & Vivian, A. (undated). *Self-determination: Background Concepts*. Retrieved from <https://www2.health.vic.gov.au/Api/downloadmedia/%7BCB5F58FE-64C1-441F-96CD-077B603D1FCF%7D>.

Partnership and jurisdictional Actions

The Queensland Government is committed to building mechanisms that embed voices of self-determination for Aboriginal peoples and Torres Strait Islander peoples into the heart of decision-making at all levels. Implementation of Priority Reform One will be guided by the principles of self-determination, recognising that the greatest progress in outcomes is achieved when First Nations peoples have a genuine say in decisions that affect them.

Through the Path to Treaty, the government is committed to improving engagement with Aboriginal peoples and Torres Strait Islander peoples and building structures to empower them to share decision-making with governments.

To begin the Path to Treaty journey in Queensland, in 2019 an Eminent Panel of Aboriginal, Torres Strait Islander and other Queenslanders, supported by a Treaty Working Group, led state-wide conversations between all Queenslanders about what a treaty might mean to them. Feedback from consultations reported significant support to proceed on a Path to Treaty in Queensland, and identified truth-telling and healing as a crucial foundation for a Path to Treaty and empowering Aboriginal peoples and Torres Strait Islander peoples to equitably participate in a Treaty process. This sentiment reflects similar discussions with First Nations peoples across Australia on the importance of truth telling and the need for inclusive and authentic representative structures.

In August 2020, the Queensland Government committed to continuing the Path to Treaty in response to the Eminent Panel recommendations that were all either accepted or accepted in-principle. In February 2021, the government established the Treaty Advancement Committee to provide independent advice to the government on options to implement the recommendations and continue engagement with First Nations peoples and Queensland communities.

The Queensland Government is establishing a \$300 million Path to Treaty Fund, with returns from the fund to be used to progress Queensland's Path to Treaty and support the government's response to the Treaty Advancement Committee report, expected to be provided to government later in 2021.

The Queensland Government continues to work in partnership with the Commonwealth Government on the Indigenous Voice Co-Design process. The Queensland Government response to the Indigenous Voice Co-design Interim Report (released by the Commonwealth Government on 9 January 2021) recognises that a co-design process with First Nations peoples is needed to decide on Queensland's final Aboriginal and Torres Strait Islander Voice model which best meets their needs and priorities. Co-design will focus on developing a Queensland Indigenous Voice model including investigating options for the establishment of a state-wide representative body, and how this could link with existing partnership structures.

The government will work with other jurisdictions and the Coalition of Peaks through the Joint Council and its committees to establish policy partnerships as outlined in the National Agreement (clause 38). At its 16 April 2021 meeting, the Joint Council agreed to accelerate the critical work to establish a policy partnership on justice with the aim of reducing youth and adult incarceration. The Queensland Government is fully supporting this process.

The Queensland Government is progressing the establishment of place-based partnerships as part of the LTC reform. The government is working at community's pace in line with the principle of free, prior and informed consent, to establish greater local decision-making authority in service delivery and economic development for the state's 19 remote and discrete Aboriginal and Torres Strait Islander communities. Through LTC, the Queensland Government seeks to build on a community's strengths; embracing existing leadership structures including community leaders and Aboriginal and Torres Strait Islander councils to enable Local Decision Making Bodies (LDMBs) that will:

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

The Queensland Government has engaged with each remote and discrete Aboriginal and Torres Strait Islander community, including councils, to share information about the reform and to listen to local leaders about how LTC might work for their community. The government is working with communities in an iterative co-design approach, building community and government capacity and capability to create the necessary conditions that will enable local decision-making in Queensland.

The Queensland Government recognises that each community is different and there are different governance models for local leadership. LTC is not a 'one-size-fits all' approach and recognises the need for both government and community to 'learn by doing' in this new way of working. The Queensland Government is coordinating its activity and working with communities to ensure this approach incorporates the strong partnership elements outlined in the National Agreement (clause 32).

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR1.01	The Queensland First Children and Families Board provides independent cultural leadership, strategic oversight and advice to the minister and department on the implementation of the Our Way Strategy and supporting action plans to close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families and eliminate the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by 2037.	Existing	\$0.8 million from 2019–20 to 2022–23	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR1.02	The First Nations Arts and Cultures Panel has been established as part of <i>Creative Together 2020–2030: A 10-Year Roadmap for arts, culture and creativity in Queensland</i> . The Panel will provide advice on the necessary actions to realise a range of Creative Together's priorities aligning with cultural maintenance, economic empowerment and participation, community connectedness, truth telling and wellbeing.	New	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR1.03	The Local Community Engagement through Co-design (LCETC) model aims to strengthen educational decision making at the school level. It is currently being piloted across a number of state schools in Queensland. LCETC enables culturally safe, authentic and transparent engagement, and provides for shared decision making and accountability to increase educational outcomes for Aboriginal and Torres Strait Islander students. It adopts partnerships with schools, local Aboriginal and Torres Strait Islander communities, Elders and students and will seek to identify opportunities to work collaboratively across jurisdictions to improve Aboriginal and Torres Strait Islander students' educational outcomes.	New	\$19,794,905 over 2020–21 to 2023–24 (GST Exclusive)	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF ENVIRONMENT AND SCIENCE					
PR1.04	The Gurra Gurra Framework 2020–2026 will help the Department of Environment and Science to reframe relationships with Aboriginal peoples and Torres Strait Islander peoples by holding Country and people at the centre of all that we do, from policies and programs to service delivery.	Existing	Within existing resources	Ongoing	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
DEPARTMENT OF RESOURCES					
PR1.05	Development of the Queensland Resources Industry Development Plan (QRIDP). The QRIDP will detail the vision for Queensland's resources sector into the future, including working with communities to maximise the resources sector's contribution to its economic and social well-being and industry growth targets. The QRIDP is subject to a broad public consultation process, as well as a targeted stakeholder advisory group which will provide opportunities for Aboriginal and Torres Strait Islander groups to provide input and advice. These industry growth targets could potentially include targets for Aboriginal and Torres Strait Islander employment. DoR will work with DSATSIP and DESBT on the QRIDP.	New	Funding needs will be determined during the development of the QRIDP	Final QRIDP anticipated for release in 2022.	Minister for Resources
DEPARTMENT OF SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR1.06	The Joint Coordinating Committee (JCC) a key governance mechanism driving the Queensland Government's Local Thriving Communities reform and championing the reframed relationship between Aboriginal peoples and Torres Strait Islander peoples and the government. The JCC oversees progress of LTC implementation across all participating communities and will ensure that all voices, including those of young people, are heard. The JCC is co-chaired by a community member and the Director-General, DSATSIP demonstrating genuine power sharing of decision making. The JCC includes membership from government (local, state and federal) and community members from Queensland Aboriginal and Torres Strait Islander communities. Where possible, meetings are held in communities.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.07	Ministerial and Government Champions program brings together the CEOs of government departments and Ministers to work together in a collaborative partnership with identified communities towards improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships as well as all Ministers with responsibility to allocated communities
PR1.08	Path to Treaty is a significant long-term reform agenda that is underpinned by self-determination and will provide a foundation for ongoing co-operation, shared decision making and partnership between the Queensland Government and Aboriginal peoples and Torres Strait Islander peoples. Informed by key findings of consultations in 2019, and the Eminent Panel's recommendations, the Queensland Government will further consider representative structures required to progress towards negotiated treaties informed by Aboriginal peoples' and Torres Strait Islander peoples' views.	Existing and new	\$3.4 million over three years from 2020–21. \$300 million Path to Treaty Fund from 2021–22 for 10 years.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.09	An Indigenous Voice will enable Aboriginal peoples and Torres Strait Islander peoples to have a greater say on laws, policies and services that impact them and their lives through the development of Indigenous Voice structures that will be co-designed with First Nations peoples. It is anticipated that Aboriginal peoples and Torres Strait Islander peoples will be able to select and inform membership of Voice structures once established. The Queensland Government is investigating Indigenous Voice models that best fits Queensland including establishing a state-wide representative body through a co-design process with First Nations peoples. Options will consider how state-wide representative body could link with existing partnership structures. Consideration will also be given to the Australian Government's Indigenous Voice co-design processes and result in a Voice model that reflects Aboriginal peoples' and Torres Strait Islander peoples' views and Queensland's reform context.	New	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.10	Through the <i>Queensland Government Reconciliation Action Plan 2018–2021</i> , the The government has committed to increasing Aboriginal and Torres Strait Islander representation on Queensland Government Boards and Committees.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.11	<p>The Family Responsibilities Commission (FRC) is an independent statutory body established under the <i>Family Responsibilities Commission Act 2008</i>. The FRC operates in the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge to support the restoration of socially responsible standards of behaviour and local authority and to help people in these communities to resume primary responsibility for the wellbeing of their community, and the individuals and families of the community.</p> <p>The FRC operates under a tripartite partnership between the Commonwealth and Queensland Governments and the Cape York Institute. Local Commissioners, who are respected Aboriginal or Torres Strait Islander community members, conference with community members who are welfare recipients on receipt of notices of breaches, triggered by failure to enroll or send children to school, convictions in courts, domestic and family violence, child safety and welfare matters and breaches of housing tenancy agreements. Local Commissioners encourage clients to take responsibility for their lives and families, refer them to community support services, and, if required, order a proportion of their welfare payments to be income managed.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.12	<p>The Aboriginal and Torres Strait Islander career pathways service was launched in 2019, with the aim of strengthening representation of First Nations employees in senior leadership roles across the Queensland public sector. The service works at an individual level supporting the pathways of First Nations employees, and at a system level to break down the silos and strengthen the cultural capability across the Queensland Public Sector to enable Aboriginal peoples and Torres Strait Islander peoples to naturally progress.</p>	Existing	Within existing resources	Current commitment until 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
DEPARTMENT OF TOURISM, INNOVATION AND SPORT					
PR1.13	<p>The Aboriginal and Torres Strait Islander Business and Innovation Reference Group (BIRG) is a Ministerial advisory group that brings together Aboriginal and Torres Strait Islander entrepreneurs, business leaders and researchers to provide advice to the government on how best to support the development of existing, emerging and new Aboriginal and Torres Strait Islander businesses and innovators across Queensland.</p>	Existing	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development
PR1.14	<p>The BIRG is working in partnership with government to investigate Aboriginal and Torres Strait Islander Business Peak Body models of representation.</p>	New	Within existing resources	November 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.15	Queensland Tourism Industry Council has established an Aboriginal and Torres Strait Islander working group, to scope a peak Indigenous Tourism Organisation for Queensland.	New	Up to \$0.5 million	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development
QUEENSLAND CORRECTIVE SERVICES					
PR1.16	The 10-year QCS First Nations Strategy and annual action plans will drive strategic and operational changes needed to contribute to Closing the Gap in the incarceration of Aboriginal peoples and Torres Strait Islander peoples. The Strategy includes a commitment to working in partnership with First Nations peoples to support Aboriginal and Torres Strait Islander-led and locally owned solutions, forging strong partnerships across the criminal justice system.	New	Within existing resources	Over 10 years	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR1.17	The Murridhagun Cultural Centre provides advisory, planning and support services to the department and Aboriginal and Torres Strait Islander prisoners and offenders, and is a reference point on matters designed to address the needs of First Nations staff, prisoners, offenders, victims and communities. The Murridhagun Cultural Centre is leading an agency-wide QCS Reconciliation Action Plan.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
QUEENSLAND HEALTH					
PR1.18	Underpinned by a commitment to self-determination and co-designed with QAIHC, Queensland Health is renewing its efforts and seeking to drive systemic change, combatting institutional racism and embedding Aboriginal and Torres Strait Islander-led models of service delivery through a First Nations health equity reform agenda.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.19	Since July 2020, a ' Declaration of Recognition ' that embeds the principles of Queensland Government's Statement of Commitment has been in the Terms of Reference for all Department of Health executive governance committees, together with including a requirement for Aboriginal and/or Torres Strait Islander representation on each executive committee.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.20	The First Nations Health Improvement Advisory Committee , which included membership from both government and non-government sectors and consumers, embeds shared leadership, decision-making and accountability in Department of Health executive governance structures to drive the First Nations health equity reform agenda across the health and social care ecosystem.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.21	Amendments to the <i>Hospital and Health Boards Act 2011</i> passed in August 2020, now require all Hospital and Health Boards to include at least one Aboriginal and/or Torres Strait Islander member.	New	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.22	Recent amendments to the <i>Hospital and Health Boards Act 2011</i> and <i>Hospital and Health Boards Regulation 2012</i> , passed on 29 April 2021, now require all HHS to develop and publish a Health Equity Strategy by 30 April 2022, to be co-designed, co-owned and co-implemented with prescribed stakeholders, including local Aboriginal and Torres Strait Islander stakeholders, to ensure flexible, place-based and culturally capable solutions to local health priorities.	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 April 2022	Minister for Health and Ambulance Services



PRIORITY REFORM TWO: BUILDING THE COMMUNITY-CONTROLLED SECTOR

Outcome: Building the community-controlled sector: There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of First Nations peoples across the country.

Target: Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations.

Aboriginal and Torres Strait Islander organisations are a key mechanism for First Nations peoples to exercise their right to self-determination. The National Agreement recognises that better outcomes for First Nations peoples are often achieved by community-controlled services. Australian studies have found that Aboriginal and Torres Strait Islander primary health care services can achieve better outcomes across a range of preventative and acute treatment programs,¹ and there is international evidence for improved outcomes across a range of policy areas.

Aboriginal and Torres Strait Islander community-controlled organisations (CCOs) provide culturally appropriate services and increase program participation by building trusting relationships and actively engaging communities in service design and delivery. Aboriginal and Torres Strait Islander CCOs are one of the largest employers of First Nations peoples.²

Representing a high proportion of Aboriginal and Torres Strait Islander CCOs, the Aboriginal and Torres Strait Islander community-controlled health sector (CCHS) offers significant employment opportunity within local communities, with the First Nations workforce making up more than half of all employees of the Aboriginal and Torres Strait Islander community-controlled sector in Queensland.

Strong and sustainable Aboriginal and Torres Strait Islander CCOs are essential to achieving the outcomes in the National Agreement. Research concludes that there are five key characteristics of successful Aboriginal and Torres Strait Islander CCOs:

- self-governing: the community exercises genuine decision-making authority over the issues that affect it
- effective governance: there are mechanisms and structures that implement decisions effectively and efficiently
- ‘cultural match’: governance structures are legitimate in the eyes of the community in light of culture, values and norms
- public-spirited leadership: leadership puts the nation ahead of individual or family interest
- sustainable strategic planning: proactive and strategic decision-making plans for sustainable futures and collective wellbeing.³

¹ Multiple studies, reviewed in Dwyer, J., Silburn, K. & Wilson, G. (2004). *National Strategies for Improving Indigenous Health and Health Care*. Retrieved from [https://www1.health.gov.au/internet/main/publishing.nsf/Content/B3CB608ECEF4658FCA257BF0001DAC93/\\$File/vol1national.pdf](https://www1.health.gov.au/internet/main/publishing.nsf/Content/B3CB608ECEF4658FCA257BF0001DAC93/$File/vol1national.pdf).

² Morley, S. (2015). *What works in effective Indigenous community-managed programs and organisations*. Retrieved from <https://aifs.gov.au/cfca/sites/default/files/publication-documents/cfca-paper32-indigenous-programs.pdf>

³ Behrendt et. al. *Self-determination: Background Concepts*. <https://www2.health.vic.gov.au/Api/downloadmedia/%7BCB5F58FE-64C1-441F-96CD-077B603D1FCF%7D>

National and international evidence confirms that Aboriginal and Torres Strait Islander community-controlled health organisations (CCHOs) with strong community, corporate and clinical governance, as well as a sustainable funding base, deliver the most effective primary health care programs to Aboriginal peoples and Torres Strait Islander peoples. Studies have shown that Aboriginal and Torres Strait Islander CCHOs are 23 per cent better at attracting First Nations clients than mainstream providers, and over the last decade the Aboriginal and Torres Strait Islander CCHS has demonstrated its capacity to deliver services with greater efficiency, is more likely to be culturally appropriate and responsive to the needs of First Nations peoples. While this is specific to the health context, it is likely that similar outcomes would be replicated across other community-controlled services.

The *Queensland Procurement Policy* and, more recently, the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*, recognise that value for money can support other government objectives, including the achievement of economic, environmental and social objectives rather than just price. Strong and sustainable investment in Aboriginal and Torres Strait Islander community-controlled organisations support First Nations business growth, create significant opportunity for local employment, and being not-for-profit, organisations typically re-invest all generated income into the provision of a wide range of services targeted to benefit the community.

Partnership and jurisdictional Actions

While the National Agreement commits to building the community-controlled sector, the Queensland Government acknowledges the existing strengths of many Aboriginal and Torres Strait Islander CCOs across Queensland that have demonstrated success over many years. Established to deliver services that reflect the values and priorities of the community they represent, Aboriginal and Torres Strait Islander CCOs across Queensland have for decades consistently built positive relationships with their clients, and with engagement mechanisms inherently built into community-controlled structures, have maintained high levels of community oversight and accountability.

On this basis, the Queensland Government reiterates its commitment to sharing information and data and to partnering with Aboriginal and Torres Strait Islander CCOs to continue to build on their successes, enabling continuity of service provision and stability for the predominantly First Nations workforce engaged by the community-controlled sector.

Underpinned by the elements of a strong sector identified in the National Agreement, the Queensland Government is committed to prioritising models that embed the voices of Aboriginal peoples and Torres Strait Islander peoples into governance and service delivery. Guided by the principles of self-determination, the Queensland Government commits to implement measures to increase the proportion of services delivered by Aboriginal and Torres Strait Islander CCOs.

As a first step to realising this commitment, the Queensland Government has provided \$9.3 million as part of a national funding effort to build the capability and capacity of the community-controlled sector. The investment of this funding will be guided by the *Strategic Plan For Funding the Development of the Aboriginal and Torres Strait Islander Community-controlled Sector* (the Strategic Plan), agreed by the Joint Council.

It is recognised that a key element of a strong sector is being supported by a Peak Body which has strong governance and policy development and influencing capacity. An example includes funding for the establishment of Aboriginal and Torres Strait Islander Housing Queensland.

The Queensland Government is also supporting the development of Sector Strengthening Plans, which will be developed by Sector Strengthening Plan Working Groups co-chaired by a relevant Coalition of Peaks and Commonwealth representative, with membership from subject matter experts from all jurisdictions and the Coalition of Peaks.

The Strategic Plan and Sector Strengthening Plans are connected, but not the same. While the Strategic Plan outlines how Governments will work with the Coalition of Peaks to identify priority areas for investment from the virtual funding pool, Sector Strengthening Plans are broader and should provide a national framework for a joined-up approach to build a strong community-controlled sector. As such, they are likely to encompass a broad range of initiatives that will contribute to building the community-controlled sector, including from mainstream government agencies or CCOs.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR2.01	The Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2020–2022 commits to continued investment in community-controlled organisations and their workforce to ensure all families enjoy access to quality, culturally safe universal and targeted services necessary for Aboriginal and Torres Strait Islander children to thrive.	Existing	Within existing resources	31 December 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR2.02	Establishment of Aboriginal and Torres Strait Islander Housing Queensland . The newly established peak body was developed after consultation with Indigenous community housing organisations (ICHOs) across the state, and with the formation of an ICHO Working Group to oversee the development of the body. An ICHO has been contracted to auspice the peak body.	New	\$5.5 million (GST exclusive) over four years. Queensland Government funding.	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
PR2.03	Arts Queensland's Backing Indigenous Arts initiative supports Aboriginal and Torres Strait Islander CCOs through funding to Aboriginal and Torres Strait Islander Art Centres, festivals and independent art organisations.	Existing	\$12.6 million over four years	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR2.04	Investigate further opportunities to work with community-controlled organisations in improving early childhood education outcomes .	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF JUSTICE AND ATTORNEY-GENERAL					
PR2.05	DJAG will undertake a review of the 2020–25 significant procurement process for legal assistance services to inform the procurement process in 2025–30. The review will include consideration regarding increasing participation of Aboriginal and Torres Strait Islander CCOs in the future procurement process and support building the community-controlled sector.	New	Within existing resources	2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
DEPARTMENT OF SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR2.06	Supporting the transition of the Palm Island Community Company to community control arrangements.	New	Within existing resources	2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
QUEENSLAND HEALTH					
PR2.07	Building on the commitment over successive Making Tracks Investment Strategies, the <i>Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022</i> reaffirms the The government’s commitment to ongoing investment in the Aboriginal and Torres Strait Islander CCHS. Recognising sustainability and stability of investment as an enabler for success, the <i>Making Tracks Interim Investment Strategy</i> provides a forward commitment for the subsequent <i>Making Tracks Investment Strategy 2022–2025</i> to provide a stable and sustainable investment framework and to partnering with the Aboriginal and Torres Strait Islander CCHS to deliver culturally and clinically safe and accessible health services to First Nations Queenslanders.	New	\$37.837 million over two years from 2021–22	2021–22	Minister for Health and Ambulance Services
PR2.08	Progressing the transition of Queensland Government funded primary health care services to Aboriginal and Torres Strait Islander community-control arrangements guided by community aspirations and evidence of readiness for transition.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR2.09	A new plan for Queensland’s state-funded Mental Health, Alcohol and Other Drugs Plan is being developed to following on from <i>Connecting Care to Recovery 2016–2021</i> . The new plan will build on the successful implementation of <i>Connecting Care to Recovery</i> and set a strong reform agenda for the next five years to 2026. The new plan includes initiatives specifically targeted at supporting Aboriginal and Torres Strait Islander culturally capable mental health, alcohol and other drug service, new and emerging models of care with First Nations peoples, increasing access to community led and controlled mental health and alcohol and drug treatment services.	New	Within existing resources	Ongoing to 2026	Minister for Health and Ambulance Services



PRIORITY REFORM THREE: TRANSFORMING GOVERNMENT ORGANISATIONS

Outcome: Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal peoples and Torres Strait Islander peoples, including through the services they fund.

Target: Decrease in the proportion of Aboriginal peoples and Torres Strait Islander peoples who have experiences of racism.

Along with the importance of community-controlled organisations, it is critical that mainstream government services and institutions are culturally appropriate and responsive to the needs of Aboriginal peoples and Torres Strait Islander peoples. First Nations peoples should be able to access mainstream services and organisations with the confidence that their cultural identity will be respected and fostered, their agency will be enabled, and their wellbeing will be at the forefront, and their experience will be free from discrimination and institutional racism. Cultural safety is important at the individual service provider level, as well as in organisational policies, procedures and practices to facilitate to culturally safe care.

The National Agreement recognises, that to create culturally safe environments, governments must:

- identify and eliminate racism
- embed and practice meaningful cultural safety
- deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
- increase accountability through transparent funding allocations
- support Aboriginal and Torres Strait Islander cultures
- improve engagement with First Nations peoples.

Partnership and jurisdictional Actions

The *Human Rights Act 2019* requires Queensland Government departments and agencies, local councils, and organisations providing services to the public on behalf of the state government—to act and make decisions which are compatible with the rights it protects, and to properly consider human rights when making decisions. This includes Aboriginal peoples' and Torres Strait Islander peoples' distinct cultural rights, including the right to practice their beliefs and teachings, use their languages, protect and develop their kinship ties, and maintain their relationship with the lands, territories, coastal seas and waterways.

Queensland has several key strategies to increase the public sector's cultural capability. Queensland's RAP includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes. The RAP leverages our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and everyday life and, in so doing, create a better state for all Queenslanders.

The *Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework* looks to build our cultural capability, to develop and deliver policies, programs and services in a culturally sensitive and inclusive manner. It commits all Queensland Government agencies to develop a Cultural Capability Action Plan to embed Aboriginal and Torres Strait Islander cultural capability practices within policies, programs and services.

A key part of the LTC reforms is building capacity within government and structural reform to support a new way of working with remote and discrete communities. The government recognises that it must undertake structural, service delivery and economic reform of its own processes to strengthen each community's voice in local decision-making. A key priority area for whole-of-government action to facilitate the LTC reform is to build whole-of-government cultural capability and capacity at the individual and organisational level to enable genuine, coordinated, culturally safe co-design of service delivery and facilitate shared decision-making with LDMBs.

Similarly, the Path to Treaty seeks to build the government's capacity to enable fair and equitable treaty negotiations. In 2020, the Queensland Government accepted in full the Eminent Panel's recommendation that the Queensland Government coordinate preparations within government for the Path to Treaty process to ensure that Queensland is treaty-ready.

Responding to 2017 report by the Anti-Discrimination Commission Queensland that found high levels of institutional racism across the public health system, Queensland Health has implemented a raft of systemic and structural reforms to improve accountability and respond to the needs of Aboriginal peoples and Torres Strait Islander peoples. Underpinned by a commitment to self-determination, Queensland Health is renewing its efforts and seeking to drive systemic change, combatting institutional racism and embedding Aboriginal and Torres Strait Islander-led models of service delivery through a First Nations health equity reform agenda. Co-designed with QAIHC, three key reforms are driving the health equity agenda across the health system in Queensland: we must see our First Nations peoples across the system; have Aboriginal and Torres Strait Islander voices in the system; and design a better coordinated system for First Nations peoples.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
ALL AGENCIES					
PR3.01	All Queensland Government departments are required to implement and update their Cultural Capability Action Plans to ensure all Queensland Government departments and funded organisations deliver efficient, effective, and culturally responsive services to Aboriginal peoples and Torres Strait Islander peoples.	Existing	Within existing resources	Ongoing	All Queensland Government Ministers
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR3.02	Implementing the Department of Children, Youth Justice and Multicultural Affairs' Cultural Capability Implementation Framework which includes the 'Starting the Journey' training and 'Our Journey, My Story' self-assessment tool to enhance cultural capability across the department to ensure departmental policy, programs and services are co-designed, developed and delivered by the department in partnership with Aboriginal peoples and Torres Strait Islander peoples to ensure they are culturally responsive to the needs of First Nations Queenslanders.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR3.03	Strengthen understanding of the significance of history and systemic racism on Aboriginal and Torres Strait Islander women and children seeking assistance due to Domestic and Family Violence through the 'Working To Make a Difference – Housing Assistance to people experiencing domestic and family violence from First Nations, disability and diverse backgrounds' initiative.	New	Within existing resources	Dec 2021	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR3.04	Implementing Engaging communities, empowering futures: Framework for engagement with Aboriginal and Torres Strait Islander communities across DoE. Sustained, respectful and inclusive engagement with Aboriginal and Torres Strait Islander peoples, organisations and communities at all levels is integral to efforts to improve early childhood and school education outcomes for First Nations children and students. The Framework was co-designed with the Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee (QATSJETAC). Implementation may include the creation of local partnership arrangements.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR3.05	The DoE Commitment Statement, Our Commitment to Aboriginal Peoples and Torres Strait Islander Peoples , was developed in consultation with Aboriginal and Torres Strait Islander employees and stakeholder groups. It aims to provide a foundational platform to support reconciliation, promote culturally safe workplaces within the department and improve outcomes for First Nations families and students. Co-designing the department's Aboriginal and Torres Strait Islander Cultural Capability Framework is a key step in delivering this commitment.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR1.06	Local Thriving Communities Click to read full details on this action	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.07	The Ministerial and Government Champions program Click to read full details on this action	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.08	Path to Treaty reform Click to read full details on this action	Existing and new	\$3.4 million over three years from 2020–21. \$300 million Path to Treaty Fund from 2021–22 for 10 years.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3.06	The Queensland Government Reconciliation Action Plan 2018–2021 includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes. The RAP will 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 everyday life and, in so doing, create a better state for all Queenslanders.	Existing	Within existing resources	31 December 2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3.07	The Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020 establishes an Office of the Commissioner Meriba Omasker Kaziw Kazipa and a Commissioner who is a qualified Torres Strait Islander person with statutory powers to consider applications and make Cultural Recognition Orders. The Act acknowledges the importance of culture underpinning Torres Strait Islander family structures, communities and social networks and will resolve long-standing issues faced by Torres Strait Islander people whose legal identity does not reflect their cultural identity and lived experience. The making of a Cultural Recognition Order will trigger the development of a new birth certificate which reflects the applicant's cultural identity. The Act complements section 28 of Queensland's <i>Human Rights Act 2019</i> by enabling Torres Strait Islander people to enjoy, maintain, control and protect their identity and cultural heritage.	New	\$6.63 million across two financial years (2020–21 and 2021–22) was provided to establish and implement the framework provided for under the Act.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
DEPARTMENT OF TOURISM, INNOVATION AND SPORT					
PR3.08	An Indigenous Economic Framework is in development by the Department of Tourism, Innovation and Sport. It is a commitment to encourage and facilitate economic participation of Aboriginal peoples and Torres Strait Islander peoples in departmental business. This includes the development of a pilot government-compatible IT solution for commitment management and evaluation, and efforts to showcase success.	New	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport
QUEENSLAND HEALTH					
PR1.18	The First Nations health equity reform agenda Click to read full details on this action	Existing		Ongoing	Minister for Health and Ambulance Services

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR3.09	As legislation now requires all HHSs to co-develop and co-implement Health Equity Strategies by 30 April 2022, Queensland Health is developing a Health Equity Framework to guide development and operationalisation of Health Equity Strategies. The framework will include: minimum requirements for co-design; shared decision-making and shared ownership with First Nations peoples; key performance indicators; and requirements for monitoring and evaluation.	New	Within existing resources	Anticipated to be finalised August 2021	Minister for Health and Ambulance Services
PR3.10	Embedding Aboriginal peoples' and Torres Strait Islander peoples' voices into Queensland Health governance, leadership and decision-making, and strengthening the First Nations health workforce, establishment of First Nations health executives across many HHSs have led to systemic and structural changes across Queensland Health.	Existing	Within existing resources	Growing momentum across the state since 2018	Minister for Health and Ambulance Services
PR3.11	Appointment of Queensland Health's inaugural Chief Aboriginal and Torres Strait Islander Health Officer and Deputy Director-General, Aboriginal and Torres Strait Islander Health in October 2019 is fundamental to driving system change, embedding cultural perspectives across the public health sector, addressing institutional racism and increasing accountability for First Nations health equity across the health system in Queensland.	Existing	Within existing resources	Ongoing since October 2019	Minister for Health and Ambulance Services
PR3.12	The inaugural Queensland Aboriginal and Torres Strait Islander Clinical Network brings together multidisciplinary clinicians, non-clinical staff, consumers, and stakeholders from across the primary, community and acute care sectors to provide leadership, cultural and clinical expertise to drive systemwide best practice. It seeks to enable Aboriginal peoples and Torres Strait Islander peoples to develop their own strategies, to better reflect their interests, values, vision and concerns, and to increase their ownership and accountability of their health experiences and outcomes.	New	Within existing resources	From mid-2021	Minister for Health and Ambulance Services
PR3.13	The Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement 2019 recognises the unique skills, cultural expertise and community focus of Aboriginal and Torres Strait Islander employees.	Existing		Ongoing	Minister for Health and Ambulance Services
PR3.14	Currently being developed for release by June 2022, a First Nations Health Workforce Strategy will embed Aboriginal and Torres Strait Islander ways of knowing, being and doing across the health system by growing the capacity and capability of the Aboriginal and Torres Strait Islander workforce across the health system in Queensland. Fundamental to eliminating racism, the strategy will be central to ensuring more First Nations peoples are employed at all levels, occupational streams and geographic locations across the health system.	New	Any funding requirements for implementation to be scoped in the development of the Workforce Strategy	To be released by June 2022	Minister for Health and Ambulance Services



PRIORITY REFORM FOUR: SHARED ACCESS TO DATA AND INFORMATION AT A REGIONAL LEVEL

Outcome: Aboriginal peoples and Torres Strait Islander peoples have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

Target: Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

Aboriginal peoples and Torres Strait Islander peoples have historically been the subject of significant data collection, with individuals and communities having little ability to withhold consent, no influence over the use of the data, and receiving little benefit from the research derived from the data.

First Nations peoples have been pushing for this approach to change, and for individuals and communities to have control over what data is collected about them, including in the design, implementation and monitoring of programs to ensure they address community priorities.

Data access is critical to for Aboriginal peoples and Torres Strait Islander peoples to inform and influence policy and program decisions to achieve better outcomes. Data access would enable communities and community-controlled organisations to determine what's working and what's not, and to persuasively communicate that to shape policy decisions. Increasing community ownership over data could have a range of benefits, including better targeted data collection and increased community trust in data collection processes, resulting in better quality, more relevant data.

The challenge for governments is not only to facilitate Aboriginal and Torres Strait Islander communities, and organisations data use, but to incorporate them into decision-making on data frameworks and governance promoting data sovereignty and self-determination of data and how it is collected, managed, presented and disseminated.

Partnership and jurisdictional Actions

Each of the Closing the Gap Priority Areas and Targets requires further data development to fully understand the drivers and contexts underpinning progress.

The National Indigenous Australians Agency is working with the Coalition of Peaks in relation to the delivery of the data projects under the National Agreement. These projects aim to support shared decision-making on Closing the Gap at the regional or local level by providing community-level data and facilitating the use of the data to support shared decision-making. Queensland will continue to work with the Closing the Gap Data Working Group to prioritise and advance data development activities.

LTC will complement national data projects by working to provide remote and discrete Aboriginal and Torres Strait Islander communities with greater visibility of government investment in, and outcomes of, service delivery to inform local decision-making.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR4.01	The Queensland Government Open Data Policy Statement and departmental strategies commit to release Queensland Government data to allow it to be freely used by the public. The Open Data Portal operationalises this commitment, containing almost 3000 datasets. The Queensland Globe enables interaction with spatial data.	Existing	Within existing resources	Open Data Policy & Portal—Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR1.03	DoE's Local Community Engagement through Co-design initiative involves sharing localised departmental data with communities to identify challenges and formulate solutions, and providing support to the community to understand and use this data in evidence-based decision-making.	New	\$19,794,905 over 2020–21 to 2023–24 (GST Exclusive)	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR1.06	The Local Thriving Communities reform complements national data projects by working to provide remote and discrete Aboriginal and Torres Strait Islander communities with greater visibility of government investment in, and outcomes of, service delivery to inform local decision-making. Click to read full details on this action	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR4.02	Know Your Community enables anyone to build a community profile containing information and data about Queensland's Aboriginal peoples and Torres Strait Islander peoples and the communities they live in.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR4.03	The Queensland Government provides targeted statistical reports covering education, health, community and child safety, and justice outcomes to remote and discrete Aboriginal and Torres Strait Islander communities to facilitate engagement in local decision-making.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
QUEENSLAND HEALTH					
PR4.04	The Queensland Aboriginal and Torres Strait Islander burden of disease and injury series provides statewide data about which conditions, age groups, and geographic areas contribute the most to the disease and injury burden experienced by Aboriginal and Torres Strait Islander Queenslanders. It demonstrates the effect of risk factors on health and shows where the gaps exist between the burden, highlighting areas that have the largest potential for health gain.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR4.05	A statewide First Nations Health Equity monitoring and evaluation framework will be co-developed with QAIHC to measure the effectiveness of Health Equity Strategies and support continuous quality and service improvements across HHSs. It will be underpinned by principles of Aboriginal and Torres Strait Islander data sovereignty and embed a narrative that reflects the voices and experiences of First Nations peoples.	New	Within existing resources	Anticipated for release in August 2021	Minister for Health and Ambulance Services
PR1.06	The Aboriginal and Torres Strait Islander Health Performance Framework (HPF), comprising 68 measures across three tiers, is an important mechanism to inform and shape policy at the national and jurisdictional level. Since 2006, the Australian Institute of Health and Wellbeing has released biennial HPF reports, detailing national data as well as data specific to Queensland and providing information about Aboriginal peoples' and Torres Strait Islander peoples' health outcomes, key drivers of health and the performance of the health system. Click to read full details on this action	Existing	Up to \$50,000 is available in 2021–22	Biennial – next Queensland report due for release in 2022	Minister for Health and Ambulance Services

TARGETS

The 2008 *National Indigenous Reform Agreement* contained seven socio-economic Targets—life expectancy, child mortality, early childhood education, reading, writing and numeracy, year 12 attainment, employment outcomes, and school attendance. The National Agreement expands on these to commit parties to 17 socio-economic Outcomes, with the new Targets including housing, child protection, justice, languages, domestic and family violence and land and waters.

Each Outcome is underpinned by:

- **Target** – the key measure by which the Queensland Government is publicly accountable to in achieving the socio-economic outcomes. The Target provides a specific, measurable goal that the Queensland Government is accountable to meet over the next decade.
- **Indicators** – supporting measures that provide greater understanding of, and insight into, how Queensland is tracking against the outcomes and targets. Indicators are divided into either drivers or contextual information. Drivers measure those factors that significantly impact the progress made against a Target, while contextual information provides insight into the experiences of Aboriginal peoples and Torres Strait Islander peoples under each outcome.
- **Disaggregation** – how reporting of the Target will be broken down and measured by groups of First Nations peoples (for example males/females, or geographical areas). This provides an understanding of where progress is being made and where greater effort is needed.
- **Data development** – areas that are important for understanding progress towards achievement of outcomes but cannot be measured currently and where further work is required.

A full list of the socio-economic Outcomes and their Targets and Indicators can be viewed at <https://www.closingthegap.gov.au/national-agreement/national-agreement-closing-the-gap/7-difference/b-targets>.

The improvements in life outcomes for Aboriginal peoples and Torres Strait Islander peoples sought by these Targets are underpinned by the four Priority Reforms—progress to improve socio-economic outcomes will be slow without fundamental change in the way that governments work with First Nations peoples. In signing the National Agreement, Queensland agreed that the full implementation of the Priority Reforms will support accelerated achievement of the socio-economic Targets.

The socio-economic Targets are interlinked, having many common contributing factors, with progress in one area dependant on progress in others. For example, evidence tells us there are a range of behavioural and environmental risk factors influencing the likelihood of a young person coming into contact with the youth justice system. Addressing these risk factors, which include experiences with the child protection system, experiences of poor mental health, disability, experiences of violence, harmful substance use, and disengagement with school, is likely to have a significant impact to reducing the rate of Aboriginal and Torres Strait Islander young people in detention.¹ Early effort to reducing exposure to and addressing risk factors, particularly in children and young people, is particularly important to improving outcomes into adulthood.

Commonwealth, state, and local governments have policy responsibility for different aspects of the socio-economic Targets. States are responsible for state policy and program development and delivery for many Targets, including across education, health, justice and child protection. The Commonwealth Government has responsibility for national policy settings and funding for some Targets, while local governments are responsible for delivery of local services.

¹ Department of Justice and Regulation Victoria. (2016) *Risk and Protective Factors*. Retrieved from <https://www.crimeprevention.vic.gov.au/grants/youth-crime-prevention-grants/risk-and-protective-factors>

Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

Target 1: Close the Gap in life expectancy within a generation, by 2031

Aspiring to the vision that by 2026 Queenslanders will be among the healthiest people in the world, the government recognises that good health outcomes and access to comprehensive health services are not shared equally across all population groups in Queensland. While significant effort across the health system has resulted in tangible improvements, there continues to be a significant disparity in outcomes between First Nations peoples and other Queenslanders.

The Queensland Government's commitment to Aboriginal peoples' and Torres Strait Islander peoples' health equity is now embedded in legislation. Focusing on formal partnerships and shared decision-making, Aboriginal and Torres Strait Islander ways of knowing, being and doing must underpin effort across the health system, taking account of the cultural and social determinants of health.

The First Nations health equity reform agenda seeks to drive systemic and sustainable change across the health system in Queensland. Embedding Aboriginal and Torres Strait Islander-led models of service delivery, it seeks to ensure First Nations Queenslanders have access to holistic, culturally safe, trauma-informed and responsive health.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

The Queensland Government acknowledges that Aboriginal peoples and Torres Strait Islander peoples are best-placed to determine their health priorities and deliver solutions at the local level. Through the First Nations health equity reform agenda, Queensland Health is partnering with the Aboriginal and Torres Strait Islander CCHS to embed structures that ensure the full involvement of First Nations peoples into decision-making.

Recent amendments to the *Hospital and Health Boards Act 2011* now require each HHS to co-develop and co-implement a Health Equity Strategy with prescribed stakeholders, including local Aboriginal and Torres Strait Islander communities and organisation. By 30 April 2022, all HHSs are required to publish a Health Equity Strategy, detailing action on how the health services it delivers to Aboriginal peoples and Torres Strait Islander peoples in its region will achieve health equity. With prescribed stakeholders including Aboriginal and Torres Strait Islander organisations, consumers and community members in the HHS region, First Nations staff in the HHS, legislation requires the Health Equity Strategies to be co-designed, co-owned and co-implemented in partnership with Aboriginal and Torres Strait Islander stakeholders to share decision-making and accountability to improve local health outcomes.

To operationalise the development of Health Equity Strategies, the government is partnering with QAIHC to develop a First Nations Health Equity Framework and toolkit. Anticipated to be released in August 2021, the Framework will articulate the minimum requirements and the principles for co-design, shared decision-making and shared ownership with Aboriginal peoples and Torres Strait Islander peoples to design, deliver, evaluate and monitor the Health Equity Strategies. It will outline the engagement processes and protocols required and establish public reporting requirements, monitoring and evaluation.

Key priorities

The Queensland Government's key priorities are to:

- ensure Aboriginal and Torres Strait Islander Queenslanders have access to holistic, culturally safe, trauma-informed and responsive health care, free from racism and integrated across the primary, secondary and tertiary healthcare settings
- deliver culturally safe and responsive health services across the life course, targeting effort to those conditions that are leading drivers of the health gap and focusing on the risk factors that are the key contributors to the burden of disease
- recognise the unique skills, cultural expertise and community focus the Aboriginal and Torres Strait Islander health workforce brings to their roles, and as a key strategy to eliminate racism, embed structures to ensure First Nations' voices are central to governance and decision-making, and build a strong and supported First Nations health workforce at all levels and across all streams of the health system.

Queensland Government plans and strategies

- *Statement of Action towards Closing the Gap in Health Outcomes for Aboriginal and Torres Strait Islander Queenslanders*
- *Health Equity Strategies (currently being developed in each of the 16 HHSs)*
- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022 (and subsequent Making Tracks Investment Strategy 2022–2025 currently being developed)*
- *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010–2033*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *North Queensland Aboriginal and Torres Strait Islander sexually transmissible infections action plan 2016–2021*
- *Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018–2021*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019–2022*

- *Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016–2026*
- *Aboriginal and Torres Strait Islander Cancer Strategy for Queensland (under development)*
- *Queensland's Aboriginal and Torres Strait Islander COVID-response*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Healthy ageing: A strategy for older Queenslanders*
- *Prevention Strategic Framework 2017–2026*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan for Queensland's state-funded mental health, alcohol and other drugs plan services)*
- *Advancing Kidney Care 2026*
- *Queensland Sexual Health Strategy 2016–2021*
- *Queensland Prisoner Health and Wellbeing Strategy 2020–2025*
- *Optimising the allied health workforce for best care and best value: A 10-year strategy 2019–2029*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Queensland Health Immunisation Strategy 2017–2022*
- *The Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Every life: The Queensland Suicide Prevention Plan 2019–2029*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Activate! Queensland 2019–2029 and Our Active8 2019–2022*
- *The renewed approach to alcohol management in 15 remote and discrete Aboriginal and Torres Strait Islander communities*
- *Action on ice: The Queensland Government's plan to address use and harms caused by crystal methamphetamine*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Housing Strategy 2017–2027*
- *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*
- *Queensland Housing and Homelessness Action Plan 2021–2025*
- *National Health Reform Agreement.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong

Target 2: By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

The Queensland Government's vision is that all Aboriginal and Torres Strait Islander babies born in Queensland are born healthy, into strong and resilient families. We are focusing effort to ensure all First Nations children in Queensland grow up safe and healthy, cared for in family, community and culture. Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to action to ensure Aboriginal and Torres Strait Islander families feeling empowered to live well and enjoy access to quality, culturally safe universal and targeted services foundational for First Nations children to thrive.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

Central to the Queensland Health *Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025* is the commitment that maternity services for Aboriginal and Torres Strait Islander families are co-designed and delivered with the community, in partnership with providers. First Nations women, families and communities are closely involved in the design, delivery and evaluation of maternity services through strong partnerships between service providers. With community endorsement, Queensland Health establishes and strengthen formal partnerships between HHSs and primary health care providers, such as midwives, general practitioners and Aboriginal and Torres Strait Islander CCHOs, to support collaborative woman-centred maternity care services.

Key priorities

The Queensland Government's key priorities are:

- maternity services for Aboriginal and Torres Strait Islander families are co-designed and delivered with the community, in partnership with providers
- all women in Queensland pregnant with First Nations babies have access to woman-centred, comprehensive and culturally capable maternity care
- a culturally capable workforce with more Aboriginal peoples and Torres Strait Islander peoples employed across all disciplines of maternity care

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- meet the needs of Aboriginal and Torres Strait Islander women and their partners, before and during pregnancy and parenting
- provide First Nations children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture.

Queensland Government plans and strategies

- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022 (and subsequent Making Tracks Investment Strategy 2022–2025 currently being developed)*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010–2033*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019 and 2020–2022*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Queensland Sexual Health Strategy 2016–2021*
- *North Queensland Aboriginal and Torres Strait Islander sexually transmissible infections action plan 2016–2021*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan Queensland's state-funded mental health, alcohol and other drugs services)*
- *The renewed approach to alcohol management in 15 remote and discrete Aboriginal and Torres Strait Islander communities.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years

Target 3: By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling early childhood education to 95 per cent.

The Queensland Government is committed to ensuring Aboriginal and Torres Strait Islander children grow up safe and healthy, cared for in family, community and culture. Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to giving First Nations children a positive start and supporting them throughout their learning journey.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

Advancing Aboriginal and Torres Strait Islander Education: an action plan for Queensland was developed following state-wide consultations, and conversations with Aboriginal and Torres Strait Islander communities and other key stakeholders. Consultation involved targeted sessions with early childhood, schooling and training stakeholders, regional forums across Queensland, discussions with QATSIETAC, and an online submission process. *Advancing Aboriginal and Torres Strait Islander Education* provides the foundation for DoE actions under this outcome.

Key priorities

The Queensland Government's key priorities are to:

- encourage participation in early childhood education through local, culturally sensitive engagement with communities
- work with families, early years services and communities to create supportive and culturally safe environments where Aboriginal and Torres Strait Islander children can flourish
- support provision of quality kindergarten in the year before school, including targeted funding for services supporting children experiencing vulnerability and disadvantage.

Queensland Government plans and strategies

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *A Great Start for All Queensland Children: An early years plan for Queensland.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years

Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent.

Queensland's education system aims to ensure children and young people become lifelong learners, connected global citizens and successful people engaged in their community. The government is committed to giving Aboriginal and Torres Strait Islander children a positive start and supporting them throughout their learning journey.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

DoE supports a number of place-based strategies that emphasise:

- places: Locations focused on early years priorities, including identification of what matters most to children and families including what the strengths, barriers and enablers are at a local level
- partnerships: Local community and services working together to improve the wellbeing of children
- precision: Agreed priorities and evidence-based next steps for a community that are captured in a unique birth to five plan
- pathways: Enhanced support for early learning priorities including playgroup, kindergarten and early years transitions.

Birth to five plans are unique to the communities they are developed for and reflect each community's particular needs and priorities.

Key priorities

The Queensland Government's key priorities are to:

- support our children to be strong in self and culture, including by promoting and celebrating the strengths of Aboriginal peoples' and Torres Strait Islander peoples' connection to culture, land and kin
- target investment in prevention and early intervention initiatives that help build strong families and communities
- support families as children's first teachers and ensure early learning is accessible and engaging.

Queensland Government plans and strategies

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *A Great Start for All Queensland Children: An early years plan for Queensland*
- *Queensland Children's Wellbeing Framework*
- *Closing the Registration Gap Strategy*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential

Target 5: By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

A key priority of the government is that every Aboriginal and Torres Strait Islander student in Queensland is afforded the opportunity to achieve successful schooling outcomes. Queensland has an array of education initiatives to support and extend First Nations students, which draw upon the culture and identity of First Nations to achieve positive educational outcomes for all.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 3, *Advancing Aboriginal and Torres Strait Islander Education: an action plan for Queensland* provides the foundation for DoE actions under this outcome.

DoE's Local Community Engagement through Co-design project also informs the steps the department takes in particular communities to improve educational outcomes for students. Community members participate in a genuine partnership approach through Local Community Education Bodies, which inform and develop strategies and program models to address identified needs in each community. Co-designed, whole-of-school strategies ensure that students' wellbeing and cultural identity is nurtured, and localised First Nations perspectives are embedded within program design and implementation.

Key priorities

The Queensland Government's key priorities are to:

- work with families, schools and communities to create supportive and culturally safe school environments where Aboriginal and Torres Strait Islander students can achieve
- foster enduring partnerships at a local level to identify and address community priorities for school education
- provide First Nations children and young people at risk, or who have complex needs with the right services to support learning
- support First Nations students at-risk of disengagement, and partner with families and communities to reconnect disengaged students to learning
- assist First Nations students' transitions to further education and training
- support First Nations students' participation in science, technology, engineering and mathematics (STEM).

Queensland Government plans and strategies

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *Every Student Succeeding: State Schools Improvement Strategy 2021–2025*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Children's Wellbeing Framework*
- *A Great Start for All Queensland Children: An early years plan for Queensland.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways

Target 6: By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

The government supports initiatives that focus on Aboriginal and Torres Strait Islander Queenslanders getting access to skills training, and providing employment opportunities for school leavers.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

The *Queensland Government Building and Construction Training Policy* supports employment opportunities and skills development, with particular emphasis on apprenticeship and traineeship opportunities. For designated 'Indigenous projects', it is a priority that the core requirements of the Training Policy be met by Aboriginal and Torres Strait Islander apprentices and trainees, and local First Nations workers. An agreed Indigenous economic opportunities plan must also be established. Selection of Indigenous projects is informed by DSDSATSIP, who maintain a list of priority regional areas i.e. eligible projects located in an Aboriginal or Torres Strait Islander community or the Township of Weipa are automatically Indigenous projects. The Director-General, DSDSATSIP is able to select building or civil construction projects outside of identified Aboriginal or Torres Strait Islander communities to be Indigenous projects.

Key priorities

The Queensland Government's key priorities are to:

- support Aboriginal and Torres Strait Islander students, and their transitions to further education, training and employment
- build the skills of First Nations peoples and assist them into work
- provide scholarship opportunities for Aboriginal and Torres Strait Islander employees to access further education opportunities.

Queensland Government plans and strategies

- *The Queensland Skills Strategy: Skills for Queensland – Great Training for Quality Jobs*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Government Building and Construction Training Policy*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education

Target 7: By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent.

The Queensland Government is committed to supporting students to develop the skills and knowledge they require for work and in life, putting them on a path to success in their post-school lives.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 6, the *Queensland Government Building and Construction Training Policy* supports employment opportunities and skills development, emphasising apprenticeships and traineeships.

DESBT has a network of seven regional offices that engages and networks with Aboriginal and Torres Strait Islander stakeholders to address skilling and employment issues, including those facing young people. DESBT and DSDSATSIP Regional Offices collaborate to identify opportunities and strategies to support the skilling needs of First Nations peoples and economic participation by supporting small business.

DESBT works with DoE to inform, consult and co-design programs with QATSIETAC in order to align the Queensland skills system with Aboriginal and Torres Strait Islander stakeholder needs.

Key priorities

The Queensland Government's key priorities are to:

- support confident and empowered students reach their full potential and contribute to a more prosperous Queensland through further education pathways and learning opportunities aligned to their aspirations
- build the skills of Aboriginal peoples and Torres Strait Islander peoples and assist them into work
- provide culturally appropriate support mechanisms to assist youth in the transition from school to the workplace and increase retention
- broaden entry level career pathway opportunities for First Nations peoples to increase attraction and tailor programs to meet their diverse needs.

Queensland Government plans and strategies

- *The Queensland Skills Strategy: Skills for Queensland – Great Training for Quality Jobs*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Government Building and Construction Training Policy*
- *Every student succeeding: State School Strategy 2021–2025*
- *Every Aboriginal and Torres Strait Islander student succeeding*
- *Youth Engagement Strategy*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander peoples and communities

Target 8: By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

Aboriginal peoples' and Torres Strait Islander peoples' engagement in Queensland's growing economy is vital for improved employment and training outcomes that not just benefit individuals, but also communities. The government supports initiatives that focus on First Nations Queenslanders getting access to skills training, supporting growing Aboriginal and Torres Strait Islander businesses and providing employment opportunities for school leavers.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 6, the *Queensland Government Building and Construction Training Policy* (the Training Policy) supports employment opportunities and skills development, with particular emphasis on apprenticeship and traineeship opportunities.

As for Outcome 7, DESBT's regional offices engage and network with Aboriginal and Torres Strait Islander stakeholders to address skilling and employment issues and collaborate with DSDSATSIP offices to identify opportunities and strategies to support the skilling needs of First Nations peoples and economic participation through supporting small business.

The BIRG brings together Aboriginal and Torres Strait Islander entrepreneurs, business leaders and researchers to provide advice to the Queensland Government on how best to support the development of existing, emerging and new Aboriginal and Torres Strait Islander businesses and innovators across Queensland. The BIRG is working in partnership with the Queensland Government to investigate First Nations business peak body models of representation.

The Department of State Development, Infrastructure, Local Government and Planning is actively involved in partnering with Aboriginal peoples and Torres Strait Islander peoples, businesses and communities through various initiatives and projects in striving towards economic participation in the Queensland economy. This partnership also involves active participation with industry, research agencies, councils and other government agencies.

Key priorities

The Queensland Government's key priorities are to:

- build the skills of Aboriginal peoples and Torres Strait Islander peoples and assist them into work
- increase the economic opportunities available to First Nations communities
- assist Aboriginal and Torres Strait Islander businesses to develop and grow, and support entrepreneurs
- make the Queensland Public Service a diverse and inclusive workplace.

Queensland Government plans and strategies

- *The Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*
- *Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Advance Queensland Advanced Manufacturing 10-Year Roadmap and Action Plan*
- *Safe children and strong communities strategy and action plan*
- *Respecting Country: A sustainable waste strategy for First Nation communities*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Government Building and Construction Training Policy*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*

- *Co-design and implement a new First Nations health workforce action plan to support career development and leadership pathways across the health system and embed Aboriginal and Torres Strait Islander ways of being, doing and knowing into delivering care*
- *Advance Queensland Deadly Innovation Strategy*
- *Year of Indigenous Tourism.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives at www.qld.gov.au/ctg*

Outcome 9: Aboriginal peoples and Torres Strait Islander peoples secure appropriate, affordable housing that is aligned with their priorities and need

Target 9: By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples living in appropriately sized (not overcrowded) housing to 88 per cent.

It is fundamental that every Queenslanders has a right to a safe and secure home. Safe, appropriate and sustainable housing underpins the achievement of a range of social and economic wellbeing outcomes, including health, community safety, education and employment. Ensuring communities have adequate housing is essential to addressing overcrowding, population growth, and employment and education outcomes to stimulate local economies.

Queensland Government is investing in social and affordable housing across Queensland, including in remote Aboriginal and Torres Strait Islander communities.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

For Aboriginal and Torres Strait Islander communities, investment is driven by the *Queensland Housing Strategy 2017–2027*, the *Queensland Housing and Homelessness Action Plan 2021–2025* and the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*. At the core of the Housing Action Plan is community involvement in joint decision-making across the legislative, policy and implementation spectrum.

In order to develop the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, community engagement activities were undertaken during November to December 2018 across Queensland. These were used to explore new ways for government, the housing sector and local communities to work together to create housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.

A series of Yarning Circles were led by Mr Mick Gooda, First Nations Advisor to the then Minister for Housing and Public Works. Over 200 participants attended Yarning Circles held in Mount Isa, Townsville, Palm Island, Ipswich, Brisbane, Cairns, Yarrabah and Cherbourg.

Queensland Government also utilised key events with Aboriginal and Torres Strait Islander stakeholders as opportunities to present information and consult on the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, including:

- the LGAQ Indigenous Leaders' Forum 2018 – 29 October 2018, Brisbane
- Torres and Cape Indigenous Councils Alliance meeting – 9 November 2018, Cairns
- Department of Housing and Public Works Staff Forum 2019
- over 40 Aboriginal and Torres Strait Islander Housing and Homelessness providers at the Indigenous Community Housing Organisation Forum – 21 to 22 March 2019, Brisbane.

Placing local communities at the centre of decision-making has been central to implementation of the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*. For example, key decision-making regarding capital funding for remote housing has been led by Aboriginal and Torres Strait Islander communities, with a focus on the need to increase the supply of housing.

The processes for allocating capital works funding, including the Queensland Government \$40 million Interim Remote Capital Program and the Commonwealth Government \$105 million funding for remote housing, have been led by a Working Group of Mayors from the remote and discrete communities, with the government giving priority to community-led decision-making with respect to establishing the allocation methodology to distribute the funding, including consideration of population, overcrowding and homelessness, and the relative cost of construction in each local council area.

This investment will be delivered through the Queensland Government partnering with Aboriginal peoples and Torres Strait Islander peoples to strengthen joint decision-making that enables community-led and place-based responses. The approach to delivery of this funding will enable Councils to maximise local employment and training opportunities for their communities.

The Home Ownership program is a key component providing pathways to home ownership in remote and discrete Aboriginal and Torres Strait Islander communities. This includes 99-year leases, resolution of longstanding issues in relation to *Land Holding Act 1985*, Block Holder leases and Freehold tenure. The program ensures that land administration requirements to facilitate home ownership are undertaken and comprehensive and practical support provided to home ownership applicants, and works in partnership with key stakeholders to assist families to enter into home ownership.

The Master Planning Program in remote discrete communities partners with councils and Traditional Owners across Queensland to develop Master Plans based on their vision for future community, residential, tourism and commercial land use opportunities. This local, community-led approach provides councils with a Master Plan (urban and rural), which is a framework to guide investment and support its funding applications towards community-identified priorities, which include housing developments to address overcrowding, homelessness and population growth.

Through the launch of the *Housing and Homelessness Action Plan 2021–2025*, the government will continue to close the gap for Aboriginal peoples and Torres Strait Islander peoples by delivering tailored housing responses and building on work already delivered under the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*.

Both Action Plans will further develop our key partnerships, growth opportunities, integration with support services and communities, and a safer and fairer housing system.

Through these Action Plans, the government is working with Aboriginal and Torres Strait Islander Queenslanders through a reframed relationship that reflects our commitment to listening to First Nations peoples about their housing concerns and aspirations for a better future.

The government will continue to respond to the emerging needs of Aboriginal peoples and Torres Strait Islander peoples across Queensland through appropriate, targeted and responsive housing services. The government continues to invest decision-making authority in communities through the establishment of Aboriginal and Torres Strait Islander Housing Queensland, and through the development of local housing plans in thirty communities state-wide.

Key priorities

The Queensland Government's key priorities are to:

- increase access to safe, secure and affordable housing for Aboriginal peoples and Torres Strait Islander peoples in urban, regional, remote and discrete areas
- develop place-based, community-led solutions to local housing challenges and priorities
- leverage housing and homelessness services to support positive health, education and criminal justice system outcomes
- support vulnerable Aboriginal and Torres Strait Islander men, women, children and families through early intervention and crisis responses

- work in partnership with the Aboriginal and Torres Strait Islander Housing Body to strengthen housing outcomes for Aboriginal peoples and Torres Strait Islander peoples, supporting the sustainability of Indigenous housing providers and the community housing sector
- increase home ownership opportunities for Aboriginal peoples and Torres Strait Islander peoples through working with communities and partners
- provide culturally responsive housing with support through a frontline service offer for Aboriginal peoples and Torres Strait Islander peoples across the housing continuum, including through implementing culturally responsive pathway planning and care coordination.

Queensland Government plans and strategies

- *Queensland Housing Strategy 2017–2027*
- *Queensland Housing and Homelessness Action Plan 2021–2025*
- *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*
- *Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019–2022*
- *Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018–2021.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 10: Aboriginal peoples and Torres Strait Islander peoples are not overrepresented in the criminal justice system

Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

The Queensland Government knows how important it is for our communities to feel and be safe. The evidence clearly demonstrates the need to focus on the causes of crime and violence, and on prevention strategies such as education, employment and other social services.

The government is committed to support a suite of preventative actions and early interventions, and will continue funding initiatives in Aboriginal and Torres Strait Islander communities to achieve this goal.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

QCS is developing a ten-year First Nations Strategy with annual action plans to drive strategic and operational changes needed to help close the gap in the incarceration of Aboriginal peoples and Torres Strait Islander peoples.

The QCS First Nations Strategy will include focus areas designed to improve correctional outcomes for Aboriginal peoples and Torres Strait Islander peoples, including working in partnership with First Nations peoples to support Aboriginal and Torres Strait Islander-led and locally owned solutions, forging strong partnerships across the criminal justice system, addressing Aboriginal peoples' and Torres Strait Islander peoples' employment and retention, building the cultural capability of QCS, and improving rehabilitation and reintegration opportunities and outcomes for First Nations peoples through culturally safe programs and reintegration services.

The QCS Murrighagun Cultural Centre provides advisory, planning and support services to QCS and Aboriginal and Torres Strait Islander prisoners and offenders, and is a reference point on matters designed to address the needs of First Nations staff, prisoners, offenders, victims and communities. The Murrighagun Cultural Centre is leading the QCS Cultural Capability Action Plan, an Aboriginal and Torres Strait Islander Recruitment Strategy and an agency-wide Reconciliation Action Plan. The unit also delivers the Aboriginal and Torres Strait Islander Mental Health First Aid program to QCS and external staff, as well as annual cultural awareness training to QCS staff.

QCS also employs Cultural Liaison Officers at all high-security correctional centres and some Community Corrections offices across Queensland to provide cultural support to First Nations peoples within its care.

In addition to a range of criminogenic courses offered in every correctional centre across Queensland, QCS delivers culturally tailored programs in correctional centres and in the community, including a sexual offending program at Lotus Glen Correctional Centre, and 'Positive Futures' program to address family violence, substance abuse and resilience. QCS also funds Aboriginal and Torres Strait Islander Elder groups and chaplaincy services.

In far North Queensland, QCS contributes to addressing crime and re-offending through the Aurukun Prisoner Reintegration Program. The Program provides specific pre and post-release practices to support Aurukun residents on their return to the community from custody.

QCS is also working closely with the Department of Justice and Attorney-General on the implementation of Stronger Community Justice Groups Framework.

Community Justice Groups (CJGs) are non-government organisations funded in over 40 Queensland communities to develop strategies to deal with justice-related issues and provide support to Aboriginal and Torres Strait Islander defendants, victims and families in contact with the justice system.

Developed through a consultation process with relevant government agencies, including QCS, and CJGs, the *Framework for Stronger Community Justice Groups* (the Framework) outlines how government agencies will enable CJGs to deliver justice-related outcomes in their communities and helps government agencies to identify ways of working together to acknowledge, remunerate and support the work of CJGs.

The Framework outlines the whole of system service delivery approach of the CJG program, working towards key program outcomes including culturally informed court decisions, ensuring people receive culturally appropriate services to address underlying needs, and supporting the cultural safety, rights and interests of Aboriginal peoples and Torres Strait Islander peoples in the justice system.

CJGs play an important role supporting Murri Courts in 15 locations (Brisbane, Caboolture, Cairns, Cherbourg, Cleveland, Ipswich, Mackay, Maroochydore, Mount Isa, Richlands, Rockhampton, St George, Toowoomba, Townsville and Wynnum). Members of the Aboriginal and Torres Strait Islander community (Elders and Respected Persons) participate in the Murri Court process, which respects and acknowledges culture and aims to improve the appropriateness of the criminal justice system for First Nations peoples by being inclusive and responsive to culture.

The importance of partnering with Aboriginal peoples and Torres Strait Islander peoples to ensure the justice system is fair, equitable and accessible for all Queenslanders is acknowledged in the *Magistrates Court of Queensland Reconciliation Action Plan* (MCQ RAP). The MCQ RAP aims to address the barriers that exist for First Nations peoples when coming into contact with Magistrates Courts in Queensland. An external Aboriginal and Torres Strait Islander Cultural Advisory Group has been established to advise and provide guidance in the development and implementation of the MCQ RAP.

Key priorities

The Queensland Government's key priorities are to:

- work in partnership with communities to address the broad economic and social factors leading to offending including poverty and unemployment, and problematic drug and alcohol use

- ensure criminal justice system interventions address the causes of offending, and support successful reintegration with their families, culture and communities
- build a culturally responsive justice system which is fair, equitable and accessible for Aboriginal and Torres Strait Islander Queenslanders.

Queensland Government plans and strategies

- *Working Together Changing the Story 2019–2023*
- *Implementation of the Queensland Parole System Review*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Queensland Police Service Strategic Plan 2019–2023*
- *Framework for Stronger Community Justice Groups*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Prisoner Health and Wellbeing Strategy 2020–2025*
- *Queensland Corrective Services Cultural Capability Action Plan*
- *Queensland Corrective Services draft Reconciliation Action Plan*
- *Queensland Corrective Services draft ten year First Nations Strategy and first annual action plan.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system

Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

The Queensland Government knows how important it is for our communities to feel and be safe. The evidence clearly demonstrates the need to focus on the causes of crime and violence, and on prevention strategies such as education, employment and other social services.

The government is committed to support a suite of preventative actions and early interventions, and will continue funding initiatives in Aboriginal and Torres Strait Islander communities to achieve this goal.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

A key focus of work in Queensland Youth Justice is to reduce reoffending and decrease the over-representation of Aboriginal and Torres Strait Islander young people engaged in the justice system. To do this effectively, the agency is committed to evidence-informed programs and services that are designed and delivered in culturally responsive and safe ways. Examples include Young Black and Proud and Black Chicks Talking, which are group counselling-style programs which are culturally responsive and specific. Both programs have a goal of supporting Aboriginal and Torres Strait Islander young people to learn more about their culture and develop a strong sense of identity. These programs also form part of our suite of core interventions and have the flexibility to allow for design of localised content and method of delivery.

In the design and redesign of programs and services, the agency consults with Aboriginal and Torres Strait Islander staff members including the agency's First Nations Action Groups, First Nations Action Board and the Cultural Unit to ensure program delivery and information is culturally responsive.

Other examples of partnership approaches are:

- a trial of family-led decision making processes to support decision making by families and services coordination to prevent reoffending by young people. In this initiative, young people and families work together with an independent Aboriginal or Torres Strait Islander community-based facilitator to address concerns of police, courts and youth justice about the young person's offending. Program development support is made available through QATSICPP. The trial is being delivered in partnership with organisations such as Wuchopperen Health Service, Goolburri Aboriginal Health Advancement, Kurbingui Youth Development and Aboriginal and Torres Strait Islander Community Health Services Brisbane
- the On Country program delivering cultural mentoring services for young people in Townsville, Cairns and Mount Isa to support their reconnection to culture, family and community. Young people engaged in the program are provided with one-on-one support and supervision by On Country Elders and community leaders, who facilitate connection with culture and country while on camps. The program was designed and is delivered by Aboriginal and Torres Strait Islander community-controlled organisations such as Gr8Motive, Mona Aboriginal Corporation and Jalbalbina Yalanji Aboriginal Corporation
- the Co-responder initiative—a joint initiative between Youth Justice and Queensland Police Service providing a frontline after-hours support service where Youth Justice and Queensland Police Service work alongside each other in addressing at risk youth in

the community. The initiative aims to reduce over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system by diverting at-risk young people from the justice system and referring them to support agencies in the community. Co-responder is currently located in Logan, Moreton, Cairns, Rockhampton, Townsville, Mackay Brisbane North and the Gold Coast. The trial is currently funded until 2023.

Queensland Youth Justice conducts a quality assurance process across all Youth Justice Service Centres and Detention Centres in order to review the effectiveness and connectedness of service delivery. As Aboriginal and Torres Strait Islander young people are over-represented in the justice system, the review process considers cultural responsiveness as a key quality standard of service delivery. The standard considers how cultural capability is built and led, how cultural expertise and knowledge is sought, reflected, and embedded, and how cultural connectedness is valued and promoted within service delivery. The review process seeks the involvement of Aboriginal peoples and Torres Strait Islander peoples including internal staff, and externally through young people, families, Elders, community members and community-controlled organisations.

A range of services are provided by some CJGs to young people in their communities as part of the CJG program. Examples include youth yarning circles, on-country camps, access to Murri Court, and cultural support in the Children's Court. Under the Framework, CJGs are supported to deliver local services within the whole of the criminal justice system including contributing to prevention and early intervention, within the court process, while in custody or under supervision or when returning to community.

Key priorities

The Queensland Government's key priorities are to:

- intervene early by actively supporting families, children and communities to stem the flow of Aboriginal and Torres Strait Islander children into the Youth Justice system
- work in partnership with communities to address the broad economic and social factors leading to offending including poverty and unemployment, and problematic drug and alcohol use
- work with community-controlled organisations to deliver services and supports to Aboriginal and Torres Strait Islander young people and their families
- ensure criminal justice system interventions address the causes of offending, and support successful reintegration with their families, culture and communities
- build a culturally responsive justice system which is fair, equitable and accessible for Aboriginal and Torres Strait Islander young people in Queensland.

Queensland Government plans and strategies

- *Working Together Changing the Story 2019–2023*
- *Youth Justice Strategy Action Plan 2019–2021*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Queensland Police Service Strategic Plan 2019–2023*
- *Framework for Stronger Community Justice Groups*
- *Townsville Community Youth Response*
- *Queensland Government's investment in the National Disability Insurance Scheme.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system

Target 12: By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

The Queensland Government is committed to ensuring Aboriginal and Torres Strait Islander children grow up safe and healthy, cared for in family, community and culture. The *Child Protection Act 1999* specifically recognises a child has the right to be brought up within the child's own family and community (s5C(2)(a)). Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to empowering Aboriginal and Torres Strait Islander families to exercise opportunities to live well by ensuring families enjoy access to quality, culturally safe universal and targeted services necessary for First Nations children to thrive.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

In 2016 the Queensland Government became the first jurisdictional government to sign up to the Family Matters campaign. Family Matters is a national coalition committed to eliminating the disproportionate representation of Aboriginal and Torres Strait Islander children and families in the child protection system.

Through a partnership with Family Matters Queensland, the *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037* (Our Way) was designed as the roadmap through which the Family Matters vision would be achieved in Queensland. Our Way is supported by a series of actions plans. Changing Tracks (2017–2019 and 2020–2022) focus on the systems and policy setting required to eliminate the disproportionate

representation of Aboriginal and Torres Strait Islander children in the child protection system by 2037 and close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families. The action plans were developed in partnership with Family Matters Queensland and approved by the Queensland First Children and Families Board, which has oversight of the implementation of the Our Way strategy.

The government is also working closely with the Aboriginal and Torres Strait Islander community-controlled sector to design and implement programs and service models that respond to the needs of Aboriginal and Torres Strait Islander families and empower them to make decisions in a child protection context. Aboriginal and Torres Strait Islander community-controlled organisations currently deliver Family Wellbeing Services, which support First Nations families to care for and nurture their children, and the Family Participation Program, which enables families to lead decision making about their children when they become involved in the child protection system. Co-design work is under way on the development of an Aboriginal and Torres Strait Islander kinship care model.

Key priorities

The Queensland Government's key priorities are to:

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- provide Aboriginal and Torres Strait Islander children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture
- support First Nations families to build home and community environments that are free from all forms of violence and abuse.

Queensland Government plans and strategies

- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019 and 2020–2022*
- *Establishing the Queensland First Children and Families Board*
- *Supporting Families Changing Futures 2019–2023*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Queensland Government's investment in the National Disability Insurance Scheme.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 13: Aboriginal and Torres Strait Islander families and households are safe

Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero.

The government is committed to a Queensland free from domestic and family violence, a Queensland where people feel safe in their own homes and where children can grow and develop in safe, secure environments.

Creating real and lasting change will involve challenging attitudes in our communities, integrating service responses and reforming our law and justice system. We know significant reform takes time and there is still much more to be done.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

Queensland's Framework for Action: Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence is underpinned by the *Domestic and Family Violence Prevention Strategy 2016–2026* and commits the Queensland Government to a new way of working with Aboriginal and Torres Strait Islander peoples, families and communities to address the causes, prevalence and impacts of domestic and family violence. The Framework for Action outlines a number of actions and activities to be implemented by various government agencies, with overall implementation oversight jointly managed between DJAG and DSDSATSIP.

DJAG is working with Northern Peninsula Area (NPA) communities and the NPA Family and Community Services Aboriginal and Torres Strait Islander Corporation to deliver the NPA Young People's Sexual Violence Support Service, which will provide prevention and awareness raising activities for young people 12 years and over, and community awareness-raising and capacity building regarding youth sexual violence.

The CJG Domestic and Family Violence Enhancement program aims to build the capacity of CJGs in 18 discrete Aboriginal and Torres Strait Islander communities to respond to domestic and family violence in the community through local responses developed through a co-design process. This may include delivering prevention and early intervention initiatives, participating in educational and awareness activities or delivering support programs.

Key priorities

The Queensland Government's key priorities are to:

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- provide Aboriginal and Torres Strait Islander children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture
- support First Nations families to build home and community environments that are free from all forms of violence and abuse.

Queensland Government plans and strategies

- *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*
- *Domestic and Family Violence Prevention Strategy 2016–2026*
- *Third Action Plan of the Domestic and Family Violence Prevention Strategy 2019–2020 to 2021–2022*
- *Prevent. Support. Believe. Queensland's Framework to address Sexual Violence*
- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–19 and 2020–2022*
- *Supporting Families Changing Futures 2019–2023*
- *Growing Deadly Families Strategy*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Framework for Stronger Community Justice Groups*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Strong Spirit, Safe Mob.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 14: Aboriginal peoples and Torres Strait Islander peoples enjoy high levels of social and emotional wellbeing

Target 14: Significant and sustained reduction in suicide of Aboriginal peoples and Torres Strait Islander peoples towards zero.

Aboriginal peoples and Torres Strait Islander peoples are resilient, with culture and customs continuing to be a source of strength and pride and the foundation for good social and emotional wellbeing. Social and emotional wellbeing is a protective factor against adverse life events, suicide, problematic alcohol and other drug use, and some mental illnesses. It also supports those living with mental health problems and mental illness to recover. For First Nations peoples, positive social and emotional wellbeing means being resilient, being and feeling culturally safe, having and realising aspirations and being satisfied with life.

Suicide is a long-lasting and far-reaching tragedy that stretches across all age groups, all walks of life and deeply affects all Aboriginal and Torres Strait Islander communities. A multitude of complex factors can lead to a person ending their life, and suicide is not solely a mental health issue. Despite this complexity, suicide is preventable and must be comprehensively addressed as a public health priority.

Aspiring to a sustained reduction in suicides affecting Aboriginal peoples and Torres Strait Islander peoples and communities towards zero, the Queensland Government's vision is to ensure First Nations peoples are healthy and culturally strong, and can access appropriate support to achieve positive social and emotional wellbeing and mental health to feel empowered to live their lives with meaning and purpose.

In addressing suicide rates experienced by Aboriginal peoples and Torres Strait Islander peoples, the government commits to connecting First Nations peoples to services, and to ensuring evidence-based suicide prevention responses, appropriate connected and accessible services, clear clinical pathways, aftercare and postvention, whole-of-system and community-wide interventions, and improved data collection. The government recognises that it will take whole-of-government and whole-of-community commitment and leadership far beyond the health sector to drive reform, improve mental health and wellbeing, and reduce suicide.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

It is critical that Aboriginal and Torres Strait Islander communities are at the centre of decision-making across all aspects of mental health and suicide prevention.

The Queensland Mental Health Commission has a Memorandum of Understanding with DSDSATSIP to support selected remote and discrete Aboriginal and Torres Strait Islander communities to co-design community led initiatives to strengthen mental health and social and emotional wellbeing, respond to problematic alcohol and other drug use, and reduce suicide.

DSDSATSIP is also delivering community-led initiatives to improve Aboriginal peoples' and Torres Strait Islander peoples' social and emotional wellbeing, with a particular focus on youth mental health and suicide prevention and addressing trauma and intergenerational trauma. When established, LTC LDMBs will play an integral role in implementing initiatives that support strong social and emotional wellbeing in remote and discrete communities. This includes addressing the social determinants of suicide as a core component of prevention; supporting children, families and communities to thrive; reducing poverty; and promoting equitable health and social outcomes.

Key priorities

The Queensland Government's key priorities are to:

- strengthen Aboriginal and Torres Strait Islander leadership in suicide prevention
- improve use of Aboriginal and Torres Strait Islander-led data, evidence and evaluation, underpinned by principles of data sovereignty
- work with Aboriginal and Torres Strait Islander communities through LDMBs, once established, to co-design and implement initiatives that support social and emotional wellbeing and positive mental health
- establish a career pathways program to grow a stronger and better supported First Nations social and emotional wellbeing and mental health workforce, including structured and supported pathways into senior leadership and professional roles. The primary aim is to grow a trauma-informed workforce across all levels of service provision to ensure a competent and confident trauma-informed response to suicide in communities
- ensure capability of the health system to deliver culturally safe, respectful and responsive services. This includes a strengthened understanding of Aboriginal and Torres Strait Islander concepts of health and the central role that culture plays in health if there is to be a change in the attitudes, behaviours and practices of non-Indigenous staff across the health system

- build on the findings of the Aboriginal and Torres Strait Islander Suicide Prevention Evaluation Project to establish and evaluate community-led mental health and youth suicide-prevention initiatives in higher-need urban and remote communities across Queensland
- deliver culturally capable and responsive general mental health services with critical intervention points across the life span, complemented by targeted Aboriginal and Torres Strait Islander-specific programs and services
- meet the mental health needs of First Nations peoples in urban, regional, remote and discrete areas.

Queensland Government plans and strategies

- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations health equity: Interim Investment Strategy 2021–2022 and subsequent Making Tracks Investment Strategy 2025–2025 currently being developed*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Strong Spirit, Safe Mob*
- *Development of the Queensland Healing Strategy*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Every life: The Queensland Suicide Prevention Plan 2019–2029*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan for Queensland's state-funded mental health, alcohol and other drugs services)*
- *Queensland Health's Aboriginal and Torres Strait Islander Culturally Capability Framework 2010–2033*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

Target 15a: By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

Target 15b: By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

The Queensland Government acknowledges that Aboriginal peoples and Torres Strait Islander peoples have a deep cultural connection to their lands and waters, and that the knowledge and cultural values of Traditional Owners needs to be maintained and enhanced.

The government is supporting this by maintaining flows of water that support the water-related cultural, spiritual and social values of Aboriginal peoples and Torres Strait Islander peoples, establishing partnership arrangements to continue joint sea country management and custodianship of the Great Barrier Reef, and through agreement-making initiatives such as Indigenous Land Use Agreements which enable joint management and co-stewardship arrangements over protected area estate.

Queensland's Land Rights legislation, the *Aboriginal Land Act 1991* and *Torres Strait Islander Land Act 1991*, provides for the grant of inalienable (cannot be sold) freehold land to be held in trust for the benefit of Aboriginal peoples and Torres Strait Islander peoples. Since enactment of these Acts approximately six million hectares have been granted.

Queensland remains committed to recognising native title where it continues to exist and where the requirements of the *Commonwealth's Native Title Act 1993* can be met. Queensland continues to lead other Australian jurisdictions in the settlement of native title claims.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

In granting land under the *Aboriginal Land Act 1991* and *Torres Strait Islander Land Act 1991*, the nomination of a grantee to hold the land is sought from those Aboriginal and Torres Strait Islander people particularly concerned with land.

The DoR-administered Natural Resource Investment Program specifically provides for the development of partnerships and collaboration with traditional owner groups as part of the program design.

The following Natural Resource Investment Program principles specifically involve partnerships with traditional owner groups:

- Collaboration – the Program provides a framework that promotes effective collaboration between landholders, communities, Traditional Owners, delivery partners, stakeholders and agencies, to harness the knowledge and energy of people committed to building resilient natural landscapes
- Regional coordination/delivery – the Program will organise project delivery to ensure effective natural resource management outcomes state-wide. Regional delivery organisations are well-placed to align and integrate efforts in partnership between government, the natural resource management community, local Aboriginal and Torres Strait Islander peoples and industry
- DoR partners with others, such as Natural Resource Management regional bodies to build the capacity of Aboriginal peoples and Torres Strait Islander peoples to conduct land maintenance activities on state land, specifically in the Cardwell area, with First Nations peoples successfully providing future contracted services to the department and other parties.

Key priorities

The Queensland Government's key priorities are to:

- implement Queensland's water planning frameworks that require the Minister to ensure that the interests of Aboriginal peoples and Torres Strait Islander peoples are considered, and cultural values of water resources are clearly protected under water plans by requiring cultural outcomes to be specified separately from economic, social and environmental outcomes
- continuing community engagement over the life of the water plans to ensure the views and voices of First Nations peoples continue to be heard and to improve understanding of cultural values and uses of water
- build capacity for First Nations peoples to contribute to the management of Queensland's natural resources, whether through cooperative management, co-stewardship or consultation
- assist Aboriginal and Torres Strait Islander communities to build adaptive capacity and resilience to climate change
- recognise the importance of koalas to First Nations peoples and engage with communities to strengthen cross-cultural knowledge and develop mutually beneficial and innovative partnerships for the conservation of koalas in south east Queensland
- increase coverage of carbon farming projects delivered or supported by Aboriginal peoples and Torres Strait Islander peoples, support cultural and customary connections to land and value First Nations peoples', and management practices including traditional fire stick burning through the Land Restoration Fund.

Queensland Government plans and strategies

- *The Gurra Gurra Framework 2020–2026*
- *Queensland's Protected Area Strategy 2020–2030*
- *Reef 2050 Long-Term Sustainability Plan*
- *Queensland Climate Change Response: Pathways to a clean growth economy: Queensland Climate Transition Strategy*
- *Queensland Climate Change Response: Pathways to a climate resilient Queensland: Queensland Climate Adaptation Strategy*
- *Implementing the Commonwealth Government Murray-Darling Basin Plan 2012*
- *Water Plan (Condamine and Balonne), Water Plan (Border Rivers and Moonie) and Water Plan (Cape York). A number of Queensland's water plans have also reserved volumes of water specifically to achieve economic and social outcomes for Aboriginal people and Torres Strait Islander people.*
- *Coastal Management Plan*
- *Aboriginal and Torres Strait Islander Heritage Strategy for the Great Barrier Reef Marine Park*
- *South East Queensland Koala Conservation Strategy 2020–2025*
- *The Land Restoration Fund*
- *Advance Queensland Deadly Innovation Strategy.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing

Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

The preservation of the original languages and cultural heritage of Queensland is not just for Aboriginal peoples and Torres Strait Islander peoples, and not just for Queenslanders, but for everyone.

The government is committed reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders including through protecting, supporting and celebrating Aboriginal and Torres Strait Islander languages. The government supports communities to build and strengthen their culture, and implements initiatives that build broader cultural capability and awareness, such as NAIDOC week.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

In September 2020, the Honourable Annastacia Palaszczuk MP, Premier and Minister for Trade launched the *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy* (Languages Policy), which was a key action of the RAP.

The former Department of Aboriginal and Torres Strait Islander Partnerships and DoE co-designed the Languages Policy, informed by community consultation at language forums during 2018 and 2019 and expert advice and guidance from the Languages Working Group, which was a joint community and government body. Community members were representative of languages groups across Queensland and provided insight and advice in finalising the Languages Policy. This included how to best support and preserve languages and ways to recognise and value Aboriginal and Torres Strait Islander languages.

A whole-of-government action plan, *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy Action Plan 2020–2022* has since been developed to give effect to the Languages Policy which included four priority areas to inform the development of the Action Plan. The Action Plan builds upon the work already underway across Queensland Government agencies, and its implementation aligns with the United Nations International Decade for Indigenous Languages 2022–2032 which commits to drawing attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalise and promote Indigenous languages, including Aboriginal and Torres Strait Islander languages.

Key priorities

The Queensland Government’s key priorities are to:

- recognise the importance of Aboriginal and Torres Strait Islander languages in maintaining cultural identities and building the resilience of Queensland’s Aboriginal and Torres Strait Islander communities
- work in collaboration with First Nations peoples to develop measures to strengthen, promote and preserve Aboriginal and Torres Strait Islander languages
- promote Queensland as a thriving, vibrant cultural state that values, and embraces Aboriginal and Torres Strait Islander cultures and languages as important to everyone
- assist First Nations art industries to grow and develop, while maintaining ethical and sustainable production lines
- support Aboriginal and Torres Strait Islander communities to preserve sites, records and artefacts of cultural and heritage value
- promote First Nations perspectives within the community, including through integration in the school curriculum
- continue promoting respect for First Nations peoples and their ongoing connection to the land and waters through Acknowledgements of Traditional Owners and Elders
- review the *Aboriginal Cultural Heritage Act 2003* and *Torres Strait Islander Cultural Heritage Act 2003* to ensure they are still operating as intended, are achieving outcomes for First Nations peoples and other stakeholders in Queensland.

Queensland Government plans and strategies

- *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy*
- *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2020–2022*
- *Aboriginal and Torres Strait Islander Sorry Business, Sad News Policy*
- *Banma Kiya—Queensland’s Indigenous Languages Advisory Committee*
- *Creative Together 2020–2030: A 10-Year Roadmap for arts, culture and creativity in Queensland*
- *Aboriginal Cultural Heritage Act and Torres Strait Islander Cultural Heritage Act 2003*
- *Queensland Museum Repatriation Fund*
- *Queensland’s Protected Area Strategy 2020–2030: Protecting our world-class natural and cultural values*
- *Review of the Aboriginal Cultural Heritage Act 2003 and Torres Strait Islander Cultural Heritage Act 2003.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland’s 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Outcome 17: Aboriginal peoples and Torres Strait Islander peoples have access to information and services enabling participation in the informed decision-making regarding their own lives

Target 17: By 2026, Aboriginal peoples and Torres Strait Islander peoples have equal levels of digital inclusion.

Digital technology is changing how Queenslanders interact with all aspects of their lives, including their friends and families, work, products and services, and with the government. It's critical that Aboriginal and Torres Strait Islander Queenslanders have equitable access to reliable and affordable technologies as we enter the digital age, so all people across Queensland are able to access and enjoy the benefits of technology.

The government is committed to leading the way to use digital technology to build vibrant and prosperous urban, regional and remote communities.

Partnership with Aboriginal peoples and Torres Strait Islander peoples

The government works with customer focus groups to understand and map their journey when designing and developing government digital services and initiatives. The government is currently considering additional ways of engaging with Aboriginal peoples and Torres Strait Islander peoples to identify and develop new actions and initiatives aimed at reducing the digital divide.

Through the *Safe children and strong communities* strategy and action plan, technology-enabled process improvements to the Blue Card application process will continue to be implemented and will include consideration of culturally specific requirements for Aboriginal peoples and Torres Strait Islander peoples. These technology-enabled process improvements will increase the efficiency of the Blue Card application process for all applicants.

The *Safe children and strong communities* strategy and action plan was developed in partnership with PricewaterhouseCoopers Indigenous Consulting and involved robust community consultation across remote, rural and regional Queensland, as well as the establishment of a co-design reference group comprised of senior government and peak body representatives. The government will continue existing partnerships with Aboriginal peoples and Torres Strait Islander peoples as implementation of technology enabled improvements progressed.

Through the *Closing the Registration Gap* strategy and action plan, the Registry of Births Deaths and Marriages will create digitally safe spaces for Aboriginal peoples and Torres Strait Islander peoples to access information and engage with the Registry's services. Community engagement is fundamental to achieving the aims of the strategy. Community members have been able to contribute meaningfully in developing initiatives to encourage greater birth registration of Aboriginal and Torres Strait Islander children. Seeking opportunities to engage, collaborate and learn from First Nations communities is and will continue to be a cornerstone of the Under-Registration Strategy.

Key priorities

The Queensland Government's key priorities are to:

- work with all tiers of government, communities and industry to deliver the best connection solutions for Queenslanders
- build digital literacy so that no one is left behind
- create unified, joined-up digital experiences to interact with government
- expand the scope and reach of telehealth to ensure accessibility for Aboriginal and Torres Strait Islander peoples and communities
- connect data to drive better targeted, more efficient, higher quality healthcare.

Queensland Government plans and strategies

- *Digital 1st: Advancing our digital future (The Queensland Government digital strategy for 2017–2021)*
- *Safe children and strong communities strategy and action plan*
- *Closing the Registration Gap strategy and action plan*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Advance Queensland Deadly Innovation Strategy*
- *Leveraging government investment and spend on telecommunications to improve connectivity for regional and remote communities including through partnerships under national programs.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

FURTHER ACTIONS

People with disability

The Queensland Government is committed to supporting people with disability, investing over \$2 billion annually in the National Disability Insurance Scheme (NDIS). The NDIS funds supports for eligible people with disability to have access to disability supports and services they need across their lifetimes. The NDIS enables greater social and economic inclusion and empowerment for participants, including Aboriginal and Torres Strait Islander participants, to exercise choice and control to achieve their goals. It is important that First Nations peoples with disability who are eligible for the NDIS can access culturally appropriate NDIS supports that meet their needs to live in their own community. The NDIS also has the potential to improve economic participation for Aboriginal peoples and Torres Strait Islander peoples more broadly through job creation and business development as part of NDIS market growth in Queensland, including in remote/very remote communities.

Identifying participants for the NDIS and the development of the NDIS market is the responsibility of the National Disability Insurance Agency (NDIA). DSDSATSIP works with the NDIA and the Commonwealth Government through governance structures established in the Bilateral Agreement for the NDIS in Queensland, to identify where the NDIS has not implemented as expected. This includes remote communities and discrete Aboriginal and Torres Strait Islander communities.

As a major shareholder in the scheme, the Queensland Government is working with the Commonwealth Government, and governments in other jurisdictions, through the Disability Reform Ministers' Meeting to ensure the NDIS delivers value to Queensland. A range of policy initiatives, which would contribute to the objectives of Closing the Gap, are being progressed by Disability Reform Ministers, including to improve:

- the operation of the NDIS in thin markets, such as remote and very remote communities
- NDIS workforce development
- education and employment outcomes for participants
- social and community access and inclusion for participants
- access to culturally appropriate supports
- utilisation of supports.

In delivering this work, the Queensland Government will continue to advocate to ensure the needs of Aboriginal and Torres Strait Islander Queenslanders are considered.

DSDSATSIP continues to seek more detailed information from the NDIA to identify areas where participation in the scheme by Aboriginal peoples and Torres Strait Islander peoples is not as expected or where the market has not developed as expected, and people cannot fully access the benefits of the Scheme. DSDSATSIP works through the existing governance structures to ensure that the NDIA establish adequate strategies to build NDIS participation and markets in remote and discrete communities.

The NDIS can assist children with disability to access early intervention supports, assist participants to access education, employment and equipment and technology to assist people with independence and to participate in their community. The NDIS can assist people with appropriate supports to live independently, with housing support and support to access the community.

Next National Disability Strategy

The Commonwealth Government, other state and territory governments and the Australian Local Government Association are working together to finalise the new *National Disability Strategy 2021–2031* (new NDS). The new NDS is expected to be released later in 2021.

The government continues to advocate to ensure the needs of Aboriginal and Torres Strait Islander Queenslanders are considered in the development of the new NDS.

As part of broader consultation to inform the new NDS in 2019 (Stage 1) and 2020 (Stage 2), consultation was undertaken with Aboriginal peoples and Torres Strait Islander peoples by the First People's Disability Network and Aboriginal and Torres Strait Islander Disability Network of Queensland.

Key issues and areas for action raised during consultation include:

- people with disability are overrepresented in the justice system, particularly Aboriginal peoples and Torres Strait Islander peoples with disability, people with intellectual disability and people with psychosocial disability
- recognising and responding to intersectional discrimination was the most pressing challenge for the NDS as it relates to First Nations peoples with disability
- advocacy was raised as critical for supporting Aboriginal peoples and Torres Strait Islander peoples
- the need for education of First Nations peoples with disabilities about their rights under the *Disability Discrimination Act 1992 (Cth)* and United Nations *Convention on the Rights of Persons with Disabilities*.
- The need for an approach that places parents and their children with disability at the centre. Many participants said supports for parents, carers and children need to centre on the parent.

Key priorities

The Queensland Government's key priorities are to:

- ensure Aboriginal peoples and Torres Strait Islander peoples with disability are able to access the NDIS
- ensure First Nations children with disability are able to access early intervention supports through the NDIS Early Childhood Early Intervention pathway
- ensure participation rates of Aboriginal peoples and Torres Strait Islander peoples in the NDIS is as expected
- ensure First Nations participants in the NDIS are able to use the NDIS supports in their plans
- ensure the NDIA and the Commonwealth Government develop the NDIS market in Queensland, particularly in remote and very remote communities and discrete Aboriginal and Torres Strait Islander communities.

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

Women and girls

The Queensland Government is committed to advancing the rights and interests of women and girls and to work to achieve gender equality in Queensland. It is a shared vision with Queenslanders that we live in a community that respects women, embraces gender equality, and promotes and protects the rights, interests and wellbeing of women and girls.

The government recognises the diverse backgrounds and experiences of Queensland women and girls. Some groups of women and girls, for various reasons, face either a higher risk of experiencing poverty, domestic, family and sexual violence, poor health and barriers preventing them from fully and freely participating in the opportunities Queensland has to offer. The government recognises that this includes Aboriginal and Torres Strait Islander women and girls.

The government is working in partnership with all levels of government, the private sector and the wider Queensland community to take significant action to achieve gender equality in Queensland.

For more information on how the Queensland Government is supporting women and girls, including Aboriginal and Torres Strait Islander women and girls, please visit www.justice.qld.gov.au/about-us/services/women-violence-prevention/women/queensland-womens-strategy

Key priorities

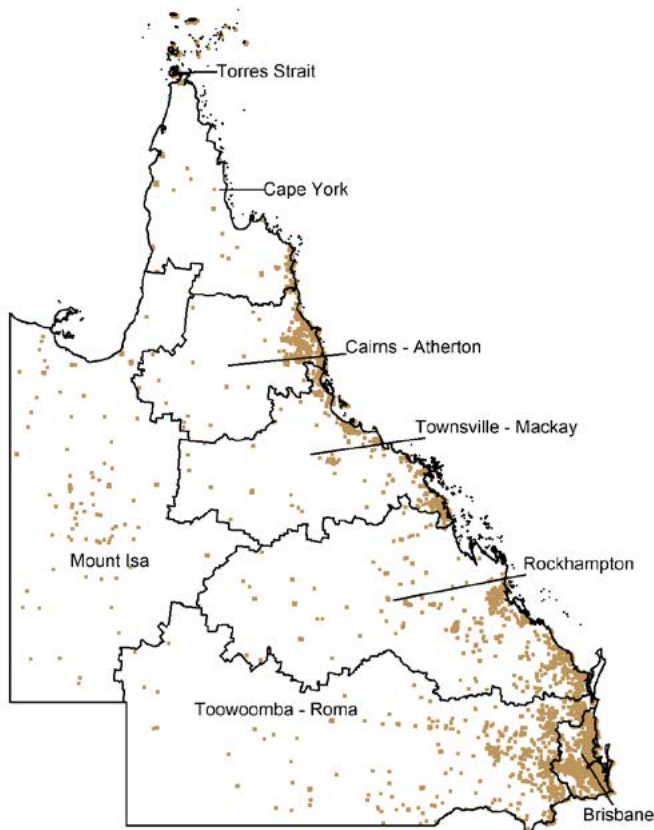
The Queensland Government's key priorities are to:

- build a Queensland community that respects women and embraces gender equality
- ensure women and girls achieve economic security and empowerment across their life
- ensure women and girls are safe, have access to legal and justice services and are healthy, well and active and can participate equally in society.

Local, regional and remote implementation

Aboriginal peoples and Torres Strait Islander peoples are an integral part of urban, regional, rural and remote communities across Queensland, contributing richly to Queensland's economic, social and cultural fabric.

Figure 1: Distribution of Aboriginal peoples and Torres Strait Islander peoples by Indigenous Region¹, Queensland, 2016²



A majority of Aboriginal and Torres Strait Islander Queenslanders live in Brisbane and regional centres including Mt Isa, Cairns, Townsville, Mackay and Rockhampton. First Nations peoples also live in remote and discrete communities.

Queensland's remote and discrete Aboriginal and Torres Strait Islander local government areas account for seven of the top ten most economically and socially disadvantaged locations in Australia (at Census 2016)³. Aboriginal peoples and Torres Strait Islander peoples living in these communities experience (relative to outcomes for other Queenslanders) much higher rates of unemployment, lower rates of school attendance, lower rates of home ownership and poorer health outcomes. First Nations peoples living in remote and very remote communities experience significantly poorer wellbeing outcomes in the areas of justice, child protection and domestic and family violence than those experienced by other Queenslanders.

The government delivers population-wide and targeted initiatives for Aboriginal peoples and Torres Strait Islander peoples in urban, regional, rural and remote settings. The government has regional offices across the state with service centres located in many major regional centres. DSDSATSIP's regional offices work with community leaders, funded service providers, businesses and the other layers of government to help deliver appropriate, accessible and quality services to Aboriginal and Torres Strait Islander Queenslanders.

LTC is a long-term systemic reform that reframes the relationship and changes the way the government works with remote and discrete Aboriginal and Torres Strait Islander communities. LTC emphasises self-determination, is tailored for each community and occurs through a genuine partnership approach. It supports a new way of working so that communities influence the design and delivery of services and Queensland Government agencies coordinate and collaborate to enable local decision-making.

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at www.qld.gov.au/ctg

¹ Australian Statistical Geography Standard, 2016 edition.

² Queensland Treasury. (2017). *Aboriginal and Torres Strait Islander peoples in Queensland, Census 2016*. Retrieved from <https://www.qgso.qld.gov.au/issues/2796/aboriginal-torres-strait-islander-peoples-qld-census-2016.pdf>. Data source: Australian Bureau of Statistics 2073.0, *Census of Population and Housing, 2016*.

³ Australian Bureau of Statistics. (2018). *Socio-economic advantage and disadvantage*. Retrieved from <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2071.0~2016~Main%20Features~Socio-Economic%20Advantage%20and%20Disadvantage~123>

Other commitments in the National Agreement

Data development

The Queensland Government is an active participant in the Data and Reporting Working Group, which is developing the Data Development Plan for future consideration. This Implementation Plan will include actions to address this plan following its development.

Communication

The ongoing Joint Communications Strategy for the National Agreement was agreed by the Joint Council at its April 2021 meeting. The key components of the Joint Communications Strategy are:

- the central role of Aboriginal and Torres Strait Islander media, in particular community-controlled media, in the delivery of the Communications Strategy. To give effect to this commitment, the Strategy proposes that governments undertake direct or limited tenders to Aboriginal and Torres Strait Islander community-controlled media and communications organisations for the development and distribution of content under the Strategy
- direct, face to face engagement and developing resources to give leaders, community-controlled organisations and their support staff more understanding and confidence about the meaning and implications of the commitments in the National Agreement. The Strategy envisages a series of face-to-face engagements on the National Agreement, led by the Coalition of Peaks in partnership with governments, and focused on implementation
- development of a Closing the Gap logo (to be undertaken at a national level)
- the promotion and distribution of material and information to other Australians.

The Queensland Government is considering how to implement the Joint Communications Strategy, and will communicate actions to do this in the next update of this Implementation Plan.

GLOSSARY OF TERMS

ABBREVIATION	FULL NAME
ATSILS	Aboriginal and Torres Strait Islander Legal Service
BIRG	Business and Innovation Reference Group
CCOs	Community-controlled organisations
CCHOs	Community-controlled health organisations
CCHS	Community-controlled health sector
CJGs	Community Justice Groups
DoE	Department of Education
DESBT	Department of Employment, Small Business and Training
DJAG	Department of Justice and Attorney-General
DSDSATSIP	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships
DoR	Department of Resources
FRC	Families Responsibilities Commission
HHS	Health and Hospital Service
HPF	Health Performance Framework
ICHOs	Indigenous Community Housing Organisations
JCC	Joint Coordinating Committee
LCETC	Local community engagement through co-design
LDMBs	Local Decision Making Bodies
LGAQ	Local Government Association of Queensland
LTC	Local Thriving Communities
MCQ RAP	Magistrates Court of Queensland Reconciliation Action Plan
NDIA	National Disability Insurance Agency
NDIS	National Disability Insurance Scheme
New NDS	New National Disability Strategy
NPA	Northern Peninsula Area
QATSIC	Queensland Aboriginal and Torres Strait Islander Coalition
QATSICCP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
QATSIETAC	Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee
QAIHC	Queensland Aboriginal and Islander Health Council
QCS	Queensland Corrective Services
QIFVLS	Queensland Indigenous Family Violence Legal Services
QRIDP	Queensland Resources Industry Development Plan
RAP	Reconciliation Action Plan
STEM	Science, Technology, Engineering and Mathematics

MEETING OUR COMMITMENTS

AS PER THE NATIONAL AGREEMENT, JURISDICTIONAL IMPLEMENTATION PLANS WILL:	CHECKED
Be fully aligned with the <i>National Agreement on Closing the Gap</i> and state that their purpose is to implement the Agreement (clause 96)	✓
Respond to the differing needs, priorities and circumstances of Aboriginal and Torres Strait Islander people across Australia (clause 96)	✓
Demonstrate a commitment to undertake all actions in a way that takes full account of, promotes, and does not diminish in any way, the cultures of Aboriginal and Torres Strait Islander people (clauses 21 and 107)	✓
Be whole-of-government plans, covering government agencies and statutory bodies (clause 108)	✓
Be developed and delivered in partnership between governments, the Coalition of Peaks, and other Aboriginal and Torres Strait Islander partners (clause 108)	✓
Set out how existing policies and programs will be aligned to the Agreement (clauses 104 and 108)	✓
Set out actions to achieve the Priority Reforms and partnership actions (clause 108)	✓
Set out actions to achieve the agreed outcomes and targets (clause 108)	✓
For transparency, include information on funding and timeframes for actions (clause 108)	✓
Include the approach to annual reporting, including when they will release their public report (clause 108)	✓
Include information on how the states and territories will work with local government to implement this Agreement (state and territory Implementation Plans only) (clause 108)	✓
Include data development actions identified in the Data Development Plan (clause 106)	✓
Be published on the jurisdiction's website (clause 111)	✓



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