



STRETCH QUEENSLAND GOVERNMENT  
RECONCILIATION ACTION PLAN 2018–2021

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# ANNUAL REPORT 2019–2020

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RELATIONSHIPS | RESPECT | OPPORTUNITIES



**Queensland**  
Government



## ABOUT THE ARTWORK

The graphic elements used in this report form part of the original design that was developed for the *Stretch Queensland Government Reconciliation Action Plan 2018–2021*. The design illustrates the vibrant and varied beauty of Aboriginal and Torres Strait Islander cultures and heritage. It seeks to reflect on the past, harness hope for the future, and bring together a shared journey of reconciliation.

**Leigh Harris and Teho Ropeyarn**

*Ingeous Studio artists*

## 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.

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## MESSAGE FROM THE PREMIER OF QUEENSLAND

I am pleased to share the *Stretch Queensland Government Reconciliation Action Plan Annual Report 2019–2020* detailing progress made by all Queensland Government departments and agencies across 18 actions and 74 targets.

This is the only whole-of-government report of its kind made publicly available by any state or territory government in Australia.

The report outlines achievements and future opportunities to deliver real change as we make reconciliation part of everyday business in the Queensland Government.

*In July 2019, the Queensland Government made a commitment to reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders, working in partnership as we continue to take historic steps forward. We are working with First Nations people by embracing local leadership and community-led decision making.*

Our commitment to Queensland's Path to Treaty is among the strongest actions to progress reconciliation in the state's history. It builds upon calls from generations of First Nations peoples for a Treaty and brings us closer to a more inclusive and just future for all Aboriginal and Torres Strait Islander Queenslanders.

Milestone policies such as the state's first dedicated Aboriginal and Torres Strait Islander languages policy, Many Voices, has also been developed in partnership with representatives of various Aboriginal and Torres Strait Islander language groups.

Valuing languages, cultures, traditional knowledge and the ongoing contributions of First Nations peoples is key to Closing the Gap in Queensland.

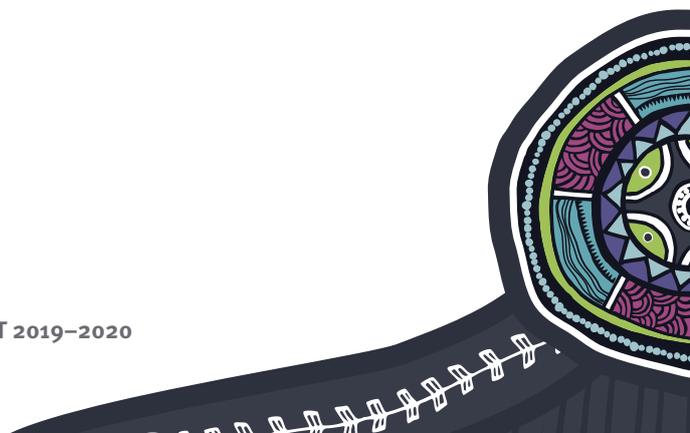
The Closing the Gap agenda heralds a new way forward, where Aboriginal and Torres Strait Islander peoples inform the priorities for the Closing the Gap agenda, and share ownership, responsibility and accountability to drive progress for current and future generations.

Queensland's Closing the Gap agenda reflects the Queensland Government's commitment to significant reforms to reframe the relationship, in partnership with Aboriginal and Torres Strait Islander Queenslanders.

By working in partnership, we can ensure Aboriginal and Torres Strait Islander children, families and communities have the opportunity to thrive.

I trust this report inspires further reconciliation action to support a just and inclusive future for Queensland.

**Annastacia Palaszczuk MP**  
Premier and Minister for Trade





## MESSAGE FROM THE MINISTER

The *Stretch Queensland Government Reconciliation Action Plan Annual Report 2019–2020* demonstrates our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and in everyday life.

As the state's largest employer, the Queensland Government is leading by example through actions, policies and practices that strengthen and support reconciliation both in and beyond government.

We are committed to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders.

Positive change is occurring from our employment and procurement practices to policy development and program delivery.

Path to Treaty is about all Queenslanders and we all have a role to play in understanding our true, shared history and in doing so, we will be empowered to think differently about the possibilities for the future.

Improving outcomes for Aboriginal peoples and Torres Strait Islander peoples is a Queensland Government priority.

In 2019–2020, 475 Aboriginal and Torres Strait Islander owned businesses secured \$362 million in Queensland Government procurement through the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy.

We are committed to improving the career development of First Nations Queenslanders in the Queensland Public Service including the provision of training and employment opportunities.

Our workforce includes 7,030 or 2.52 per cent of staff who identify as Aboriginal peoples and/or Torres Strait Islander peoples; an increase of 392 people from 30 June 2019, and a promising trend towards closing the gap in employment outcomes for Aboriginal peoples and Torres Strait Islander peoples.

I am proud my portfolio is leading whole-of-government efforts towards reconciliation through a commitment to responsive and community-centred programs and policies.

The Local Thriving Communities reform reflects this commitment. Underpinned by the principles of self-determination, participation, equality and culture, the Local Thriving Communities reform presents a different way of working alongside communities across Queensland.

Truth-telling, self-determination, and local decision making, will enable better life outcomes for Aboriginal and Torres Strait Islander Queenslanders.

### **Honourable Craig Crawford MP**

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



# OVERVIEW OF OUR STRETCH RAP

The *Queensland Government Reconciliation Action Plan 2018–2021* (RAP), launched in May 2018, provides a unique opportunity to recognise and celebrate the major achievements towards reconciliation with Aboriginal and Torres Strait Islander Queenslanders.

The RAP was developed in partnership with peak reconciliation bodies, Reconciliation Australia and Reconciliation Queensland Incorporated. Through the actions and targets outlined in the RAP, the Queensland Government recognises it is our collective efforts and responsibility to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of life. It is an opportunity to show the commitment of the Queensland Government to working with and advocating for the needs of Aboriginal peoples and Torres Strait Islander peoples.

The RAP is a living document and relates to the initiatives and actions of the Queensland Government in its journey towards reconciliation with Aboriginal peoples and Torres Strait Islander peoples. Following the first report, the RAP was refreshed with adjustments for machinery-of-government changes, expansion of various timelines and responsibilities, and amended actions and targets.

The former Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) – now Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships – is responsible for overseeing and coordinating RAP implementation through the Cultural Agency Leaders Committee (CAL). The COVID-19 pandemic has impacted some of the programs and activities to be delivered under the RAP. In response to the pandemic, Queensland Government agencies celebrated National Reconciliation Week 2020 in different ways. This included podcasts, sharing videos on the meaning of reconciliation, virtual yarns, and online painting sessions.

DATSIP has also been responsible for leading whole-of-government policies, programs and initiatives that promote reconciliation, including provision of funding for Reconciliation Queensland Incorporated and the implementation of the Celebrating Reconciliation Small Grants program. These activities drive improved outcomes for Aboriginal and Torres Strait Islander Queenslanders as a foundation for equality.

On 14 July 2019, the Queensland Government launched a Statement of Commitment to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples that included a path toward negotiated treaties with First Nations peoples. *Tracks to Treaty—Reforming the Relationship with Aboriginal and Torres Strait Islander Queenslanders* included consultation for a Path to Treaty and the Local Thriving Communities reform. These significant reforms will fundamentally change the way services are delivered in Aboriginal and Torres Strait Islander communities across the state.

*The RAP continues the journey to recognise the past and reset the relationship with Aboriginal and Torres Strait Islander Queenslanders for a reconciled shared future.*

# MEASURING SUCCESS

## Our vision for reconciliation

*Our vision for reconciliation is to foster and maintain respectful, trusting and mutually beneficial relationships based on an understanding and acknowledgement of past hurts that Aboriginal peoples and Torres Strait Islander peoples have endured and to move forward on a shared journey towards reconciliation where all Queenslanders are equal. Reconciliation is a long-term commitment to building a better future for all Queenslanders.*

The RAP highlights the Queensland Government's recognition that Aboriginal and Torres Strait Islander Queenslanders and their cultures are unique and are respected as an invaluable part of the state. Recognition of Aboriginal and Torres Strait Islander cultures and history is an important driver for social cohesion in Australia.

To achieve reconciliation, it is essential that all departments, agencies and statutory authorities, local governments, and Aboriginal peoples and Torres Strait Islander peoples continue to partner and share responsibilities. These partnerships address the complex social and economic development challenges that no one party has the capacity, resources and know-how to solve alone.

The RAP stimulates Aboriginal and Torres Strait Islander employment, entrepreneurship, and business development opportunities to contribute to the Queensland economy and drive social change.

## Closing the gap

To progress the development of a new *National Agreement on Closing the Gap*, the National Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks) became co-chair on the Joint Council. The Joint Council is a partnership between the Coalition of Peaks and Australian Governments (State, Territory, Commonwealth, and the Australian Local Government Association).

In November 2019, DATSIP supported consultations across Queensland on a refreshed Closing the Gap agenda, to inform the development of priorities and targets in a new National Agreement.

DATSIP and the Department of the Premier and Cabinet (DPC) are Queensland's representatives on the Partnership Working Group, established to support the Joint Council.

The new National Agreement, released in July 2020, details four priority areas:

- shared decision-making
- building the community-controlled sector
- improving mainstream institutions, and
- Aboriginal and Torres Strait Islander-led data.

The new National Agreement will have 17 targets covering health, education, justice, housing, family violence, land and waters, and languages. These priority areas and targets reflect the aspirations of Aboriginal peoples and Torres Strait Islander peoples.

The Queensland Government published the 2019 Closing the Gap report on the progress against targets in the National Indigenous Reform Agenda.

## Path to Treaty

On 14 July 2019, the Queensland Government launched a Statement of Commitment to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples which included a path toward negotiated treaties with First Nations peoples.

An Eminent Panel was appointed to oversee statewide Path to Treaty conversations and provide advice to the Queensland Government on the next steps. This work was supported by a Treaty Working Group.

Statewide consultation occurred from September 2019 to December 2019. Consultation sessions were attended by over 1,000 people in 24 locations. Additionally, 250 stakeholder individuals were consulted, and 331 online survey responses and 38 written submissions were received.

The Eminent Panel's advice and recommendations, and the Treaty Working Group report, was received by the Queensland Government on 8 February 2020. The Eminent Panel provided supplementary advice on 29 May 2020 that acknowledged the impact of COVID-19 on the timing of next steps.

## Local Thriving Communities

In response to the Queensland Productivity Commission's report into *Service Delivery in Queensland's remote and discrete Indigenous Communities*, the Queensland Government recognised that it must commence structural reform of its own governance, policies and processes, and build cultural capacity to transform into an enabler of Local Thriving Communities (LTC).

The LTC Governance Framework has been established with representation from local, State and Commonwealth governments, and the community. The representatives provide oversight, advice and guidance on the design and implementation of the LTC reform.

All remote and discrete Aboriginal and Torres Strait Islander communities have been introduced to the LTC reform agenda which is based on self-determination and high expectations relationships. The Queensland Government is committed to mutual respect and a collaborative approach to give Aboriginal peoples and Torres Strait Islander peoples a direct voice in decisions that affect them.

## Legal recognition of Torres Strait Islander traditional child rearing practice

The Queensland Government committed to introducing new laws to recognise Torres Strait Islanders families continued use of Torres Strait Islander traditional child rearing practice.

Since November 2018, DATSIP has undertaken community consultation. Ms Ivy Trevallion, former Chief Justice of the Family Court of Australia; the Honourable Alastair Nicholson; and Mr Charles Passi were engaged to provide legal, cultural and general expertise during the complex and culturally sensitive consultations with the Torres Strait Islander community.

Feedback from these community consultations highlighted that legal recognition through transfer of parentage is desired to legally reflect an individual's cultural identity and lived experience in order to be given the same rights and safeguards as other Queenslanders. It was also emphasised that any process for legal recognition must be affordable, accessible, culturally appropriate and confidential.

Proposed legislation to provide for the legal recognition of traditional Torres Strait Islander child rearing practices, was developed to be put before Parliament in late 2020.

## Working together towards reconciliation

To achieve reconciliation, consultation and engagement with Aboriginal peoples and Torres Strait Islander peoples and visionaries needs to be fostered. Without the expertise, guidance and commitment of Aboriginal peoples and Torres Strait Islander peoples, the Queensland Government's endeavours to close the gap in life outcomes for Aboriginal and Torres Strait Islander Queenslanders will fall short.

Reconciliation Australia's *State of Reconciliation in Australia* report defines reconciliation as having five dimensions:

- race relations
- equality and equity
- institutional integrity
- unity
- historical acceptance.

These five dimensions do not exist in isolation, they are interrelated, and Australia can only achieve full reconciliation if progress is made in all five.

## National Reconciliation Week

National Reconciliation Week (NRW) is held every year from 27 May to 3 June to commemorate two significant milestones in our national history—the successful 1967 Referendum and the 1992 High Court Mabo decision.

In 2019–2020, National Reconciliation Week was celebrated differently. In response to the COVID-19 pandemic, the Queensland Government held 42 online events during NRW. Examples of these events included:

- undertook a virtual Acknowledgement of Country led by the Chief Human Resource Officer and screened “In My Blood It Runs” followed by a debrief Yarning Circle to talk about the film and what changes can be embedded to strengthen cultural understanding within the agency (*Department of Child Safety, Youth and Women*)
- promoted the release of the *Gurra Gurra Framework 2020–2026* and launch of Jawun—the knowledge and resource hub—encouraging employees to connect with these resources and learn first-hand about First Nations culture. Wandun Yimba (a Kooma phrase meaning always hear/listen/think), a virtual conversation with a senior executive and cultural agency leader discussing how the Gurra Gurra Framework reinforces the department’s commitment to reframe relationships with First Nations peoples (*Department of Environment and Science*)
- implemented a Reconciliation Action Plan Challenge for all staff within Magistrates Courts Service (MCS). MCS staff watched the Australian Dream documentary and hosted a panel discussion for staff to debrief and discuss the themes within the movie. Online cooking class—learning how to make fried scones, a traditional staple within Aboriginal and Torres Strait Islander households (*Department of Justice and Attorney-General*)
- hosted a Speaker Series event with Professor Chris Matthews, a Noonuccal man and Associate Dean (Indigenous Leadership and Engagement) in the Science Faculty at University of Technology of Sydney (*Department of Natural Resources, Mines and Energy*)
- hosted a virtual art class with artist in residence staff member, Shara Delaney (*Department of Natural Resources, Mines and Energy*)
- organised an online panel discussion to celebrate the first year of the Department’s Commitment Statement to Aboriginal peoples and Torres Strait Islander peoples (*Department of Education*)

- launched an internal initiative called #RecreationForReconciliation to encourage departmental employees to incorporate First Nations Voices and perspectives into their daily lives through music, art, media, literature, and social media (*Department of Premier and Cabinet*)
- conducted podcasts to educate employees about Reconciliation Week and improve their understanding of its significance in our history. It also showcased and told the story of the departments Aboriginal and Torres Strait Islander employees (*Department of Transport and Main Roads*).

## NAIDOC Week

NAIDOC Week celebrations are held across Australia each July to celebrate history, culture and achievements of Aboriginal peoples and Torres Strait Islander peoples. The week is a great opportunity to participate in a range of activities and support Aboriginal and Torres Strait Islander cultures and communities.

In 2019–2020, NAIDOC Week was held from 7 to 14 July 2019. The Queensland Government hosted and participated in over 130 events. Examples of these events included:

- developed a Cultural Capability Significant Events Guide to support staff in recognising all significant dates (*Department of Child Safety, Youth and Women*)
- six agencies worked collaboratively to hold a flag raising event in the Brisbane CBD including flag raising, smoking ceremony and traditional dancing by an Aboriginal Dance Troupe and Torres Strait Islander Dance Troupe (*Department of Communities, Disability Services and Seniors, Queensland Health, Department of Transport and Main Roads and Department of Housing and Public Works*)
- hosted an exhibition of photos by Indigenous Land and Sea Rangers and a screening of ‘K’gari Dreaming’ documentary to officially launch NAIDOC Week (*Department of Environment and Science*)
- launched a pilot Aboriginal and Torres Strait Islander Cadetship program. Five Aboriginal and Torres Strait Islander Griffith University students in their second and third year of studies have been engaged to work part-time in areas such as agency performance, risk and intelligence, and economics and fiscal coordination. Culturally safe and supportive onboarding and induction processes have been put in place in partnership with Griffith University (*Queensland Treasury*).

# Reconciliation Queensland Inc.

## RQI Activities and Deliverables 2019–2020

Reconciliation Queensland Incorporated (RQI) is the peak body for reconciliation in Queensland. RQI supports volunteers involved in a wide array of activities that engage Queenslanders in conversations about reconciliation. RQI works with local reconciliation groups and networks to build an understanding of reconciliation and promote celebration of Aboriginal and Torres Strait Islander cultures.

As part of an ongoing commitment, DATSIP provided \$100,000 of funding in 2019–2020 to organise and hold community grass roots reconciliation events across the state. Provision of this funding aligns Queensland with other jurisdictions in relation to financial support to the states' reconciliation peaks.

During 2019–2020, RQI reported the following activities:

- a series of meetings with representatives of Local Councils, First Nations groups and RAP organisations to discuss local arrangements to form new RQI Reconciliation Committees and partnering opportunities to deliver local National Reconciliation Week 2020 (NRW) activities and the 20<sup>th</sup> Anniversary Reconciliation Bridge Walk events
- delivered a NRW 2020 program of live streamed events over the week including:
  - 27 May: Queensland launch for NRW featuring RQI patrons and the new Minister for DATSIP
  - 28 May to 3 June: a five-part series of 60-minute 'In This Together' webinars featuring panel discussions with eminent Queenslanders about key aspects of the five dimensions of reconciliation
  - Social media links were posted for a special video presentation from Reconciliation Australia to acknowledge the 20<sup>th</sup> anniversary of the 2000 Bridge Walks.

RQI is committed to supporting major reconciliation functions and promoting a greater understanding of how reconciliation can be achieved across the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity and historical acceptance.

## Delivering RAP actions

Queenslanders will be able to measure our progress toward reconciliation through the actions of Queensland Government to reframe the relationship across three key areas: relationships, respect, and opportunities. Annual reporting on the *Queensland Government Reconciliation Action Plan 2018–2021* is an accountability framework that tracks our progress.

*The RAP outlines the Queensland Government's commitment to responsive policy development and the delivery of programs and services for Aboriginal and Torres Strait Islander Queenslanders.*

The Queensland Government agencies, in the table below, contribute to the actions and targets within the RAP.

On 12 November 2020, following the Queensland State Election held on 31 October 2020, machinery-of-government changes impacted on the structure and functions of a number of Queensland Government agencies. Unless otherwise stated, this Report details agency activities in accordance with administrative arrangements prior to the machinery-of-government changes.

The contributions of all agencies are acknowledged, including their continuing work under the RAP to drive improved outcomes for Aboriginal and Torres Strait Islander Queenslanders. The machinery-of-government saw the former DATSIP transition into the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships.

DEPARTMENT	ABBREVIATION
Department of Aboriginal and Torres Strait Islander Partnerships	DATSIP
Department of Agriculture and Fisheries	DAF
Department of Child Safety, Youth and Women	DCSYW
Department of Communities, Disability Services and Seniors	DCDSS
Department of Education	DoE
Department of Employment, Small Business and Training	DESBT
Department of Environment and Science	DES
Department of Housing and Public Works	DHPW
Former Department of Innovation and Tourism Industry Development	DITID
Department of Justice and Attorney-General	DJAG
Department of Local Government, Racing and Multicultural Affairs	DLGRMA
Department of Natural Resources, Mines and Energy	DNRME
Department of Youth Justice	DYJ
Department of the Premier and Cabinet	DPC
Former Department of State Development, Manufacturing, Infrastructure and Planning	DSDMIP
Department of Transport and Main Roads	DTMR
Public Service Commission	PSC
Queensland Corrective Services	QCS
Queensland Fire and Emergency Services	QFES
Queensland Health	QH
Queensland Police Service	QPS
Queensland Treasury	QT

# SNAPSHOT OF ACHIEVEMENTS

## 2018–2021 Summary

The second Queensland Government Reconciliation Action Plan Annual Report (the Report) covers the period 1 July 2019 to 30 June 2020.

**The 2018–2021 RAP contains 18 actions and 69 targets with five new targets added in 2019–2020.** These are grouped within the three reconciliation themes: relationships, respect and opportunities.

Each action is underpinned by a number of government initiatives that contribute to achieving the Queensland Government’s vision of reconciliation. In line with Reconciliation Australia’s requirements for a Stretch RAP, all actions have been assigned targets and timelines, with the responsibility for delivery assigned to a lead agency.

Since the RAP was launched in 2018, at 30 June 2020, five of the 18 actions had now been completed and the remaining 13 were on track for completion. Of the 74 targets, 30 had now been completed and 44 were on track for completion. Of the 44 to be completed, 18 targets were directly impacted by the COVID-19 pandemic, including limited access to community and events unable to be delivered. The initiatives are still on track to be delivered, with adjusted timeframes.



### RELATIONSHIPS

Completed

**6**

On track

**14**

New action  
(on track)

**2**



### RESPECT

Completed

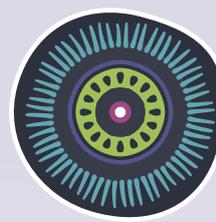
**5**

On track

**8**

New action  
(on track)

**0**



### OPPORTUNITIES

Completed

**19**

On track

**17**

New action  
(on track)

**3**

# HIGHLIGHT OF COMPLETED ACTIONS

Further information on the progress of each action and target achieved to date is available on pages 14–36 of this report.

**Action 2.2:** Demonstrate respect for Aboriginal peoples, Torres Strait Islander peoples and their communities by embedding cultural protocols as part of government business. *(DATSIP lead)*

Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.

**Action 2.3** Implement the strategy for using Aboriginal or Torres Strait Islander words to name or co-name public buildings or facilities. *(All agencies)*

The Co-Naming Strategy is available on the Cultural Capability Portal for all agencies to implement and has been published externally on the Department of Natural Resources, Mines and Energy's (DNRME) website. CAL members agreed that a review of the Strategy was not required.

**Action 3.2:** Increase government procurement from Indigenous businesses. *(DATSIP lead)*

The Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP) provides a commitment to increase government procurement with Aboriginal and Torres Strait Islander businesses to three per cent of addressable spend by 2022.

During 2019–2020, the Queensland Government procured goods and services from 475 Aboriginal and Torres Strait Islander businesses to the value of \$362 million. This exceeded the target of 450 business and \$350 million set for the reporting period. This was also an increase from 2018–2019, where the Queensland Government procured goods and services from 421 Aboriginal and Torres Strait Islander businesses worth \$329 million.

**Action 3.4:** Support capability and capacity development of Indigenous business sector. *(DATSIP and DESBT)*

Continue implementation of the Enterprise Queensland Indigenous Program—Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.

Continue implementation of the Advancing Indigenous Business Initiative—DESBT has continued to support Aboriginal and Torres Strait Islander businesses through the provision of grants and support programs in the 2019–2020 reporting period.

The initiative has:

- delivered 12 Aboriginal and Torres Strait Islander business development support programs.
- hosted eight Aboriginal and Torres Strait Islander marketplaces which supported 56 businesses establish new markets and sell products locally.
- delivered the first Aboriginal and Torres Strait Islander Construction Symposium in September 2019 promoting 18 Aboriginal and Torres Strait Islander businesses from across Queensland to key industry and government representatives.
- awarded 156 small business grants to Aboriginal and Torres Strait Islander businesses with total funding of \$1.3 million.
- supported four Aboriginal businesses during Indigenous Business Month to run business development workshops, and backed the launch of a national online platform, BuyingBlack.com.au.

The Advancing Indigenous Business initiative finished on 30 June 2020.

**Action 3.8:** Delivery of the Indigenous Student Academic Achievement Network—a project to enhance academic outcomes of high-achieving Indigenous students and support their transition into tertiary education. *(DoE)*

In 2019, 15.6 per cent (227) Indigenous students were OP eligible, a decrease from 2018 where 17.3 per cent (363) students were OP eligible. By comparison, 38.5 per cent (7376) non-Indigenous students were OP eligible in 2019, and 39.4 per cent (10,835) in 2018.

The Indigenous and non-Indigenous OP eligible gap was 22.8 per cent in 2019 and 22.1 per cent in 2018. The 2019 graduating class was the half cohort of students who started their Prep Year in 2007.

This initiative no longer exists. A broader approach, encompassing all Year 10 Aboriginal and Torres Strait Islander students, is now being undertaken.



# ACTION 1.0: RELATIONSHIPS

**Sustained, respectful and inclusive engagement is essential to gaining an understanding of Aboriginal and Torres Strait Islander perspectives. Each engagement with community members holds within it the opportunity for creating new relationships based on openness, trust and mutual understanding.**

## Reconciliation

Reconciliation promotes and facilitates respect, trust and positive relationships. Through the RAP, the Queensland Government is continuing its focus on reconciliation between Aboriginal peoples and Torres Strait Islander peoples and non-Indigenous Queenslanders.

During 2019–2020, an Eminent Panel and the Treaty Working Group were established, leading to significant progress being made towards a Path to Treaty. These guiding bodies, made up of Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders, facilitated community conversations and the subsequent report, delivered to the Queensland Government in February 2020.

As part of the Tracks to Treaty: Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders reform, launched in July 2019, the LTC reform agenda established the Joint Coordinating Committee overseeing the LTC reform, with representatives from community, five Mayors from discrete Aboriginal and Torres Strait Islander communities, and 11 State and Federal Government representatives.

The Queensland Government undertook extensive regional consultation process with all remote and discrete communities to co-design services related to LTC, Domestic and Family Violence, Alcohol Management Plans, and Mental Health and Wellbeing. These consultations are moving the decision making into the hands of the local Aboriginal and Torres Strait Islander community members.

Closing the Gap contributes to reconciliation and aims to improve the lives of Aboriginal and Torres Strait Islander Queenslanders. During 2019, the State Government conducted six community consultations in urban, regional and remote locations to provide community input into the development of the new *National Agreement on Closing the Gap* and reflect the greater focus on self-determination and a partnership approach to working together.

The Queensland Government is also supporting local organisations to host events that encourage participation in National Reconciliation Week. In the third round of the Celebrating Reconciliation Small Grants Program, 48 events were funded to support and encourage reconciliation. The Celebrating Reconciliation Small Grants Program for 2019–2200 increased from \$100,000 in 2018–2019 to \$250,000 in 2019–2020. To support community organisations through the pandemic, funding was still approved and events were rescheduled to coincide with National Reconciliation Week celebrations in 2021.

## Community Justice Group

The Community Justice Group (CJG) program provides practical support to Aboriginal peoples and Torres Strait Islander peoples who come into contact with the criminal justice system, including defendants and victims. CJGs currently operate in over 40 communities throughout Queensland. It also provides funding to 10 locations in the Torres Strait outer islands.

CJGs are run by members of the local Aboriginal and Torres Strait Islander community and provide a community-based response to local issues, working cooperatively with magistrates, police, corrective services personnel and staff from other government agencies and community organisations. CJGs adopt a person-centred approach to addressing crime and justice-related issues in their community utilising cultural leadership and capability to contribute to whole-of-system outcomes.

In the period from 1 July 2019 to 30 June 2020, CJGs provided a total of 3,924 instances of support to defendants and 350 instances of support to victims in court. Positive outcomes include preparation of cultural reports for court, holding men's and women's groups, working with young people engaged with the criminal justice system, prison visits, and prisoner reintegration to the community.

Quotes are from Murri Court participants show the positive benefits of the CJG program:

***"The process gives you time to think about your actions and begin to start talking and trusting people with your story."***

***"It has given me the chance to learn more about myself and talk with others about how to deal with problems in my relationships."***

***"I feel like Murri Court is more understanding about my situation and being Indigenous."***

# PROGRESS ON ACTIONS AND TARGETS

2019–2020

## Legend

-  On track
-  Refreshed target
-  New target
-  Completed 2018–2019
-  Completed 2019–2020

### Action 1.1: Celebrate National Reconciliation Week to strengthen and maintain relationships between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Queenslanders.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Through the CAL, hold 10 (internal and external) National Reconciliation Week events. <i>(All agencies)</i>	In 2019–2020, National Reconciliation Week was celebrated differently. In response to the COVID-19 pandemic, the Queensland Government held 42 events, involving social media posts, sharing of videos, podcasts and virtual yarns.	27 May – 3 June, reported annually	
The Queensland Government will continue to hold the annual Reconciliation Awards and implement improvements based on stakeholder feedback. <i>(DPC)</i>	In 2019–2020, 20 agencies put forward 62 nominations in 4 categories, compared to 12 agencies in 2018–2019: <ul style="list-style-type: none"> <li>• Businesses—7 nominations</li> <li>• Community—16 nominations</li> <li>• Education—6 nominations</li> <li>• Partnership—32 nominations</li> </ul> Award winners were announced by Premier Palaszczuk on 3 June 2020.	30 June 2021, reported annually	

### Action 1.2: Maintain and leverage mutually beneficial relationships with Aboriginal peoples and Torres Strait Islander peoples, communities and organisations to support positive outcomes.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue as major sponsor and partners of the Science and Infrastructure Development (SID) Indigenous program (coordinated by the Oodgeroo Unit, Queensland University of Technology). The Department of Transport and Main Roads (DTMR) to also sponsor up to 40 Aboriginal and Torres Strait Islander high school students to participate in the Queensland University of Technology (QUT) Science, Infrastructure and Development program each year. <i>(DTMR)</i>	DTMR sponsored 26 Aboriginal and Torres Strait Islander students in Years 10, 11 and 12 to participate in SID. Students came from Queensland (22), New South Wales, and the Northern Territory (3).	30 June 2021, reported annually	
Support up to 10 high-performing Aboriginal and Torres Strait Islander students in the Indigenous Academic Excellence Initiative (IAEI) scholarships program over 2018–2023. <i>(DoE)</i>	In 2019–2020, 11 students were supported in the Indigenous Academic Excellence Initiative (IAEI) scholarships program across selected Brisbane Schools in collaboration with State Schools Indigenous Education.	30 June 2023, reported annually	
In partnership with Glencore Coal Assets Australia, DoE will support 20 high-performing Aboriginal and Torres Strait Islander students as recipients of the Glencore Central Queensland Solid Pathways Scholarship over 2018–2020. <i>(DoE)</i>	In 2019–2020, students were supported to continue their studies during school closures and disruptions caused by COVID-19 and 15 scholarships were awarded to high-performing Aboriginal and Torres Strait Islander students.	30 June 2020, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue to support the Community Justice Group (CJG) grants program, enabling justice agencies and communities to have improved cultural understanding and positive outcomes for victims, offenders and the wider community. <i>(DJAG)</i>	<p>The Community Justice Group (CJG) program provides funding for 40 CJGs, with a smaller amount of funding provided to CJGs in 10 locations in the Torres Strait outer islands.</p> <p>In 2019–2020, funding enhancement for the CJG program was provided (additional funding of \$19.1 million over four years and \$45.4 million per annum).</p> <p>In 2019–2020, CJGs provided a total of 3,924 instances of support to people in court.</p> <p>Positive outcomes include preparation of cultural reports for court, holding men’s and women’s groups, working with young people engaged with the criminal justice system, prison visits, and prisoner reintegration programs.</p>	30 June 2021, reported annually	
Engage with Queensland’s Aboriginal and Torres Strait Islander Chambers of Commerce and local business networks to determine appropriate support and assistance measures. <i>(DJAG)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Communicate the RAP to all internal and external stakeholders including through a RAP industry partnerships promotion strategy. <i>(All agencies, DATSIP lead)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
<p>Hold forums on social cohesion and the importance of Aboriginal and Torres Strait Islander recognition:</p> <ul style="list-style-type: none"> <li>National Reconciliation Week (27 May – 3 June) <i>(DATSIP lead)</i></li> <li>NAIDOC Week (1st week of July) <i>(DATSIP lead)</i></li> <li>International Day of the World’s Indigenous Peoples (9 August) <i>(DATSIP lead)</i></li> <li>National Reconciliation Week and Mabo Day lunch box sessions. <i>(DoE)</i></li> </ul>	<p>In 2019–2020, the Queensland Government participated in the following dates of significance: NAIDOC Week, National Reconciliation Week, Mabo Day and National Sorry Day.</p> <p>DATSIP funded 48 events in the third round of the Celebrating Reconciliation Small Grants Program. Funding for 2019–2020 increased to \$250,000 from \$100,000 in 2018–2019.</p> <p>In 2019, the NAIDOC national theme was Voice, Treaty, Truth—Let’s work together for a shared future. DATSIP supported 61 community organisations by providing total funding of \$45,950 to celebrate the history, culture and achievements of Aboriginal peoples and Torres Strait Islander peoples.</p> <p>Agencies hosted a range of activities for cultural dates of significance. For example, for National Reconciliation Week</p> <p>The Cultural Capability Team in the Department of Youth Justice coordinated the delivery of a week-long program of interactive virtual presentations, panels and videos focussed on:</p> <ul style="list-style-type: none"> <li>Sorry Day panel discussions based on theme for National Reconciliation Week and Mabo Day</li> <li>interactive sessions on culture, cooking and the importance of yarning circles and</li> <li>contributions from Service Centres to showcase the work that regional colleagues deliver on a daily basis, including workbook developed by the remote Youth Justice Service Centres to assist Aboriginal and Torres Strait Islander young people on their cultural journey. Yammer was used to highlight and promote these events.</li> </ul>	30 June 2021, reported annually	
The QPS will transition the Police Indigenous Reference Group (PIRG) to a Council of Elders. <i>(QPS)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
The QPS will continue the development, delivery and implementation of the 'Look to the Stars' reconciliation strategy across Queensland. (QPS)	In 2019–2020, QPS continued to successfully implement the 'The Look to the Stars' reconciliation strategy. To increase cultural awareness and build stronger relationships with Aboriginal peoples and Torres Strait Islander peoples, artwork has been used extensively at QPS events and external engagements, in internal communications and QPS memorabilia including: Acknowledgement plaques, drinkware and flags. The artwork is worn on Police Liaison Officers uniforms and the Executive Leadership Team at cultural engagement opportunities.	Ongoing through 2019–2021	
The Department of Youth Justice will work with and empower Aboriginal and Torres Strait Islander communities to deliver culturally-safe and responsive solutions that result in positive futures for children and young people who are at risk of offending or already involved in the criminal justice system. (DYJ)	In 2019–2020, DYJ delivered the culturally appropriate Family Led Decision Making (FLDM) program to Aboriginal and Torres Strait Islander families in four locations, Toowoomba, Logan, Moreton, and Cairns in partnership with community-controlled organisations. \$3.2M invested since 2018-2019 to 2020–2021.	30 June 2021, reported annually	

**Action 1.3:** *Improve the voice of Aboriginal peoples and Torres Strait Islander peoples through engagement and co-design.*

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Lead a reinvigorated whole-of-government approach to reframing the Government's relationship with Aboriginal peoples and Torres Strait Islander peoples to support self-determination, including:</p> <ul style="list-style-type: none"> <li>Establish and support the Treaty Working Group to work with the Eminent Persons Panel to lead the conversation about genuine recognition and agreement with First Nations Queenslanders about reconciliation and self-determination during 2019–2020</li> <li>Work with Local Thriving Communities Joint Coordinating Committee on co-design of reform in 2019–2020</li> <li>Support and consult with other advisory bodies, including First Children and Families Board, the Queensland Indigenous Languages Advisory Committee and Languages Working Group and the Coalition of Peaks working on the Closing the Gap refreshed agenda</li> <li>Support the operations of the Eminent Persons Panel of bipartisan, Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders to develop a Path to Treaty</li> <li>Continue to support Queensland's First Children and Families Board, Joint Coordinating Committee and other advisory groups to co-design in policy development, programs and service delivery and provide a cultural lens and advice</li> <li>Continue to consult communities in remote, regional and urban locations regularly in relation to policy and co-designed reform</li> <li>Support and hold consultations with communities and key stakeholders by the Coalition of Peaks during 2019 to inform the refreshed Closing the Gap agenda</li> <li>Hold an Aboriginal and Torres Strait Islander themed Cabinet each year, with a focus on issues of interest to Aboriginal and Torres Strait Islander Queenslanders</li> <li>Publish an annual Closing the Gap Report Card and Statement. (DATSIP)</li> </ul>	<p>DATSIP established the Eminent Panel and the Treating Working Group made up of Aboriginal and Torres Strait Islander and non Indigenous Queenslanders.</p> <p>A consultation paper was launched on 13 September 2019, inviting all Queenslanders to have input on what a Path to Treaty would look like.</p> <p>The Eminent Panel and Treaty Working Group facilitated 24 community conversations with more than 1,700 participants. The subsequent report was delivered to the Queensland Government in February 2020, with supplementary advice provided in May 2020 on timing impacted by COVID-19.</p> <p>17 inter-agency co-design reform meetings were held.</p> <p>DATSIP supported initiatives to address the over-representation of Aboriginal and Torres Strait Islander children in Queensland's child protection system.</p> <p>DATSIP supported the Director General as a board member of the Queensland First Children and Families Board to participate in three meetings and out-of-session endorsements. DATSIP engaged with the Policy Leaders Forum on the co-design of policy and service delivery reform and provided secretariat support to the Joint Coordinating Committee, Directors-General Sub-Committee and Inter-departmental Committee.</p> <p>Consulted with all remote and discrete communities, to co-design services related to Local Thriving Communities, Domestic and Family Violence, Alcohol Management Plans and Mental Health and Wellbeing.</p> <p>Supported the Coalition of Peaks to hold six community consultations in November 2019, with input included in the development of the new <i>National Agreement on Closing the Gap</i>.</p> <p>Access to the community was limited, however the Minister and Director-General held regular teleconferences with Mayors of remote and discrete communities.</p> <p>DATSIP published Queensland's Closing the Gap Snapshot Report 2019—tabled in Parliament in February 2020, as a key accountability measure to close the gap.</p>	30 June 2020	 

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Work with Aboriginal and Torres Strait Islander Queenslanders as part of the <i>Queensland Government's response to the Queensland Productivity Commission Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities</i> —build stronger partnerships between communities, encourage community ownership and direction for investment and procurement decisions, greater accountability for service providers and better outcomes in service delivery. <i>(DATSIP lead)</i>	DATSIP's Local Thriving Communities team is working with Aboriginal and Torres Strait Islander Queenslanders to deliver on the Queensland Government's response to the <i>Queensland Productivity Commission Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities</i> . The Department's Social Reinvestment pilot program focusses on building stronger partnerships between communities and government, and encouraging community-led, innovative, and strengths-based approaches.  Key achievements included: <ul style="list-style-type: none"> <li>supported a Cherbourg Project to reduce property crime and young people's contact with the youth justice system</li> <li>provided \$19,250 in one-off funding to finalise key deliverables including the Yarrabah Aboriginal Shire Council's litter and waste management project</li> <li>provided \$40,000 in one-off funding to Doomadgee Aboriginal Shire Council's vacation care swimming pool program.</li> </ul>	30 June 2021, reported annually	
Establish a Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Policy and Practice. <i>(DATSIP)</i>	DATSIP continued negotiation with the Queensland University of Technology (QUT) on the proposed Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Policy and Practice. The project plan for the Centre of Excellence was placed on hold due to the onset of COVID-19 and the subsequent closure of educational institutions. Discussions and negotiations will resume with QUT in late 2020.	30 June 2021, reported annually	 
Ministerial and Government Champions will continue to work with Aboriginal and Torres Strait Islander discrete communities. <i>(All agencies)</i>	All agencies continue to work to reframe the Queensland Government's relationship with Aboriginal and Torres Strait Islander Queenslanders through the Ministerial and Government Champions program.  In 2019–2020, 37 visits and meetings were undertaken by Chief Executives, Ministers and Assistant Ministers. Visits were impacted in 2020 due to COVID-19 community restrictions.  Key achievements included: <ul style="list-style-type: none"> <li>provided funding for refurbishment of an early childhood centre and for improving telecommunications infrastructure in the Torres Strait</li> <li>funded the Wik Kath Min (Aurukun Good Stories Project) for renewable energy under the Decarbonising Remote Communities Program</li> <li>increased access to the National Disability Insurance Scheme (NDIS) through NDIS Access Clinics</li> <li>funded improved housing development</li> <li>supported additional strategies and programs to improve educational outcomes.</li> </ul>	Quarterly status report and annual report, March 2018–2021	
Work with 18 discrete communities to co-design and fund domestic and family violence service models in each community that prioritise the safety of victims and ensure community ownership and cultural appropriateness, as part of the Community Justice Group initiative. <i>(DJAG)</i>	In 2019–2020, DJAG built on the co-design process with Community Justice Groups by establishing service agreements in 13 discrete communities to provide culturally appropriate support to respond to domestic and family violence. This will continue to be rolled out in the remaining five communities during 2020–2021.	30 June 2021, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Increase the number of Aboriginal and Torres Strait Islander Queenslanders on boards and committees. (DATSIP)	In 2019–2020, DATSIP worked with DPC, and other agencies, to promote registration of Aboriginal peoples and Torres Strait Islander peoples to the Queensland Register of Nominees to Government Bodies and for appointment processes. DATSIP now contacts every agency that submits significant appointments to raise awareness of this whole-of-government commitment in the RAP. The Premier wrote to all agencies in November 2019 to seek support for increasing representation.	30 June 2021, reported annually	 
Continue to deliver an Indigenous Drivers Licensing Program to remote Indigenous communities each year, providing a range of services including education, learner tests, practical driving assessments, license replacement and renewal, and Photo Identification Cards. The Indigenous Driver Licensing Unit has a 6 month forward schedule with servicing visits to 12 remote communities. (DTMR)	During 2019–2020, DTMR continued to deliver the Indigenous Drivers Licensing Program, to 19 remote communities, despite heavy bio-security travel restrictions due to COVID-19. DTMR issued 242 learner licenses, 137 provisional licenses, and 49 heavy vehicle licenses. Travel to remote communities and practical driving tests were suspended from late March to end of June 2020, however the program is now continuing.	30 June 2021, reported annually	 
Implement Aboriginal and Torres Strait Islander focussed Advance Queensland programs. (DITID)	Through DITID, Advance Queensland provides support and funding to innovative businesses, startups, researchers, and entrepreneurs.  A framework and process have been designed and implemented to capture Advance Queensland recipient data.  Quarter 4 (2019–2020) data indicates that more than six per cent of recipients in relevant Advance Queensland programs identify as Aboriginal peoples and Torres Strait Islander peoples, exceeding the three per cent target.  At the Advance Queensland whole-of-initiative level, individual Indigenous recipients and Indigenous owned businesses are well represented with a notable increase in outcomes achieved through Deadly Innovation Strategy programs including Open for Business, One Business, Yarrabah Business Accelerator and Innovation Hub.	30 June 2021, reported annually	 
Aboriginal and Torres Strait Islander Provider Readiness Initiative (funded through the Commonwealth NDIS Sector Development Fund) will support communities to prepare relevant organisations to respond to the needs of NDIS participants on country. Seven Indigenous mentors recruited with ties and connections to the communities they will work in. The Cairns mentor to cover the Mossman community, and the Wujal Wujal mentor will work across Hope Vale. (DCDSS)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

**Action 1.4:** *Communicate Aboriginal peoples and Torres Strait Islander peoples culture and history through interpretative experiences in National Parks.*

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Work in consultation and collaboration with Aboriginal and Torres Strait Islander people to incorporate stories, language, artwork and cultural meanings in content developed for National Park interpretive signs in Queensland National Parks signage upgrade projects and park publications. This includes Daintree National Park Discovery Guide, Barron Gorge National Park Discovery Guide and Mon Repos Discovery Centre. (DES)	Queensland Parks and Wildlife Service and Partnerships (QPWS) has included First Nations peoples references and/or cultural content on 186 signs in 2019–2020.  The initiative has been running for more than 15 years and QPWS has been incorporating First Nations cultural content (if known and appropriate) as part of ongoing work.  In June 2020, Acknowledgement of Country signage was placed at the entry of the Queensland Museum Network campuses.	30 June 2021, reported annually	

**Recognition, respect and valuing of Aboriginal and Torres Strait Islander cultures is the cornerstone of improved services to Aboriginal peoples and Torres Strait Islander peoples.**

### **Building cultural capability in Queensland Government**

The development of cultural capability is a continuous journey towards becoming competent in understanding and working with Aboriginal peoples and Torres Strait Islander peoples. The Queensland Government's Cultural Capability Framework is the foundation document that reinforces all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same opportunities as non-Indigenous Queenslanders. It underpins the way we do business so we can ensure all Aboriginal and Torres Strait Islander Queenslanders share equally in the great future of our State.

For the Queensland Government, cultural competence is informed by:

- knowing and understanding history, culture, customs, and beliefs
- awareness, authenticity, and openness to examine one's own values and beliefs, and
- culturally appropriate action and behaviour.

Ministerial and Government Champions continue to partner with Aboriginal and Torres Strait Islander discrete communities, advocating and progressing priority issues including access to social housing, funding for Wik Kath Min (Aurukun Good Stories Project) for renewable energy under the Decarbonising Remote Communities Program, and completing the build of a Splash Park at Wujal Wujal.

During 2019–2020, the Queensland Government acknowledged and celebrated significant cultural dates such as NAIDOC, Reconciliation Week, Mabo Day, and National Sorry Day. These events increase the knowledge of Indigenous history and build respect and appreciation of Aboriginal peoples and Torres Strait Islander peoples and their cultures.

## **ACTION 2.0: RESPECT**

The Queensland Government hosted or participated in over 130 cultural events from flag raising ceremonies, morning teas, exploration of Aboriginal and Torres Strait Islander voices in the cinema and being present at Musgrave Park Family Day.

All Queensland Government agencies provide foundation training in cultural capability for employees to begin their journey towards understanding Aboriginal peoples and Torres Strait Islander peoples' perspectives. Queensland Government agencies are also beginning to offer a range of advanced cultural capability training to staff and cultural capability learning activities for executives.

All these activities contribute to the Queensland Governments' commitment to preserve and strengthening the knowledge, heritage and culture of Aboriginal and Torres Strait Islander Queenslanders.

### **Supporting Indigenous arts**

The Queensland Government recognises that Aboriginal and Torres Strait Islander arts and languages are essential to the wellbeing and identity of the First Nations peoples and play an integral role in ensuring the sustainability, vitality and strength of Aboriginal and Torres Strait Islander communities.

In 2019–2020, QPAC's First Nations Program engaged and employed two full-time and three casual Aboriginal and Torres Strait Islander staff, and one Elder in Residence. It engaged over 950 First Nations artists and creatives, worked with 12 community partners and produced *Clancestry—A Celebration of Country* in 2019 which welcomed more than 4,000 people in attendance.

Arts Queensland—Backing Indigenous Arts (BIA) funding of \$1.2 million was distributed across 14 Indigenous Art Centres, three First Nations Festivals and the Indigenous Arts Centre Alliance. This work supported 260 Aboriginal and Torres Strait Islander artists. Arts Queensland also committed \$753,000 to strengthen the Aboriginal and Torres Strait Islander performing arts sector in Queensland and \$225,000 to three Next Stage recipients to provide continued support for their 2020–2021 operations.

In 2019–2020, QPS continued to implement the Look to the Stars reconciliation strategy. First launched in 2018, the Look to the Stars (LTTS) artwork by Jenna Lee has been extensively used in police stations throughout the State including: Station Acknowledgement plaques, artwork and murals, police vehicle decal, Police Liaison Officers uniforms and for the QPS soccer team uniform for an exhibition match against Indigenous All Stars Team and the QPS RFL jersey against the Indigenous All Stars. The artwork incorporates elements of the dark past, foundations of interaction, the Guiding Constellation of trust, respect and strong relationships, the culture that surrounds us every day, the principals of law enforcements, and the connection between yesterday and today.

# PROGRESS ON ACTIONS AND TARGETS

2019–2020

## Legend



On track



Completed 2018–2019



Refreshed target



Completed 2019–2020



New target

## Action 2.1: Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
As part of the State Government’s legacy project Q ANZAC 100: Memories for a New Generation, develop and implement a plan to increase ways of giving voice to the untold and personal stories of Aboriginal and Torres Strait Islander Queenslanders. (DES)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
<p>Implement cultural capability training (including the Cultural Capability Training Strategy Training Matters), as appropriate through:</p> <ul style="list-style-type: none"> <li>• implementation of the Foundation Training Package</li> <li>• all senior executives undertaking cultural capability learning activities</li> <li>• all new staff completing online cultural awareness training with a 100 per cent completion rate</li> <li>• ensuring all cultural capability learning activities are reported in agency performance plans. (DATSIP)</li> </ul>	<p>Between January and June 2020, COVID-19 has impacted the delivery of workshop and face-to-face training. Some agencies are changing to full online training. Despite the delayed delivery of cultural capability training, the project is still on track.</p> <p>In 2019–2020, DATSIP continued implementing the foundation level training package ‘Starting the Journey’ across the Queensland Government, which was launched in November 2019, and notes 3,350 views of ‘Starting the Journey’ since it launched.</p> <p>During this period, DESBT:</p> <ul style="list-style-type: none"> <li>• supported employees to complete the ‘Starting the Journey’ online module, with 88 per cent of employees having completed the online training as at 30 December 2019</li> <li>• the ‘Starting the Journey’ cultural capability training is considered mandatory online training for all staff, included as an annual requirement and also in the department’s induction checklist for new employees.</li> </ul>	30 June 2021, reported annually	
<p>Implement the Building Cultural Capability in Schools package:</p> <ul style="list-style-type: none"> <li>• Develop tools that support the systematic change in state schools.</li> <li>• Review and update of the Crossing Cultures Hidden History professional development tool, already a widely-used professional development resource in state schools.</li> <li>• Deliver regional professional development and online resources for school leaders through the newly re-developed Solid Pathways professional development, lifting the outcomes of our top performing Aboriginal and Torres Strait Islander students.</li> <li>• Review of the Australian Curriculum elaborations to ensure that Aboriginal and Torres Strait Islander histories and cultures are authentically and meaningfully addressed to help teachers embed Indigenous perspectives. (DoE)</li> </ul>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

**Action 2.2:** Demonstrate respect for Aboriginal peoples, Torres Strait Islander peoples and their communities by embedding cultural protocols as part of government business.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Develop and implement a whole-of-government Aboriginal and Torres Strait Islander engagement strategy that: <ul style="list-style-type: none"> <li>includes best practice principles to guide engagement</li> <li>develops and implements the Respectful Language Guide</li> <li>reviews existing Queensland Government Aboriginal and Torres Strait Islander cultural protocol resources</li> <li>refreshes existing Queensland Government Aboriginal and Torres Strait Islander cultural protocol resources</li> <li>develops the Aboriginal and Torres Strait Islander Knowledge Lens. <i>(DATSIP lead)</i></li> </ul>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

**Action 2.3:** Implement the strategy for using Aboriginal or Torres Strait Islander words to name or co-name public buildings or facilities.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Implement the Co-Naming Strategy by: <ul style="list-style-type: none"> <li>Upload policy to Cultural Capability Portal</li> <li>Publish policy information on Queensland Government website</li> <li>All relevant agencies implement strategy</li> <li>If required by CAL, conduct a review of the strategy. <i>(All agencies)</i></li> </ul>	The Co-Naming Strategy is available on the Cultural Capability Portal for all agencies to implement and has been published externally on the DNRME website. CAL members agreed that a review of the Strategy was not required.	30 June 2020	 

**Action 2.4:** Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Hold 10 internal and external NAIDOC events, including ensuring a coordinated government presence at Musgrave Park Family Fun Day and other NAIDOC family days throughout Queensland. <i>(DES)</i>	The Queensland Government hosted and participated in over 130 events during NAIDOC 2019. Events included poetry readings, morning teas, art exhibitions, flag raising, and workshops.	7–14 July, reported annually	

**Action 2.5:** Grasp unique opportunities to respect Aboriginal peoples and Torres Strait Islander peoples, cultures, lands, histories and rights.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Through the Queensland Government Repatriation Working Group and direct engagement with individuals and communities, support Aboriginal and Torres Strait Islander communities repatriate human remains and secret and sacred objects. (DES)	<p>State Library Queensland has engaged a film-maker who has recorded footage of Yidinji Elders travelling to Germany for the return of the ancestral remains to Queensland. This entire footage, involving interviews between museum staff in Germany and Yidinji Elders, has been added to the collection with public access currently withheld. The ancestral king's remains are at the Queensland Museum. When the details of an event to return the remains to country are confirmed, additional footage will be recorded.</p> <p>The Queensland Government Repatriation Working Group held one interdepartmental meeting in 2020. Repatriation and engagement occurred with a number of communities, including:</p> <ul style="list-style-type: none"> <li>• Ngadjon-jii people of Malanda for the return of King Ng'tja (Granddad Barry Clarke)</li> <li>• Gimuywalubara Yidinji people for the return of ancestors from overseas</li> <li>• Yadhaigana (Pulu Somerset) People for the return of ancestors from overseas</li> <li>• Port Curtis Coral Coast Trust Limited (representing the Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda People) for the return of the Burnett River rock carvings, and</li> <li>• the Torres Strait Regional Authority (TSRA) for the identification and commencement of return of Torres Strait Island remains and objects.</li> </ul> <p>Due to COVID-19 restrictions, the return of these ancestors was unable to be completed, however work is underway for the next reporting period.</p>	30 June 2021, reported annually	
Continue to embed reforms to enhance the participation of Aboriginal and Torres Strait Islander families in child protection matters. (DCSYW)	<p>Amendments to the <i>Child Protection Act 1999</i> commenced on 31 October 2018. The Department has committed to full compliance with the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) across the five system elements of legislation, policy, programs, processes and practice in the Child Protection system by 2022.</p> <p>DCSYW's internal Continuous Quality Improvement (CQI) Annual Report 2019 made specific recommendations to support practice improvement and compliance of the ATSICPP which have been accepted and are being implemented.</p>	30 June 2021, reported annually	 
Implement the Aboriginal and Torres Strait Islander Languages Policy. (DATSIP lead and DoE)	<p>DATSIP worked in partnership with Aboriginal and Torres Strait Islander language experts from across the state and DoE, to develop <i>Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy</i>. The Premier approved the policy on 1 May 2020.</p> <p>The Indigenous Languages Grants Program was launched in May 2019 and provided a total funding of \$100,000 to support 31 activities dedicated to the research, maintenance, and revitalisation of Aboriginal and Torres Strait Islander languages and dialects across Queensland.</p> <p>Expected program delivery date was 26 June 2020. This was extended to 31 March 2021 due to COVID-19 restrictions.</p>	30 June 2021, reported annually	 

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue to strengthen the Murri Court to ensure culturally appropriate court processes that respect and acknowledge Aboriginal and Torres Strait Islander cultures. (DJAG)	During 2019–2020, the Murri Court received 328 referrals into the program, which resulted in 230 participants on the program (including participants who commenced in the previous financial year), and 146 finalisations.	30 June 2021, reported annually	
Implementation of Recommendation 7 of the Reconciling Past Injustice Report to reframe the relationship between the Queensland Government and Aboriginal peoples and Torres Strait Islander peoples. (DATSIP)	DATSIP worked in partnership with the Reparations Taskforce to complete the Statement of Commitment which was signed by the Premier and Deputy Premier on 14 July 2019 and published on DATSIP's website.	31 October 2019	
Support Aboriginal and Torres Strait Islander artistic and cultural expression by investing at least \$3.15 million per annum through the Backing Indigenous Arts Initiative and other competitive funds. (DES)	<p>Arts Queensland—Backing Indigenous Arts funding of \$1.2 million was distributed across 14 Indigenous Art Centres, three First Nations Festivals, and the Indigenous Arts Centre Alliance.</p> <p>New First Nations funding was part of a \$22.5 million Queensland Arts Recovery Package announced in June 2020, including First Night Showcase Bulmba-ja, First Nations Commissioning Fund, and Indigenous Art Centres Launch Fund. Other initiatives of this package include the establishment of a First Nations Arts and Cultures Panel and a digital platform and shopfronts for ethical sales of Indigenous Queensland arts and crafts.</p> <p>In 2019–2020, QPAC's First Nation Program:</p> <ul style="list-style-type: none"> <li>engaged and employed two full-time and, three casual First Nations staff and one Elder in Residence</li> <li>engaged over 950 First Nations artists and creatives</li> <li>worked with 12 community partners; delivered programming and projects in five regional communities</li> <li>produced five mainstage seasons of work</li> <li>supported the development of 12 new works, and</li> <li>produced Clancestry—A Celebration of Country which took place over two weeks and welcomed more than 4,000 people attending workshops, events, installation, gatherings and performances.</li> </ul>	30 June 2021, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Establish Murridhagun Cultural Centre, to support Queensland Corrective Services (QCS) by</p> <ul style="list-style-type: none"> <li>• increasing the development and delivery of cultural capability training to QCS staff</li> <li>• building and strengthening partnerships with government and non-government agencies to address Aboriginal and Torres Strait Islander issues</li> <li>• providing advice to QCS senior management and others regarding Aboriginal and Torres Strait Islander culture and tradition</li> <li>• continuing to provide cultural capability training with new materials</li> <li>• assisting correctional centres and locations within the agency to delivery cultural capability/ responsiveness training and other programs and services. (QCS)</li> </ul>	<p>The Murridhagun Cultural Centre and Queensland Corrective Services Academy provided cultural capability training to all new recruits and other QCS officers including Community Correction Officers attending the Management Development Program at the Academy, and Aboriginal and Torres Strait Islander Mental Health First Aid training for 1,043 participants. This equates to more than 70 per cent of staff having completed the training.</p> <p>The Murridhagun Cultural Centre worked with DATSIP, QPS, DJAG, DCSYW, QH, DHPW, community justice groups, Aboriginal and Torres Strait Islander Councils, Elders and Gallang Place to address Aboriginal and Torres Strait Islander issues. As a result of building and strengthening partnerships, 7 internal and 23 external partnerships have been developed.</p> <p>The Murridhagun Cultural Centre established the Aboriginal and Torres Strait Islander Reference Group that provided advice to senior management and others.</p> <p>The Reference Group held six meetings to discuss topics including: the proposed Cultural Capability Action Plan (CCAP), Aboriginal and Torres Strait Islander Recruitment Strategy, First Nations Strategy, Black Lives Matter issue and supporting Aboriginal and Torres Strait Islander staff.</p> <p>Based on consultation with the Aboriginal and Torres Strait Islander Reference Group, the Cultural Capability Training Package was updated and will be delivered in the next reporting period.</p> <p>The Murridhagun Cultural Centre worked with correctional centres, the University of the Sunshine Coast, Griffith University and Elders to develop new materials including: updating the Cultural Capability training modules, draft CCAP, draft QCS Reconciliation Action Plan and finalising the Aboriginal and Torres Strait Islander Recruitment Strategy.</p>	<p>30 June 2021, reported annually</p>	



## ACTION 3.0: OPPORTUNITIES

**Increasing the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy delivers real benefits for individuals, families and communities.**

### Housing—the foundation to a better future

The Queensland Government has a vision that Aboriginal and Torres Strait Islander Queenslanders have access to safe, appropriate, and sustainable housing that provides the foundation to close the gap, and improves health, safety, wellbeing, education and economic outcomes.

A sense of home and belonging comes from our sense of place and identity. Having a secure home means family and friends always have a safe place to stay and it becomes a foundation for generations to come.

In 2019, a working group, chaired by Mr Mick Gooda, was established to partner with Aboriginal and Torres Strait Islander communities to help form the parameters of a new Aboriginal and Torres Strait Islander Housing Body. A procurement process will commence in the next reporting period to establish this Housing Body.

The Queensland Government committed an investment of \$6 million over the three years 2017–2018 to 2019–2020 to improve housing outcomes for women and children escaping domestic and family violence, by replacing three shelters in the remote and discrete communities. In August 2019, the Pompuuraaw Shelter was completed. The Woorabinda Shelter was delayed due to COVID-19 community access restrictions, now scheduled for completion in September 2020.

In June 2020, the first transfer of a social housing dwelling into private ownership in Mapoon occurred via a 99-year home ownership lease. This was the first of its kind in Mapoon and is also the first 99-year home ownership lease in Queensland under the formal \$75 million Remote Home Ownership program.

The Queensland Government rolled out 300 raised garden beds, soil and seedlings to social housing households in remote Aboriginal and Torres Strait Islander communities in the Cook electorate. The Family Fresh Garden Project was funded through TenantConnect, the Department of Housing and Public Works' tenant engagement program. The project was delivered in partnership with Councils and community partners, and established during COVID-19 restrictions to engage, encourage and support tenants to keep active, maintain positive mental wellbeing, and grow fresh food.

### Supporting jobs and businesses

Queensland Government programs are contributing towards jobs for Aboriginal and Torres Strait Islander Queenslanders and supporting the Indigenous business sector.

The Building our Regions (BoR) program supports the delivery of local government infrastructure projects in regional communities that create flow-on economic development opportunities and jobs. The BoR program has strengthened its focus on job creating infrastructure.

In 2019–2020, this program built the capability of Aboriginal and Torres Strait Islander Councils to support their preparation of suitable applications for funding under BoR Round 5 and assisted them identify job-creating infrastructure projects. Over \$7.5 million allocated towards 10 projects in 9 communities—Aurukun, Cherbourg, Coen, Hope Vale, Lockhart River, Mapoon, Northern Peninsula Area, Torres, Torres Strait Island—and supporting over 48 jobs during construction.

The Queensland Government Building and Construction Training Policy is supporting the employment of Aboriginal peoples and Torres Strait Islander peoples and the growth of the Indigenous businesses sector. In 2019–2020, selected Indigenous construction projects provided employment for 347 Aboriginal peoples and Torres Strait Islander peoples in discrete communities and 183 outside discrete communities. These projects also awarded over \$6.89 million in contracts to Aboriginal and Torres Strait Islander businesses.

The Back to Work program supported 278 Aboriginal peoples and Torres Strait Islander peoples into jobs in 2019–2020 financial year. Since the program began in July 2016, there have been a total of 2,158 Aboriginal and Torres Strait Islander jobseekers supported, with \$21.2 million provided to 1,463 employers.

# PROGRESS ON ACTIONS AND TARGETS

2019–2020

## Legend

-  On track
-  Refreshed target
-  New target
-  Completed 2018–2019
-  Completed 2019–2020

**Action 3.1:** Continue to implement the Queensland Public Sector Workforce Strategy to increase the proportion of Aboriginal peoples and Torres Strait Islander peoples in the Queensland Public Sector.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
The Queensland Public Sector Workforce Strategy includes a target to increase the proportion of Aboriginal people and Torres Strait Islander people working in the Queensland public sector to 3 per cent by 2022. <i>(All agencies, PSC lead)</i>	<p>As at 30 June 2020, the Queensland public sector workforce had a total of 279,036 employees. Of that number, 7,030 (2.52 per cent) identified as Aboriginal and/or Torres Strait Islander, an increase of 392 from 30 June 2019.</p> <p>As at 30 June 2020, there were 77 Aboriginal peoples and Torres Strait Islander peoples in executive roles (an increase of 19 from the previous year), 1,006 in other leadership roles (an increase of 210 people), and 5,947 Aboriginal peoples and Torres Strait Islander peoples in AO1 to AO6 roles (an increase of 163 people).</p> <p>DAF established an Aboriginal and Torres Strait Islander Network to encourage mentoring of new employees and initiatives to promote employment in the agency.</p>	30 June 2022, reported annually	
Work collaboratively with universities to strengthen relationships and connect with Aboriginal and Torres Strait Islander graduates seeking to apply for a Queensland Government graduate program. <i>(DATSIP and PSC)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Develop a strategy to identify and develop leadership talent and promote available career pathways, and advise the CAL group. <i>(DATSIP and PSC)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Implement the IMPACT Aboriginal and Torres Strait Islander Alumni and professional mentoring network; implement the DNRME Indigenous Employment Pathways Traineeship Program; prioritise professional development opportunities for Aboriginal and Torres Strait Islander employees. <i>(DNRME)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Develop, implement, review and update Aboriginal and Torres Strait Islander workforce plans aligned to the Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026. <i>(QH)</i>	<p>The Aboriginal and Torres Strait Islander Workforce Strategic Framework 2016–2026 (Workforce Strategic Framework) aligns to the Queensland Government's Moving Ahead Strategy.</p> <p>Under the Department of Health's Diversity and Inclusion Action Plan, Hospital and Health Services built capability and capacity in workforce planning to enable effective development and implementation of local workforce plans.</p> <p>As at June 2020, Queensland Health's Aboriginal and Torres Strait Islander workforce participation was 2.12 per cent. This is an increase from 1.96 per cent at June 2019.</p>	30 June 2021, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Investigate and establish a new Aboriginal and Torres Strait Islander housing body to work with Indigenous community housing organisations and Aboriginal and Torres Strait Islander councils to improve Indigenous housing outcomes in urban, regional and remote communities. <i>(DHPW)</i>	From the May 2019 Indigenous Community Housing (IHO) Forum, a working group was established to progress the formation of the Aboriginal and Torres Strait Islander Housing Body. This working group includes statewide representation nominated by peers. The group was chaired by Mr Mick Gooda. A procurement process will commence in the next reporting period to establish the Housing Body.	30 June 2021, reported annually	
Under the Queensland Housing Strategy, develop an Aboriginal and Torres Strait Islander Housing Action Plan to address housing outcomes and complex challenges in urban, regional, remote and discrete communities. <i>(DHPW)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Deliver an accommodation facility for young Aboriginal and Torres Strait Islander women from remote communities who are pursuing education and employment opportunities, in partnership with the private sector. <i>(DHPW)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Improve housing outcomes for women and children escaping domestic and family violence by replacing or renewing shelters in the remote and discrete communities of Cherbourg, Pormpuraaw and Woorabinda. <i>(DHPW)</i>	In August 2019, DHPW completed the Pormpuraaw Shelter to improve housing outcomes for women and children escaping domestic and family violence. Planned upgrades to the Woorabinda Shelter are scheduled for September 2020, due to restricted access during COVID-19.	30 June 2021, reported annually	
\$75 million commitment to home ownership on Aboriginal and Torres Strait Islander land. This funding will support the resolution of 344 outstanding Land Holding Act (LHA) home ownership entitlements, which is a legacy issue, and up to 50 home ownership purchases under a 99-year lease arrangement. <i>(DHPW)</i>	In June 2020, the first transfer of a social housing dwelling into private ownership in Mapoon occurred via a 99-year home ownership lease. This was the first of its kind in Mapoon and is also the first 99-year home ownership lease in Queensland under the formal \$75 million Remote Home Ownership program. In 2019-2020, 110 of 344 outstanding LHA entitlements were resolved resulting in home ownership. A further 27 resolutions were achieved via surrender of an existing entitlement.	30 June 2022, reported annually	
Through the Remote Area Teacher Education Program (RATEP) initiative, TAFE Queensland North and James Cook University will offer off-site courses, including a Bachelor of Education (Primary), Certificate III, Certificate IV and Diploma in Education, to increase the locally-based and qualified workforce for Queensland's primary schooling sector. The program supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers within their home communities. <i>(DoE)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

### Action 3.2: Increase government procurement from Indigenous businesses.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
450 Aboriginal and Torres Strait Islander businesses securing government procurement over 2019–2020. Total spend value: \$350 million. (DATSIP lead)	<p>The <i>Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy</i> (QIPP) provides a commitment to increase government procurement with Aboriginal and Torres Strait Islander businesses to three per cent of addressable spend by 2022.</p> <p>During 2019–2020, the Queensland Government procured goods and services from 475 Aboriginal and Torres Strait Islander businesses to the value of \$362 million. This exceeded the target of 450 business and \$350 million set for the reporting period. This was also an increase from 2018–2019, where the Queensland Government procured goods and services from 421 Aboriginal and Torres Strait Islander businesses worth \$329 million.</p>	30 June 2020	 

### Action 3.3: Increase industry employment and business supply opportunities.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue development and implementation of Strategic Industry Partnerships. (DATSIP)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Indigenous projects selected under the Queensland Government Building and Construction Training Policy. Opportunities selected based on local employment and business supply capacity over 2018–2019 and ongoing. (DATSIP lead)	<p>During 2019–2020, DATSIP continued to increase industry employment and business supply opportunities under the Queensland Government Building and Construction Training Policy, by facilitating Indigenous Economic Opportunity Plans on eligible projects with procuring agencies, contractors and councils.</p> <p>Key achievements included:</p> <ul style="list-style-type: none"> <li>• completing 19 selected Aboriginal and Torres Strait Islander projects, under the Queensland Government Building and Construction Training Policy, achieving \$5,868,629 in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples</li> <li>• completing six construction projects</li> <li>• 530 employment outcomes for Aboriginal peoples and Torres Strait Islander peoples resulting from the Queensland Government Building and Construction Training Policy eligible projects</li> <li>• 48 Aboriginal peoples and Torres Strait peoples engaged as either an apprentice or trainee</li> <li>• accredited training for two Aboriginal and Torres Strait Islander workers</li> <li>• awarding over \$6.89 million to Aboriginal and Torres Strait Islander business supply for contracts through the Indigenous Economic Opportunity Plans for government funded infrastructure projects.</li> </ul>	30 June 2021, reported annually	
Support Aboriginal and Torres Strait Islander Participation in the Back to Work program that leads to improved social and economic benefits through supporting employment opportunities and business development. (DESBT)	<p>During 2019–2020, the Back to Work program supported 278 Aboriginal peoples and Torres Strait Islander peoples into jobs. This represents \$3.5 million in funding for 253 employers.</p> <p>Since the program began in July 2016, there have been a total of 2,158 Aboriginal and Torres Strait Islander jobseekers supported, with \$21.2 million provided to 1,463 employers.</p> <p>Total Aboriginal and Torres Strait Islander participation in the program from 1 July 2016 to 30 June 2020 is 9.5 per cent.</p>	30 June 2021, reported annually	 

### Action 3.4: Support capability and capacity development of Indigenous business sector.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue implementation of the Enterprise Queensland Indigenous Program (Moving Ahead). (DATSIP)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	
Continue implementation of the Advancing Indigenous Business Initiative. (DESBT)	<p>DESBT, through the Advancing Indigenous Business initiative, has continued to support Aboriginal and Torres Strait Islander businesses through the provision of grants and support programs. In the 2019–2020 reporting period, the initiative:</p> <ul style="list-style-type: none"> <li>delivered 12 Aboriginal and Torres Strait Islander business development support programs.</li> <li>hosted eight Aboriginal and Torres Strait Islander marketplaces which supported 56 businesses establish new markets and sell products locally.</li> <li>delivered the first Aboriginal and Torres Strait Islander Construction Symposium in September 2019 promoting 18 Aboriginal and Torres Strait Islander businesses from across Queensland to key industry and government representatives.</li> <li>awarded 156 small business grants to Aboriginal and Torres Strait Islander businesses with total funding of \$1.3 million.</li> <li>supported four Aboriginal businesses, during Indigenous Business Month, to run business development workshops, and backed the launch of a national online platform, BuyingBlack.com.au.</li> </ul> <p>The Advancing Indigenous Business initiative finished on 30 June 2020.</p>	30 June 2020	

### Action 3.5: Grasp opportunities where government practice supports Aboriginal and Torres Strait Islander opportunities for reform.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Develop and implement a Cultural Capability Accreditation Framework to provide a system for assessing and improving the cultural capability of non-Indigenous service delivery organisations and businesses serving/partnering with Aboriginal and Torres Strait Islander clients. (DATSIP)	<p>DCDSS developed and published a Human Services Quality Framework (HSQF) for the human services sector within Queensland Government.</p> <p>The HSQF is a system for certifying, assessing, and improving an organisation's standards for quality human service delivery and achieves the intention of a Cultural Capability Accreditation Framework.</p> <p>DATSIP led discussions with other Queensland Government providers of services to Aboriginal peoples and Torres Strait Islander peoples about adopting the HSQF. The following agencies are currently using the Framework: DCSYW; DCDSS and QH.</p>	30 December 2020	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Support Aboriginal and Torres Strait Islander participation in vocational education and training (VET) that leads to improved social and economic benefits through VET Investment Plan initiatives, such as:</p> <ul style="list-style-type: none"> <li>• User Choice</li> <li>• Certificate 3 guarantee</li> <li>• Higher Level Skills</li> <li>• Skilling Queenslanders for Work. (<i>DESBT</i>)</li> </ul>	<p>DESBT has supported Aboriginal and Torres Strait Islander participation in VET that leads to improved social and economic benefits through VET Investment Plan initiatives such as User Choice, Certificate 3 guarantee, Higher Level Skills, and Skilling Queenslanders for Work.</p> <p>Program participation during 2019–2020 was:</p> <ul style="list-style-type: none"> <li>• User Choice 6.9 per cent</li> <li>• Certificate 3 Guarantee 11 per cent</li> <li>• Higher Level Skills 4.9 per cent</li> <li>• Skilling Queenslanders for Work – 18.8 per cent</li> </ul> <p>To date, under the Skilling Queenslanders for Work (SQW), 18.9 per cent or 11,207 of total participants assisted (59,390) identified as Aboriginal and Torres Strait Islander Queenslanders.</p> <p>The current participation rate across all programs for Aboriginal peoples and Torres Strait Islander people is 18.9 per cent.</p> <p>In 2019–2020, 2,084 Aboriginal peoples and Torres Strait Islander people participated in SQW with a participation rate in 2019–2020 of 18.8 per cent.</p> <p>To date, 10,481 Aboriginal peoples and Torres Strait Islander peoples have exited a SQW program, and of those 5,693 or 54.3 per cent have gained employment or are engaged in further training or education.</p>	30 June 2021, reported annually	
<p>Undertake a three-year trial of domestic and family violence integrated service responses in one discrete Aboriginal community, one regional community and one urban community. This is to improve the safety of victims and their children and better hold perpetrators to account, in response to recommendations in the Not Now, Not Ever report. (<i>DCSYW lead, DJAG, QPS, DHPW, DoE, DATSIP, QCS</i>)</p>	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>	Completed 2018–2019	
<p>Close the gap in life outcomes and address the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by implementing the Our Way generational strategy 2017–2037 and the Changing Tracks action plan 2017–2019. (<i>DCSYW and DATSIP co-lead</i>)</p>	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>	Completed 2018–2019	
<p>Facilitate discussions with Aboriginal and Torres Strait Islander shire council and regional councils to identify projects that enhance liveability and support community sustainability:</p> <ul style="list-style-type: none"> <li>• Palm Island – complete sporting precinct upgrade works associated with the Building our Regions grant and Get Playing Plus grant</li> <li>• Yarrabah – complete an economic needs assessment and complete the CBD public realm project</li> <li>• Economic Development Queensland – meet with five communities to discuss potential projects. (<i>DSDMIP</i>)</li> </ul>	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>	Completed 2018–2019	
<p>Improve the capability of Aboriginal and Torres Strait Islander councils to identify projects that will deliver enduring economic outcomes in their communities and prepare suitable applications when competing for funding under Round 4 of the Building our Regions program. (<i>DSDMIP</i>)</p>	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>	Completed 2018–2019	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Increase jobs and opportunities for Aboriginal peoples and Torres Strait Islander peoples by:</p> <ul style="list-style-type: none"> <li>• continuing support for 15 QPWS Indigenous Ranger positions in Far North Queensland</li> <li>• continuing support for five Ranger positions under the Indigenous Land and Sea Ranger program (Quandamooka People, North Stradbroke Island Economic Transition Strategy (NSIETS) initiative)</li> <li>• supporting emerging Indigenous business development opportunities on North Stradbroke Island through the Indigenous Business Development Fund, an initiative under the NSIETS (total project funding is \$0.85 million). (DES)</li> </ul>	<p>DES continues to support the 15 QPWS Indigenous Ranger positions in Far North Queensland. In 2019–2020, 12 of the 15 positions have been permanently filled. One of the vacant positions was actively filled in a temporary capacity and the two remaining positions are proposed to be recruited to.</p> <p>In December 2019, DES continued to support and provide funding for six Quandamooka Yoolooburrabee Indigenous Joint Management Area Rangers on Minjerribah, four Indigenous Joint Management Rangers on Mulgumpin and two joint management coordinators, to work jointly with QPWS Rangers and staff for the benefit of both islands.</p> <p>DES is providing funding for the employment of five Land and Sea Ranger positions with Quandamooka Yoolooburrabee Aboriginal Corporation to care for land and sea country, provide jobs and training, and engage future generations.</p> <p>The Indigenous Business Development Fund was closed on 4 July 2019.</p>	30 June 2021, reported annually	
Maintain or exceed an Aboriginal and Torres Strait Islander workforce of 6.6 per cent in the North Queensland Stadium development. (DHPW)	The project was completed in January 2020 and the final percentage of Aboriginal and Torres Strait Islander workforce across the project as a whole was 11.6 per cent.	30 June 2020	
Return the ownership and management of identified Cape York Peninsula lands to Aboriginal Traditional Owners while establishing joint management of national parks and increasing opportunities for cultural protection and economic development. (DES)	In 2019–2020, DES officers continued negotiation of three land tenure dealings with Cape York Peninsula Traditional Owners. Travel restrictions impacted the ability to negotiate land dealing arrangements, however the Eastern Kuku Yalanji People were comfortable to continue their negotiations to progress legal documents and the details of the tenure arrangements. Land dealing negotiations will progress now restrictions have been lifted.	30 June 2021, reported annually	 
Support joint management arrangements in the North Stradbroke Island area, including Naree Budjong Djara National Park, and on Cape York Peninsula Aboriginal land national parks. (DES)	<p>In 2019–2020, following consent determination on the Quandamooka #4 Native Title (Mulgumpin) claim and registration of the State negotiated Indigenous Land Use Agreement, the State committed to use its best endeavours to enter into a joint management arrangement for Gheebulum Coonungai (Moreton Island) National Park on Mulgumpin (Moreton Island). To facilitate this, DES committed to progress legislative amendments contained in the <i>Nature Conservation and Other Legislation (Indigenous Joint Management—Moreton Island) Amendment Bill 2020</i> to deliver formal joint management on Mulgumpin.</p> <p>To fulfil additional joint management objectives in 2019–2020, DES finalised changes to the Recreation Area and Service agreement to support Quandamooka Yoolooburrabee Aboriginal Corporation management and progressed the traditional naming process for Moreton Island National Park to Gheebulum Coonungai (Moreton Island) National Park.</p> <p>This arrangement is in addition to the existing joint management arrangements for North Stradbroke Island (Minjerribah) in place since 2011–2012.</p> <p>Delivery of joint management arrangements in the Cape York Peninsula Region are continuing.</p>	30 June 2021, reported annually	 

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Build sustainable and ethical Aboriginal and Torres Strait Islander arts industries through the Backing Indigenous Arts initiative and Screen Queensland. \$1.5 million in sales of work by Aboriginal and Torres Strait Islander artists represented by Indigenous Arts Centres. (DES)	<p>In 2019–2020, \$1,215,000 was invested to support 260 artists.</p> <p>In November 2019, \$4.24 million in funding was provided over 4 years (2019–2020 to 2022–2023) to 14 Indigenous art centres in regional and remote Aboriginal and Torres Strait Islander communities of Far North Queensland.</p>	30 June 2021, reported annually	
Invest \$2.1 million through new Backing Indigenous Arts Performing Arts funding to strengthen Queensland's Aboriginal and Torres Strait Islander performing arts sector. (DES)	<p>\$2.1 million was committed in the 2017–2018 State Budget to strengthen the Aboriginal and Torres Strait Islander performing arts sector in Queensland.</p> <p>Of that, \$753,000 was committed in 2019–2020 to strengthen Aboriginal and Torres Strait Islander performing arts sector in Queensland, and \$225,000 to three Next Stage recipients to provide continued support for their 2020–2021 operations.</p>	30 June 2020	
<p>Implement Queensland Parole System Review recommendation 64:</p> <ul style="list-style-type: none"> <li>QCS will substantially and immediately increase the number of Cultural Liaison Officer positions within the Probation and Parole workforce, particularly in offices supervising high numbers of Aboriginal and Torres Strait Islander offenders. (QCS)</li> </ul>	<p>During 2019–2020, the Parole Board undertook a targeted recruitment strategy, to increase the number of Aboriginal and Torres Strait Islander appointed Board members. The outcome of this recruitment drive will be captured in future reporting.</p> <p>QCS increased the number of Cultural Liaison Officer positions by recruiting five new Cultural Liaison Officers to correctional centres and Community Corrections offices.</p>	30 June 2021, reported annually	 
Continue to implement the Our Way generational strategy 2017–2037. (DCSYW)	<p>Guided by Aboriginal and Torres Strait Islander perspectives, 'Our Way: A Generational strategy for Aboriginal and Torres Strait Islander children and families' (Our Way) outlines the Queensland Government's approach to improve life opportunities for Queensland's vulnerable Aboriginal and Torres Strait Islander children and families by working together differently.</p> <p>The Our Way generational strategy 2017–2037 represents a fundamental shift in how child protection, family support, and other services work with, and for, Aboriginal and Torres Strait Islander children and families.</p> <p>The first action plan Changing Tracks 2017–2019 was finalised in December 2019.</p> <p>Some key achievements of the first action plan include:</p> <ul style="list-style-type: none"> <li>establishing the Queensland First Children and Families Board with representation from Family Matters Queensland, Aboriginal and Torres Strait Islander community leaders and the Queensland Government</li> <li>roll out of 33 Aboriginal and Torres Strait Islander Family Wellbeing Services across Queensland</li> <li>amending the <i>Child Protection Act 1999</i> to: <ul style="list-style-type: none"> <li>Support the rights of Aboriginal peoples and Torres Strait Islander peoples to self-determination</li> <li>Embed the five elements of the Child Placement Principle</li> <li>Enable one or more of the Chief Executive's functions or powers to be delegated to the chief executive officer of an Aboriginal or Torres Strait Islander entity</li> </ul> </li> <li>developing a Wellbeing Outcomes Framework for Aboriginal and Torres Strait Islander children and young people to inform Queensland Government investment in policies, programs and services.</li> </ul>	30 June 2021, reported annually	 

TARGET	ACHIEVEMENT	TIMELINE	STATUS
	The second action plan, Changing Tracks 2020–2022 was released in February 2020, and is the second of seven consecutive action plans over the life of the Our Way strategy, designed to create a system that recognises and builds on the strengths and resilience of Aboriginal and Torres Strait Islander families, communities and culture.		
<p>Through the Building our Regions (BoR) program, build the capability of Aboriginal and Torres Strait Islander Councils to identify job-creating infrastructure projects that will improve economic conditions and liveability by:</p> <ul style="list-style-type: none"> <li>Assisting councils in preparing suitable applications when competing for funding under BoR Round 5</li> <li>Working with councils to successfully deliver projects funded under all rounds of BoR. (DSDMIP)</li> </ul>	<p>The Building our Regions (BoR) program supports local government infrastructure projects in regional communities that create flow-on economic development opportunities and jobs.</p> <p>Rounds 1 to 5 of BoR has allocated funding of \$29.4 million for 52 projects in 16 communities, supporting 131.4* jobs during construction. Twenty-six of these projects are complete.</p> <p>Round 5 closed in August 2019:</p> <ul style="list-style-type: none"> <li>Nine councils were provided assistance to apply for BoR R05 funding—Aurukun, Hope Vale, Lockhart River, Mapoon, Northern Peninsula Area, Pormpuraaw, Torres, Torres Strait Island and Yarrabah.</li> <li>Over \$7.5 million allocated towards 10 projects in nine communities—Aurukun, Cherbourg, Coen, Hope Vale, Lockhart River, Mapoon, Northern Peninsula Area, Torres, Torres Strait Island—and supporting 48.9* jobs during construction.</li> </ul> <p><i>* Average number of Full-Time Equivalent (FTE) jobs supported by project construction is based on Queensland Treasury's Guidelines for estimating FTE jobs directly supported by capital works.</i></p>	30 June 2021, reported annually	 

**Action 3.6:** *Develop the Aboriginal and Torres Strait Islander tourism sector in partnership with Traditional Owners, the tourism industry and government agencies.*

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda. (DITID)	<p>In 2019–2020, over 150 business leaders, employers, government representatives, tourism organisations, Native Title holders and community organisations gathered at Twin Waters Sunshine Coast to discuss strategies and opportunities for First Nations tourism in Queensland.</p> <p>The event was hosted by the Queensland Tourism Industry (QTIC) Council under the direction and guidance from the QTIC Indigenous Champions Network.</p> <p>The keynote speaker for Destination Indigenous Queensland 2019 was Mr Keith Henry, CEO, Indigenous Tourism Association of Canada. Mr Henry spoke about the Canadian experience in growing Indigenous tourism and provided insights, learnings and economic impact opportunities that could be considered in the Queensland Indigenous tourism context.</p> <p>Throughout the day the event showcased First Nations business case studies, informative talks, panel discussion and the release of the First Nations Tourism Potentials Plan.</p>	30 June 2021, reported annually	
Establish a cross-government working group on Aboriginal and Torres Strait Islander tourism. (DITID)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.	Completed 2018–2019	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Work with Indigenous leaders, Traditional Owners and the wider tourism industry to develop and grow Aboriginal and Torres Strait Islander tourism businesses and experiences. (DITID)	<p>The Year of Indigenous Tourism was announced for 2020 and has been extended to include 2021 due to the impact of COVID-19. The Growing Indigenous Tourism in Queensland Fund (GITIQ) was launched to grow Indigenous tourism businesses.</p> <p>The Our Country Tourism Development service has been established to support the growth of new and existing Indigenous-owned tourism enterprise. A Cairns-based Indigenous tourism officer takes part in the monthly Tourism Tropical North Queensland Indigenous tourism cluster group. Minjerribah Futures engages regularly with QYAC's leadership team. As part of Minjerribah Futures, and the North Stradbroke Island Economic Transition Strategy that preceded it, several projects have been concluded including:</p> <ul style="list-style-type: none"> <li>• expanding National Parks</li> <li>• indigenous Business Development Fund</li> <li>• refurbishment of Minjerribah Ganaba</li> <li>• pilot Minjerribah Arts Trail</li> <li>• North Stradbroke Island/Minjerribah Marketing and Events Program</li> <li>• public transport study</li> <li>• Peel Island (Teerk Roo Ra) access project</li> <li>• school camps and tertiary research</li> <li>• Yalingbila Tours whale watching.</li> </ul> <p>Under the Adventure and Nature Based Tourism Opportunity Program (including Queensland Ecotourism Trails), DITID assisted the Kabi Kabi People to identify and develop a tourism product that supports their cultural values at Cooloola. DITID also prepared them for partnership with the State's contract ecotourism accommodation operator.</p>	30 June 2021, reported annually	
Support Tourism Tropical North Queensland to undertake research, demand development and run an expression of interest process to deliver new Aboriginal and Torres Strait Islander tourism experiences targeting Asian visitors. (DITID)	<p>2020 was announced by the Queensland Government as the 'Year of Indigenous Tourism' (YoIT), building on the success of 2019's 'Year of Outback Tourism'.</p> <p>YoIT was extended to 2021 following the impacts of COVID-19 and in consultation with industry and stakeholders. As a result, the YoIT program spans the 2020 and 2021 calendar years.</p> <p>The program is overseen by the YoIT Steering Committee, chaired by DITID, and delivered in partnership with Tourism and Events Queensland, the Queensland Tourism Industry Council, Tertiary and Further Education Queensland (TAFE Qld), and Tourism Tropical North Queensland.</p>	30 June 2021, reported annually	

**Action 3.7: Delivery of Solid Pathways—a program for high achieving Aboriginal and Torres Strait Islander students to increase the number of students with tertiary aspirations and enhance economic participation.**

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continued implementation of Solid Pathways across the state. Provide professional development for teachers to lift the outcomes of our top performing Aboriginal and Torres Strait Islander students. (DoE)	<p>Solid Pathways changed to become Solid Pathways–STEM at the end of 2019 and was delivered to students in Years 4–6.</p> <p>Solid Pathways–STEM is an extension program for high-achieving Aboriginal and Torres Strait Islander students and enables them to develop STEM capabilities and nurtures their scientific curiosity through critical and creative thinking.</p> <p>Solid Pathways–STEM has been delivered in approximately 327 schools to 609 students.</p> <p>With the increase in demand on human resources due to the collaboration process, professional development for staff is no longer offered through this program.</p>	30 June 2021, reported annually	

**Action 3.8:** *Delivery of the Indigenous Student Academic Achievement Network—a project to enhance academic outcomes of high achieving Indigenous students and support their transition into tertiary education.*

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Increase the number of students undertaking an ATAR/OP eligible pathway at school, close the gap between Indigenous and non-Indigenous ATAR level attainment, and increase the numbers of Aboriginal and Torres Strait Islander students entering tertiary education courses of their choice. (DoE)	<p>In 2019, 15.6 per cent (227) Indigenous students were OP eligible, a decrease from 2018 where 17.3 per cent (363) students were OP eligible. By comparison 38.5 per cent (7,376) non-Indigenous students were OP eligible in 2019 and 39.4 per cent (10,835) in 2018.</p> <p>The Indigenous and non-Indigenous OP eligible gap was 22.8 per cent in 2019 and 22.1 per cent in 2018. The 2019 graduating class was the half cohort of students who started their Prep Year in 2007.</p> <p>This initiative no longer exists. A broader approach, encompassing all Year 10 Aboriginal and Torres Strait Islander students is now being undertaken.</p>	30 June 2021, reported annually	

**Action 3.9:** *Dedicated support to increase the numbers of Aboriginal and Torres Strait Islander students attaining Year 12 Certification (QCE/QCIA), and close the gap in attainment rates.*

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
All students to meet the annual target set by DoE and close the gap between Indigenous students and their non-Indigenous peers. (DoE)	<p>In 2019, 98.1 per cent (1,425) of Aboriginal and Torres Strait Islander state school Year 12 completers achieved either a Queensland Certificate of Education (QCE) or Queensland Certificate of Individual Achievement (QCIA), compared to 98.3 per cent (18,848) of non-Indigenous students. The gap in Queensland certification between Aboriginal and Torres Strait Islander students and their non-Indigenous peers remains at less than one percentage point.</p> <p>COVID-19 created barriers for students learning at home who required additional support. Despite this, the 2019 Queensland certification completion rate for Aboriginal and Torres Strait Islander students was the same as 2018.</p>	30 June 2021, reported annually	

# GOVERNANCE, TRACKING PROGRESS AND REPORTING

## Governance

In 2015, the Queensland Government launched the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework (the Framework). The Framework is the foundation document that underpins all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same opportunities as non-Indigenous Queenslanders.

The Framework is supported by two whole-of-government coordination groups:

- the Cultural Agency Leaders (CAL) Committee comprising senior executives, and
- an officer-level Culture and Reconciliation (CAR) Working Group comprising officers from all agencies.

All 22 Queensland Government agencies either have a Cultural Capability Action Plan or continue to implement the responsibilities contained in a Cultural Capability Action Plan developed before recent machinery-of-government changes.

Most importantly, 22 agencies have participated in the whole-of-government six-monthly CCAP implementation reporting which demonstrates a strong commitment to the Queensland Government's Cultural Capability agenda.

The CAL Committee continues to oversee the implementation of the RAP.

DATSIP is responsible for coordinating the whole-of-government reporting on the RAP, and will continue to liaise and share information with Reconciliation Australia and other key stakeholders during 2020–2021.

## Learnings

The Queensland Government refreshed the RAP to include additional targets. As a result, the Queensland Government is reporting on initiatives that are not part of the originally published RAP. The Report reflects completed, current and refreshed targets, as well as new targets. This demonstrates what the Queensland Government is achieving in addition to RAP commitments.

Regular, open, two-way conversations with Reconciliation Australia and Reconciliation Queensland Incorporated, will assist with improvement and growth in the development of whole of jurisdiction RAPs.

In the last reporting period, DATSIP identified the need to improve processes that support the coordination of data collection against key performance indicators and reporting on related targets. For many targets, the data collected is qualitative and not quantitative. For the 2019–2020 reporting period, DATSIP initiated new reporting templates that incorporated RAP, cultural capability and Moving Ahead (CARMA). This new reporting tool (CARMA) offered efficiencies for agencies to enable them to provide all reporting at one time. The improved processes ensured the data collection occurred only once and, by going through the Cabinet Legislation and Liaison Officer (CLLO) network, appropriate levels of approval were provided. DATSIP will seek constructive feedback from all contributing Queensland Government agencies as an essential part of the continuous improvement cycle for reporting. DATSIP is exploring options for further streamlining these processes in the 2020–2021 reporting period.

Seeking input and discussing challenges with other agencies, through formal and informal networks, brings together a collective to work on solutions for reconciliation. The sharing of challenges and stories of success reinforces positive action for areas of improvement. This sharing and yarning engages people and provides examples of how they might implement reconciliation within their own agency.

## Challenges

In delivering on RAP initiatives and actions, Queensland Government agencies may face challenges and barriers, including the impacts of the COVID-19 global pandemic, such as meeting project delivery targets due to budget cuts, timeframes not being met, limited consultations with community due to restrictions and competing priorities due to emergency response.

The Queensland Government is responding to the pandemic through the *Queensland's COVID-19 Economic Recovery Plan*, Unite and Recover. The former DATSIP has developed an Aboriginal and Torres Strait Islander Economic Recovery Action Plan to ensure the Queensland Government's response delivers for Aboriginal and Torres Strait Islander Queenslanders in ways that supports progress towards the implementation of Path to Treaty, and complements and supports Local Thriving Communities.

# FUTURE OPPORTUNITIES

## Path to Treaty

As the first of many conversations, Path to Treaty feedback expressed overwhelming support for a treaty making process, with truth telling and honesty about our shared history to be at the heart of the treaty process. While community consultations were a significant first step, we acknowledge this is the beginning of the journey—one which will benefit all Queenslanders. The Path to Treaty provides for greater recognition, celebration and learning from First Nations peoples. It is a significant step forward in reframing the relationship with First Nations peoples and duly recognises Aboriginal and Torres Strait Islander Queenslanders as the First Nations peoples of this land we now share. In the next steps the primary focus for Path to Treaty is to establish a way forward for Aboriginal peoples and Torres Strait Islander peoples and the Queensland Government to work together.

## Local Thriving Communities

DATSIP is working with communities to outline the opportunity of LTC using the co-designed Pathway to Local Decision Making and the supporting toolkit which engages community in the journey towards deciding whether to establish Local Decision Making Bodies (LDMBs).

The next phase of implementation will develop a series of whole-of-government action plans. The first action plan will be developed in consultation with LTC governance groups, direct engagement with other government and community stakeholders, and will focus on activities over the next 12 to 18 months in five key priority areas:

- investment mapping
- data sharing and developing a monitoring and evaluation framework
- establishing LDMBs in initial communities
- building whole-of-government capacity and
- mapping how current legislative and procurement frameworks can enable the establishment of LDMBs.

## Aboriginal and Torres Strait Islander Languages program and grants

Aboriginal and Torres Strait Islander languages are intrinsic to the cultural heritage of Queensland and are important in maintaining Aboriginal peoples and Torres Strait Islander peoples' connection to culture, community and identity, and in building resilience.

The Queensland Government's inaugural Indigenous Languages Grants program, co-funded by the Department of Aboriginal and Torres Strait Islander Partnerships and the Department of Education, was launched in May 2019.

Thirty-one programs totalling \$100,000 were funded as part of the inaugural Indigenous Languages Grants program. These programs support initiatives such as language apps, dictionaries, oral language recordings, and activities to teach traditional and contemporary languages to school children. Due to the impact of COVID-19, program delivery was extended to 31 March 2021.

## Legal recognition of Torres Strait Islander traditional child rearing practice

The Queensland Government will establish a statutory decision maker, the Commissioner Meriba Omasker Kazipa, under *Meriba Omasker Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* (the Act). The Commissioner will consider applications for legal recognition of Torres Strait Islander traditional child rearing practice and make 'Cultural Recognition Orders' which will transfer the parental rights to the child's cultural parents and give legal effect to the practice.

## First Nations health equity reform agenda

Health equity is the overarching reform driving Queensland Health's commitment and approach to improving the health of Aboriginal and Torres Strait Islander peoples. This reform builds on more than 30 years of activity in Queensland and nationally by adopting a social justice and rights-based approach to First Nations' health. A significant first step in Queensland's health equity journey was the appointment in 2019 of the first Chief Aboriginal and Torres Strait Islander Health Officer and Deputy Director-General in Queensland Health.

In August 2020, the *Health Legislation Amendment Bill 2020* was passed in Queensland Parliament. The Bill furthers the health equity reform agenda by embedding a commitment to health equity in the *Hospital and Health Boards Act 2011* (HHB Act 2011) by requiring Hospital and Health Services (HHSs) to:

- have a strategy for achieving health equity with First Nations peoples
- each Hospital and Health Board to have one or more Aboriginal persons and/or Torres Strait Islander persons as members.

First Nations health equity agenda will be co-designed, co-owned and co-implemented in partnership with HHSs, the Aboriginal and Torres Strait Islander community-controlled health sector, and First Nations peoples in accordance with the purposes and principles from the *Statement of Commitment to Reframe the Relationship between Aboriginal and Torres Strait Islander peoples and the Queensland Government*, and in alignment with the new *National Agreement on Closing the Gap*.

# ACRONYMS

ABBREVIATION	TITLE
BoR	Building our Regions
CAL	Cultural Agency Leaders
CARWG	Culture and Reconciliation Working Group
CCAP	Cultural Capability Action Plan
CCF	Cultural Capability Framework
CJG	Community Justice Groups
DAF	Department of Agriculture and Fisheries
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships
DCDSS	Department of Communities, Disability Services and Seniors
DCSYW	Department of Child Safety, Youth and Women
DES	Department of Environment and Science
DESBT	Department of Small Business, Employment and Training
DHPW	Department of Housing and Public Works
DITID	Former Department of Innovation and Tourism Industry Development
DJAG	Department of Justice and Attorney-General
DLGRMA	Department of Local Government, Racing and Multicultural Affairs
DNRME	Department of Natural Resources, Mines and Energy
DoE	Department of Education
DPC	Department of the Premier and Cabinet
DSDMIP	Former Department of State Development, Manufacturing, Infrastructure and Planning
DTMR	Department of Transport and Main Roads
DYJ	Department of Youth Justice
HHS	Hospital and Health Services
LTC	Local Thriving Communities
NAIDOC	National Aborigines and Islanders Day Observance Committee
NRW	National Reconciliation Week
PSC	Public Service Commission
QCS	Queensland Corrective Services
QFES	Queensland Fire and Emergency Services
QH	Queensland Health
QIPP	Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy
QPS	Queensland Police Service
QT	Queensland Treasury
RA	Reconciliation Australia
RAP	Reconciliation Action Plan
RQI	Reconciliation Queensland Incorporated

# FURTHER INFORMATION

For further information, to download a copy of our reports, or to keep up-to-date on RAP actions, visit the website.

- Queensland Government **Reconciliation Action Plan 2018–2021**
- Queensland Government Reconciliation Action Plan **Annual Report 2019–2020**
- Queensland Government Reconciliation Action Plan **Annual Report 2018–2019**.

[www.qld.gov.au/rap](http://www.qld.gov.au/rap)

If you have any questions regarding this Report or the above RAP related reports, please contact us.

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