



## Queensland Government response to the recommendations outlined in Evaluation Report: Queensland Government Reconciliation Action Plan 2018–2022

The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) engaged Abt Associates to deliver an independent evaluation of the Queensland Government Reconciliation Action Plan 2018–2022.

The evaluation was developed through a process of co-design in partnership with the department’s Culture and Economic Participation team, other internal stakeholders, the Culture and Reconciliation Working Group and representatives from other Queensland Government agencies.

The table below details a summary of the recommendations and considerations when developing the Queensland Government response to the independent findings from the evaluation.

NO.	RECOMMENDATION	RESPONSE	COMMENTS   CONSIDERATIONS
1.1	<b>Strengthen governance and accountability framework</b> Enhance the role of the Cultural Agency Leaders (CAL) committee and the Culture and Reconciliation Working Group (CARWG) to include an accountability framework for achieving Reconciliation actions and targets.	Accepted	The Queensland Government will review governance mechanisms and terms of reference Cultural Agency Leaders committee and Culture and Reconciliation Working Group to ensure they are well positioned as a decision-making body to monitor and manage outcome-based targets outlined in the Reconciliation Action Plan.
1.2	<b>Strengthen governance and accountability framework</b> Include key performance indicators, measuring reconciliation outcomes, to be added to all Directors-General individual performance agreements.	Accepted	The Queensland Government is committed to embedding reconciliation within each agency. As a result, Directors-General (Chief Executives) will have Key Performance Indicators included in their individual Performance Agreements to ensure they remain accountable for achieving the actions ascribed to their department.
2.1	<b>Commit to authentic co-design in developing the next RAP</b> The Queensland Government remain at the ‘stretch’ level to consolidate the gains already made.	Accepted	The Queensland Government is supportive of remaining at a stretch level for the next whole of government Reconciliation Action Plan.
2.2	<b>Commit to authentic co-design in developing the next RAP</b> More emphasis on genuine engagement with internal and external First Nations stakeholders.	Accepted	The Queensland Government is committed to working in partnership with Aboriginal and Torres Strait Islander Queenslanders to build a reframed relationship.  The Queensland Government Reconciliation Action Plan 2023–2025 will require agencies to demonstrate that legislation, policies, programs and service delivery have been co-designed and developed in partnership with Aboriginal and Torres Strait Islander people.
2.3	<b>Commit to authentic co-design in developing the next RAP</b> Consider changing the structure of the RAP document to reflect feedback from First Nations stakeholder and the broad reach of the only whole of Government RAP currently established for an Australian state or territory.	Accepted	The Queensland Government will work in collaboration with Reconciliation Australia to facilitate a Reconciliation Action Plan that reflects the full extent of policies, programs and services delivered by 20 Queensland Government agencies.
3.1	<b>Ensure RAP targets and actions are meaningful</b> More strategic targets and fewer topline actions.	Accepted	Through the Cultural Agency Leaders committee, the Queensland Government will work Reconciliation Australia to develop a Reconciliation Action Plan that reflects the Evaluation Report recommendation for more meaningful strategic targets with fewer actions.



3.1.1	<b>Ensure RAP targets and actions are meaningful</b> Ensure Queensland Government Procurement targets and workforce targets are representative of First Nations population proportions by geographical location.	Accepted	Through the Cultural Agency Leaders committee and enhanced reporting mechanisms, the Queensland Government will monitor and review government procurement targets and workforce targets to better reflect the representation of Aboriginal and Torres Strait Islander population proportions by geographical location.
3.1.2	<b>Ensure RAP targets and actions are meaningful</b> Ensure the Queensland Government Procurement targets and workforce targets are a key focus within the governance and accountability framework and include mechanisms to actively monitor progress.	Accepted	Through the Cultural Agency Leaders committee, the Queensland Government will review the governance and accountability framework to include mechanisms that actively monitor progress of procurement targets and workforce targets.
3.2	<b>Ensure RAP targets and actions are meaningful</b> Maintain actions that advance Reconciliation and enhance the overall culture of the Queensland Government.	Accepted	Through the Cultural Agency Leaders committee, the Queensland Government will work collaboratively with agencies to maintain and celebrate actions that advance reconciliation and enhance the overall culture of the Queensland Government.
4.1	<b>Allocate resources to support sustainable Reconciliation</b> Annual budget process to include additional resources to ensure the RAP actions are achieved.	Accepted	Queensland Government agencies will allocate individual resources from existing departmental financial arrangements and budgets.
5.1	<b>Enhance reporting</b> Reduce the number of targets down from 75 to a more manageable quantity. Consider implementing 20 targets similar to the first Queensland Government RAP.	Accepted	Through the Cultural Agency Leaders committee, the Queensland Government will work with agencies to ensure new targets are meaningful and more strategic with fewer actions.
5.2	<b>Enhance reporting</b> Maintain and improve reporting to ensure Reconciliation actions and targets are meeting milestones and actively monitored.	Accepted	The Queensland Government will review current monitoring and reporting processes and make improvements to enable agencies to report RAP actions more efficiently and effectively.
5.3	<b>Enhance reporting</b> Establish an online reporting tool for each agency to assist in data collection.	Accepted	The Queensland Government will establish an online data collection tool in compliance with information management, record keeping, storage and confidential data treatment principles.
5.4	<b>Enhance reporting</b> Implement topline reporting at whole-of-Government level and agency level. Include measures on employment, procurement, and the progress made on an Indigenous voice to Government.	Accepted	The Queensland Government will maintain topline reporting to measure whole-of-Government and agency level progress on employment, procurement, and the progress made on an Indigenous voice to Government.