



# Queensland Closing the Gap 2022 Implementation Plan

## Implementation of Priority Reforms

Queensland has committed to progress the 4 priority reforms as key drivers for improvement in socioeconomic outcomes for Aboriginal and Torres Strait Islander peoples.

<b>Priority Reform 1 – Partnership and shared decision-making</b>					
<b>Outcome:</b> Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements					
<b>Target:</b> There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives.					
<b>Actions against Priority Reform</b>	<b>Status (New, changed, existing)</b>	<b>Funding</b>	<b>Timeframe for Completion</b>	<b>Minister/s Responsible</b>	<b>Next Steps</b>
Department of Agriculture and Fisheries					
<p><i>Native Timber Advisory Panel</i></p> <p>The panel considers native forestry on state and privately-owned land, conservation and climate change outcomes, economic impacts and opportunities for regional communities including drawing on traditional knowledge of forest management.</p> <p>The panel includes representation from a cross-section of stakeholders, including Traditional Owners, to ensure that wide-ranging views are considered. Its role is to advise the government on policy options and implications for the native timber industry in order to support regional Qld timber industry jobs.</p> <p>The panel commenced in June 2021 and has met four times.</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	Native forestry presents opportunity for Indigenous communities, including: <ul style="list-style-type: none"> <li>• Employment and economic value,</li> <li>• Partnerships between communities and government,</li> <li>• Involvement in rehabilitation of mine sites, and</li> <li>• Recognition of Indigenous interests (including access to native timber resources) in tenure transfer processes.</li> </ul>
<p><i>Far Northern Biosecurity Initiative</i></p> <p>In 2018 the Palaszczuk Government announced a \$1.7 million funding injection to improve the management of biosecurity risks in the Torres Strait and Northern Peninsula area of Qld. This initiative follows on from the successful outcomes of the Better Partnerships pilot project with the focus on enhancing Far North Queensland regional collaboration to improve regional pest management arrangements.</p> <p>The grant is for the development of regional collaboration of invasive plant and animal biosecurity planning. The grant is available for the following Aboriginal and Torres Strait Islander people communities, including (but not limited to):</p> <ul style="list-style-type: none"> <li>• Doomadgee Aboriginal Shire Council</li> <li>• Hope Vale Aboriginal Shire Council</li> <li>• Kowanyama Aboriginal Shire Council</li> <li>• Lockhart River Aboriginal Shire Council</li> <li>• Mapoon Aboriginal Shire Council</li> <li>• Napranum Aboriginal Shire Council</li> <li>• Pormpuraaw Aboriginal Shire Council</li> <li>• Wujal Wujal Aboriginal Shire Council</li> <li>• Yarrabah Aboriginal Shire Council, and</li> <li>• Torres Strait Islander Regional Council.</li> </ul>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	Continuing to offer grants
<p><i>Native Food Program</i></p> <p>The Indigenous Native Food Program is a partnership with DAF to explore commercial opportunities for scalable Indigenous native food businesses. The program is a pilot project which aims to:</p> <ul style="list-style-type: none"> <li>• create opportunities and career pathways for Indigenous people and communities,</li> <li>• help diversify the Qld economy,</li> <li>• support growth in the native food industry in Queensland.</li> </ul> <p>The main goal is to help successful applicants to progress the development of their innovative products and support commercial opportunities for Indigenous native food businesses.</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	DAF is successfully leading the Indigenous Native Food Project on behalf of the Department of Tourism, Innovation and Sport, supporting the implementation of the Deadly Innovation Strategy. The project has established a pipeline of Indigenous native food products for commercial markets, led by Aboriginal and Torres Strait Islander-owned businesses.

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<p><i>Blackfella Beef/Woorabinda Pastoral Company</i></p> <p>'Blackfella Beef' is a food label co-operative designed to market Indigenous produced red meat products founded by Woorabinda Pastoral Company ('WPC') in CQ. DAF have been working with WPC to provide training focusing on cattle nutrition, reproduction and health.</p> <p>DAF has also worked with WPC to improve pasture growth and grazing management.</p> <p>WPC through 'Blackfella Beef' hope to produce high-end beef products whilst providing opportunities for Indigenous employment and skills developing. WPC have been working with DAF's agriculture economists to develop a business plan.</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	<p>Further, DAF has assisted WPC:</p> <ul style="list-style-type: none"> <li>in developing an understanding of WPC current water available for agriculture which has assisted the community to understand opportunities for local food production options, and</li> <li>by providing information on the suitability of wattle seed trials at Woorabinda, by linking the community to information held by the Qld government that can assist in management decisions for the WPC and is now being used for future planning.</li> </ul>
Department of Communities, Housing and Digital Economy					
<p><b>Action PR1 [Arts Queensland]:</b></p> <p>The <i>First Nations Arts and Cultures Panel</i> has been established as part of <i>Creative Together 2020–2030: A 10-Year Roadmap for arts, culture and creativity in Queensland</i>. The Panel will provide advice on the necessary actions to realise a range of <i>Creative Together's</i> priorities aligning with cultural maintenance, economic empowerment and participation, community connectedness, truth telling and wellbeing.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts	Next Panel meeting is scheduled for September 2022.
Department of Education					
Continuing to progress implementation of the Local Community Engagement through Co-design (LCETC) pilot program in 13 Queensland state schools and four education regions.	Changed	\$19,794,905 over 2020-2021 to 2023-2024	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Undertake a progressive evaluation of the implementation of the LCETC pilot to inform next steps.</li> <li>Work towards the establishment of the remaining two Regional Community Education Boards and remaining eight Local Community Education Bodies.</li> <li>Explore potential for truth telling and healing within pilot sites.</li> </ul>
Reviewing and strengthening existing agency partnership arrangements with Aboriginal and Torres Strait Islander peoples.	New	Within existing resources	July 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Undertake an agency-wide review of existing partnership arrangements with Aboriginal and Torres Strait Islander peoples.</li> <li>Develop mechanisms to strengthen partnership elements set out in the National Agreement on Closing the Gap.</li> </ul>
Department of Justice and Attorney-General					
<p><i>The Aboriginal and Torres Strait Islander Domestic and Family Violence Prevention Group (the Prevention Group)</i></p> <p>The Prevention Group provides oversight and support to implementation of <a href="#">Queensland's framework for action—Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence (PDF)</a> (the framework). The framework aims to address and prevent DFV, through reform activities that are co-designed and delivered in partnership with First Nations communities.</p>	Existing	Within existing resources	2022-2026	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Processes are near completion to re-appoint the current members, with additional members to be appointed to ensure diversity in member representation, such as disability, LGBTIQ community, diversity in ages and gender identities and geographical impacts.
<p>Lead the Queensland Government's commitment to the Justice Policy Partnership by:</p> <ul style="list-style-type: none"> <li>Establishing the Justice Policy Partnership (JPP) Executive Governance Group with representatives from a range of government departments and members of the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) to oversee work undertaken to deliver on commitments under the JPP; and</li> </ul>	New	\$2.3 million over four years for QATSIC (which includes support	2031	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of	Co-design and collaborate to deliver on the JPP Work Plan for 2022-2023 which will provide a longer term strategic direction.

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<ul style="list-style-type: none"> <li>Establishing the JPP Cross-agency Working Group with membership mirroring the Executive Governance Group to undertake work to deliver on commitments under the JPP. QATSIC members are decided by QATSIC.</li> </ul>		to participate in the JPP)		Domestic and Family Violence	
Department of Regional Development, Manufacturing and Water					
Rookwood Weir Project Indigenous Land Use Agreements with Darumbal People Aboriginal Corporation (DPAC) and Gaangalu Nations People (GNP) - The agreements provide oversight of activities around the footprint of the Rookwood Weir Project on country and offer a range of benefits to compensate and mitigate for any footprint impacts.	New	Rookwood Weir Project funding and State Government funding (via DRDMW)	DPAC ILUA registered 27 June 2022 GNP ILUA registered 28 July 2022	Minister for Regional Development and Manufacturing and Minister for Water	Delivery of benefits to DPAC and GNP under terms of the ILUA's.
Department of Resources					
PR1.05 – Development of the Queensland Resources Industry Development Plan (QRIDP). The QRIDP details a 30-year vision for Queensland's resources sector into the future, including working with communities to maximise the resources sector's contribution to its economic and social well-being and industry growth targets. The QRIDP was developed through a broad public consultation process, as well as a targeted stakeholder advisory group which provided opportunities for Aboriginal and Torres Strait Islander groups to provide input and advice. The final QRIDP includes a specific focus area on ensuring strong and genuine First Nations partnerships across the resources industry, and outlines actions that will achieve this vision.	Changed	Initiatives in the First Nations partnership chapter reflect existing initiatives being undertaken across Government	Varies depending on initiative. The QRIDP is a 30-year strategy document.	Minister for Resources	The final QRIDP was publicly released in June 2022.
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
The Family Responsibilities Commission (FRC) is a partnership between the five communities of Aurukun, Coen, Doomadgee, Mossman Gorge and Hope Vale and the Queensland and Commonwealth Governments and Cape York Institute.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Complete an independent review of the FRC to guide government and community decision making on the future of the FRC (Future Directions Review of the FRC).
<p><b>Path to Treaty and Path to Treaty Independent Interim Body</b></p> <p>The Treaty Advancement Committee was formed in 2021 to provide advice to government on options to implement the former Eminent Panel advice on the Path to Treaty, specifically on the design of key structures to take the reform forward. The Treaty Advancement Committee provided its advice to the Queensland Government on 12 October 2021 and Government formally launched the report and its response on 16 August 2022.</p> <p>The Path to Treaty's approach has consistently emphasises the importance of co-design with Aboriginal and Torres Strait Islander people, through the work of the Eminent Panel and Treaty Working Group, the Treaty Advancement Committee, and the recently appointed Independent Interim Body (IIB), which will co-design the legislation required to progress the Path to Treaty over the next 12-18 months. Working in partnership with Aboriginal peoples and Torres Strait Islander peoples to develop the Path to Treaty, with the ultimate aim to achieve a Treaty or treaties, is consistent with the National Agreement's aims to achieve self-determination and improvements to the wellbeing and lives of Aboriginal peoples and Torres Strait Islander peoples.</p> <p>This co-design approach is consistent with this Government's commitment to the National Partnership Agreement on Closing the Gap, which commits to improve engagement with</p>	Existing	The Path to Treaty (including the IIB) is supported by the investment returns from the \$300 million Path to Treaty Fund	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	<p>On 16 August 2022, the Premier announced the next steps in the Path to Treaty including the structures to be established in legislation – a First Nations Treaty Institute and a Truth Telling and Healing Inquiry.</p> <p>The Path to Treaty Independent Interim Body (IIB) comprising 10 Aboriginal and Torres Strait Islander leaders as well as non-Indigenous representatives also commenced in August 2022. The IIB will be in place for the next 12 to 18 months and will co-design the legislation to establish the First Nations Treaty Institute and Truth Telling and Healing Inquiry, together with the Path to Treaty Office.</p> <p>The IIB will also lead local truth telling initiatives including with public libraries, museums, archives and art galleries to promote a shared understanding and why it's important to know our history.</p>

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Aboriginal and Torres Strait Islander people and build structures to empower First Nations to share decision-making with governments.					
<p><b>Voice – First Nations Consultative Committee (FNCC)</b></p> <p>The creation of the First Nations Consultative Committee (the FNCC) is part of the Queensland Government's commitment to a reframed relationship with Aboriginal and Torres Strait Islander peoples by working together to deliver better outcomes for Queensland.</p> <p>Following a state-wide EOI process, the Committee was established in July 2022 to lead co-design work across the State to develop and refine Queensland's preferred Indigenous Voice model.</p> <p>The eight-member Committee will be in place for 12 months and represents First Nations' communities in eight regions across the state: Cape York Peninsula, Far North Queensland, Gulf and West Queensland, North Queensland, Central Queensland, South West Queensland, South East Queensland, and the Torres Strait. The FNCC had their inaugural meeting in Cairns on 12 August 2022.</p>	New	Within existing resources	FNCC will report back to the Queensland Government on the outcomes of their co-design work and recommended Indigenous Voice model in mid-2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	<p>The Committee will investigate a range of Indigenous Voice options as part of their co-design work, including the establishment state-based representative body, and how it might link with representative structures provided through existing Queensland reforms such as through Local Thriving Communities.</p> <p>The Committee's work will also inform the state's continued input to the national Indigenous Voice reform noting the Australian Government has committed to implementing the Uluru Statement from the Heart in full including constitutionally enshrining a Voice to Parliament.</p> <p>The Committee will report back to the Queensland Government on the outcomes of their co-design work and recommended Indigenous Voice model in 2023.</p>
<p><b>Cultural Heritage Acts Review</b></p> <p>The department is undertaking a review of the Cultural Heritage Acts with the review examining whether the legislation:</p> <ul style="list-style-type: none"> <li>• is still operating as intended</li> <li>• is achieving intended outcomes for Aboriginal and Torres Strait Islander peoples and other stakeholders in Queensland</li> <li>• aligns with the Queensland Government's broader objective to reframe the relationship with Aboriginal and Torres Strait Islander peoples</li> <li>• is consistent the current native title landscape, and</li> <li>• complies with contemporary drafting standards.</li> </ul>	Existing	Within existing resources		Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Seeking approval on a multi-stage pathway forward to finalise the review.
<p>On 13 May 2021, the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships advised Parliament of the Government's commitment to develop a contemporary Seniors Strategy for an age-friendly Queensland. The next Queensland Seniors Strategy will be informed by the voices of older Queenslanders and will include targeted engagement with First Nations seniors, seniors from culturally and linguistically diverse backgrounds, seniors with disability and LGBTIQ+ seniors.</p> <p>It will embrace the strengths of older Queenslanders but also recognise that ageing may present vulnerabilities, for example, some older Queenslanders will experience age discrimination; poor health and wellbeing; social isolation and loneliness; elder abuse; and financial hardship associated with cost-of-living increases.</p> <p>Ageing can exacerbate the gaps in life outcomes that are at the centre of the Closing the Gap agenda. At Census 2021 there were 41,925 First Nations seniors (aged 50 years or older) and they accounted for 17.7% of the Aboriginal and Torres Strait Islander population in Queensland. The next Seniors strategy will align with the Queensland Government's commitment to reframe the relationship and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders.</p>	New	\$710,000 in 2022-2023	2023-2024	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	<p>The next Seniors strategy will be informed by the voices of older Queenslanders, including Older First Nations Queenslanders, seniors with disability and seniors from culturally and linguistically diverse backgrounds.</p> <p>The department will continue to engage with seniors across Queensland through our program of Expos, Seniors Savers pop-ups and other events, as well as targeted engagement. We will consult the organisations that represent seniors and those that provide services to seniors</p>

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<p>Local Thriving Communities (LTC) is the Queensland Government’s mechanism to implement the intent of the reform agenda committed to in the <a href="#">Queensland Government Response to the Queensland Productivity Commission (QPC) Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities</a>. LTC is a long-term holistic reform that requires a high-expectations relationship between Government and community. LTC recognises that each community is unique and that decision-making processes need to embed this uniqueness. It’s about engaging with local decision-making at the community-level, to ensure that service design and delivery better meet the needs of each community.</p> <p>Through LTC the Queensland Government has committed to structural, service delivery and economic reform of its own processes to ensure government readiness to engage in local decision-Making. The LTC implementation team seeks to work with each community’s strengths; embracing existing leadership structures including Indigenous councils and community leaders to enable Local Decision Making Bodies (LDMBs) that will have a direct link to the Queensland Government and:</p> <ul style="list-style-type: none"> <li>influence the design and delivery of services</li> <li>ensure investment makes their community stronger</li> <li>maximise opportunities for local service and industry partnerships.</li> </ul> <p>LTC is supporting the implementation of other significant structural reforms progressing the Reframed Relationship with Aboriginal and Torres Strait Islander Queenslanders including <a href="#">Path to Treaty</a> and commitments to progress Priority Reforms and socio-economic targets under the <a href="#">National Agreement on Closing the Gap</a>. Through a new way of working with First Nations peoples in Aboriginal and Torres Strait Islander communities, LTC will enable the Queensland Government to respond effectively to community needs and aspirations, strengthen partnerships, enhance efficiencies, deliver holistic responses and improve outcomes through the co-design and delivery of culturally safe, quality services.</p> <p>Following significant engagement with Queensland Government agencies through LTC’s governance groups the Local Thriving Communities Action Plan 2022-2024 (the Action Plan) was published. The Action Plan is the first in a series of action plans which articulates the steps Government needs to take to support the reform agenda. Activity has been informed by First Nations community leaders’ priorities and perceptions about what is needed so that self-determination and local decision making are embedded into “business as usual” practices and processes across the Queensland Government. Implementation will continue to be informed by ongoing engagement with First Nations leaders, Queensland Government agencies, the Commonwealth Government and community members. The Action Plan is a Queensland whole-of-government commitment to implement the mechanisms and effect the change required to bring decision making about service delivery closer to community.</p> <p><b><u>Local Thriving Communities Action Plan 2022-24 has five priority areas</u></b></p> <ul style="list-style-type: none"> <li>Priority Area 1 – Investment Mapping</li> <li>Priority Area 2 – Data Sharing and Monitoring and Evaluation (also CtG priority 2)</li> <li>Priority Area 3 – Standing up initial communities (Local Decision Making Bodies) – also CtG priority area 3</li> <li>Priority Area 4 - Whole-of-government capacity building</li> <li>Priority Area 5 - Mapping existing legislative and procurement frameworks</li> </ul> <p>There are specific actions within the plan which relate to Priority Reform 1</p> <p><a href="#">LTC Action Plan 2022-2024</a></p>	Existing	Within existing resources	30 June 2024	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead) Whole of Government Commitment	Implementation of the activities of the first whole of government <a href="#">Local Thriving Communities Action Plan 2022-2024</a> . Communities are supported to establish Local Decision Making Bodies which will be developed in partnership with community and ministerial and government champions tailored for each community.

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<p><b>Priority area 3 - Standing up initial communities (Local Decision Making Bodies)</b></p> <p>Priority 3 ensures that the Queensland Government has a role in ensuring that local leaders are supported and enabled to establish a LDMB that meets the needs of community. Some communities are opting to progress an existing leadership group, others are establishing an Advisory Committee to Council while others are opting to establish a new group of community leaders.</p> <p>The establishment of LDMBs will be supported by the Pathway to Local Decision Making tool (see addendum) which guides work with communities to sign a Statement of Intent and enter into a Community Agreement to formalise the LDMB.</p> <p>The actions detail how government will enable the Pathway to Local Decision Making and support government and communities to work in a mutual high expectations relationship with mutual accountability to one another when working in this new way.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• LDMBs will have the agency and authority to make decisions on behalf of their community.</li> <li>• LDMBs will work with government to co-design government service delivery to meet community need.</li> <li>• LDMBs will influence and make recommendations about government investment in community.</li> <li>• LDMBs will determine how they work in partnership with other community leadership groups.</li> <li>• Community Agreements recognise the role and authority of LDMBs, giving them the agency to engage on behalf of communities.</li> </ul> <p>To date the following Communities have established interim Local Decision Making Bodies of:</p> <ul style="list-style-type: none"> <li>• Wujal Wujal</li> <li>• Hope Vale</li> <li>• Mapoon</li> <li>• Napranum and</li> <li>• Aurukun</li> </ul> <p>The interim LDMBs have their own community aspirations and adhere to a terms of reference and hold quarterly meetings.</p>					
<p><b>Place Based Partnership with Doomadgee</b></p> <p>Place-based partnerships have a focus on Priority Reform One of the National Agreement where Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements. The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships received funding through the 2022-23 Budget to implement the place-based partnership in Doomadgee.</p>	New	\$0.563 million in 2022-2023	2022-2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead) Whole of Government Commitment	DSDSATSIP is working with the Doomadgee community to map out the details of the place-based partnership and establishment of the local community decision making body.

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<p><b>Meriba Omasker Kaziw Kazipa</b>                      The <i>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</i> (the Act) came into effect on 1 July 2021. The Act fulfils the Queensland Government 2017 election commitment to introduce new law to legally recognise the outcomes achieved by Torres Strait Islander families' continued use of traditional child rearing practice. The introduction of the Act is a testament to the government's commitment to reframing its relationship with Aboriginal and Torres Strait Islander people.                      Since coming into effect, this legislation has been positively changing the lives of Torres Strait Islander families forever, recognising traditional Torres Strait Islander child rearing practice LORE into western LAW.                      The Commissioner (Meriba Omasker Kaziw Kazipa) has statutory powers to independently consider applications and make a 'Cultural Recognition Order' to give legal effect to the practice. A departmental Meriba Omasker Kaziw Kazipa Program Support Office is co-located with the Office of the Commissioner, in Cairns and on Thursday Island, to provide support and information to Torres Strait Islander community members who are seeking to make enquiries or lodge applications for a Cultural Recognition Order under the Act.                      Funding is also provided to the Department of Justice and Attorney General to deliver legal services for families who need or wish to obtain legal advice and assistance regarding the Act, and to finance the provision of birth certificates.</p>	Existing	\$4.621 million over two years from 2022-2023 \$1.6 million over two years from 2022-2023 to the Department of Justice and Attorney-General	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Ongoing implementation of the Act by the Commissioner, Program Support Office, and government. The government has committed to a review of the operations of the legislation by July 2023. The review is to ensure the Act is operating as originally intended, and to provide opportunity for process and implementation improvements. This body of work will commence in September 2022.
Department of State Development, Infrastructure, Local Government and Planning					
<p>The Department of State Development Infrastructure, Local Government and Planning's (DSDSILGP) Yhurri Gurri Framework 2021-2024 will support and improve outcomes with and/or for First Nations peoples when legislation and policies are developed or amended.</p>	New	Within existing budget	Ongoing	Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure	Scope how relevant departmental legislation, policies and programs are developed and designed having regards to the perspectives, priorities and knowledge of First Nations peoples. Consider how the department's response to First Nations matters will be reflected in the relevant procedures and operations.
Department of the Premier and Cabinet					
<p>Brisbane 2032 Taskforce to work with the Organising Committee for Brisbane 2032 and Games delivery partners on a First Nations Engagement Framework for the Games.</p>	New	From within existing resources	To be advised	Premier and Minister for the Olympics	
Department of Tourism, Innovation and Sport					
<p><b>Queensland Indigenous Tourism Government and Industry Reference Group</b>                      In April 2022, the Department of Tourism, Innovation and Sport (DTIS) established the Queensland Indigenous Tourism Government and Industry Reference Group (QITGIRG) to facilitate government-industry engagement to advise on the needs and approach to grow Indigenous tourism, so that Queensland is positioned to become Australia's leading destination for Indigenous tourism experiences, for showcasing to the world in the lead up to the Brisbane 2032 Olympic and Paralympic Games.                      QITGIRG provides industry intelligence to DTIS on the needs of Indigenous tourism businesses and feedback on government initiatives that support development of the Indigenous tourism</p>	New	Within existing resources	Ongoing	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	Ongoing. Quarterly meetings, development, and feedback on out-of-session mapping findings and questions and follow up actions that arise from meetings.

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<p>industry. Members of the QITGIRG are stakeholders that play a key role in the development of Queensland’s Indigenous tourism industry.</p> <p>The core Indigenous advisors on the group are:</p> <ul style="list-style-type: none"> <li>• Independent Indigenous Tourism Operators of Queensland</li> <li>• Queensland First Nation Tourism Council</li> <li>• Aboriginal and Torres Strait Islander Business and Innovation Reference Group</li> <li>• Local Government Association of Queensland – Indigenous Leaders Forum</li> </ul> <p>The QITGIRG is a voluntary, non-decision-making group.</p>					
Department of Transport and Main Roads					
<p>Maritime Safety Queensland (MSQ) is engaging with the Queensland Indigenous Land and Sea Ranger Program with the delivery of the <b>Far North Queensland Beacon Replacement Program</b>.</p>	New	Within project funding	October2022	Minister for Transport and Main Roads	Formal Engagement will occur to inform Queensland Indigenous Land and Sea Rangers that the program is complete.
<p>The Aboriginal and Torres Strait Islander Transport Infrastructure Development Scheme (TIDS) aims to support the local transport infrastructure needs of First Nations communities throughout Queensland. The scheme is provided to local governments for the upgrade of transport infrastructure that improves primary access to First Nations communities. Aboriginal Shire Councils receive an annual allocation of funding through membership with established Regional Roads and Transport Groups under the Roads and Transport Alliance.</p>	Existing	Within project funding	Annually ongoing	Minister for Transport and Main Roads	Continued partnership with the Roads and Transport Alliance
<p>The Department of Transport and Main Roads is working with the <b>Cape York Partnership</b> through <b>Bama Services</b> to improve the outcomes of First Nations peoples of Cape York by creating jobs and employing First Nations businesses in the delivery of infrastructure projects.</p>	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads	Continued partnership and engagement
<p>Cape York Region Package Stage 2 includes a total investment package of \$237.5 million:</p> <ul style="list-style-type: none"> <li>• \$190 million to progressively seal priority sections of the Peninsula Developmental Road</li> <li>• \$47.5 million to progressively seal priority sections of community access roads.</li> </ul> <p>The Peninsula Developmental Road (PDR) subprogram features 11 projects:</p> <ul style="list-style-type: none"> <li>• eight pave and seal projects on the Peninsula Developmental Road between Laura and Coen</li> <li>• one pave and seal project north of the Archer River, including the Aurukun Access Road intersection</li> <li>• construction of the Archer River Bridge southern approach</li> <li>• construction of the Archer River Bridge.</li> </ul> <p>Cape York Region Package Stage 2 will seal about 55km of the Peninsula Developmental Road, leaving about 145km remaining unsealed.</p>	Existing	Within project funding	2023-2024	Minister for Transport and Main Roads (Note – this is a joint Federal-State funded project.)	Of the 11 projects on the Peninsula Developmental Road approved for inclusion within Cape York Region Program Stage 2, three have completed construction, three are under construction, four are currently being designed, and one has completed design.
Queensland Health					
<p><b>Priority Reform 1 – Drive improvements across the health system by implementing a <b>First Nations health equity reform agenda</b> to achieve health equity, eliminate institutional racism and attain the national goal of life expectancy parity by 2031 in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.</b></p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	Key reform initiatives include the release of the inaugural legislated First Nations Health Equity Strategies by the 16 Hospital and Health Services (HHSs) across Queensland by 30 September 2022, the development of the Queensland First Nations Health Workforce Strategy for Action being co-designed in partnerships between the to the Department of Health and the Queensland Aboriginal and Islander Health Council and the development and release of. First Nations Health Equity Monitoring and evaluation framework by 30 June 2023.

**Priority Reform 1 – Partnership and shared decision-making**

**Outcome:** Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p><b>Priority Reform 1</b> – Since July 2020, a ‘<b>Declaration of Recognition</b>’ that embeds the principles of Queensland Government’s Statement of Commitment has been in the Terms of Reference for all Department of Health executive governance committees, together with including a requirement for Aboriginal and/or Torres Strait Islander representation on each executive committee.</p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	Queensland is updating its declaration of recognition to include Hospital and Health Service Health Equity Strategies. As part of this, Queensland Health will update the Reconciliation Action Plan end date to reflect 2022.
<p><b>Priority Reform 1</b> – The <b>First Nations Health Improvement Advisory Committee</b>, which included membership from both government and non-government sectors and consumers, embeds shared leadership, decision-making and accountability in Department of Health executive governance structures to drive the First Nations health equity reform agenda across the health and social care ecosystem.</p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	Queensland Health is currently undergoing a review of its governance structure, including the First Nations Improvement Advisory Committee as one of the Tier 2 committees. The review will include a focus on strengthening current partnerships, building new partnerships, streamlining and enabling shared decision making across the Department of Health governance structures. <a href="https://qheps.health.qld.gov.au/data/assets/pdf_file/0033/2548770/gh-system-governance-chart.pdf">https://qheps.health.qld.gov.au/data/assets/pdf_file/0033/2548770/gh-system-governance-chart.pdf</a>
<p><b>Priority Reform 1</b> – Amendments to the <i>Hospital and Health Boards Act 2011</i> passed in August 2020 require all <b>Hospital and Health Boards to include at least one Aboriginal or Torres Strait Islander member</b> on their governance board.</p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	Since 2020, it is a legislative requirement for all 16 Hospital and Health Services across Queensland to, at least one Aboriginal or Torres Strait Islander member on their respective Hospital and Health Boards
<p><b>Priority Reform 1</b> – Amendments to the <i>Hospital and Health Boards Act 2011</i> and <i>Hospital and Health Boards Regulation 2012</i> passed in April 2021 require all Hospital and Health Services to develop and publish a <b>Health Equity Strategy</b>, to be co-designed, co-owned and co-implemented with prescribed stakeholders, including local Aboriginal and Torres Strait Islander workforces, consumers, community members and traditional owners and Native Title holders to respond to local priorities.</p>	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 April 2022	Minister for Health and Ambulance Services	Inaugural First Nations Health Equity Strategies will be released by 30 September 2022 by all 16 Hospital and Health Services in Queensland.
<p><b>Priority Reform 1</b> – Develop and implement a <b>First Nations Health Workforce Strategy for Action</b> co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector. The strategy is the first integrated Aboriginal and Torres Strait Islander health workforce developed for the health system in Queensland and will deliver targeted actions to value, invest in and grow Aboriginal and Torres Strait Islander health workforces. The new strategy will address workforce supply and demand pressures and leverage new opportunities to increase the First Nations health workforce commensurate to the Aboriginal and Torres Strait Islander population in Queensland (4.7%).</p>	New	Development of the Strategy is within resources.	To be released in late 2022 or early 2023	Minister for Health and Ambulance Services	A co-authored concept paper by Queensland Health and Queensland Aboriginal and Islander Health Council was released for targeted engagement in August 2022 to inform the development of the new strategy. Over 390 stakeholders were consulted and over 35 written responses submitted about the proposed actions detailed in the concept paper. The time-limited Tier 3 First Nations Health Workforce Sub-Committee (minimum 51% Aboriginal and Torres Strait Islander representation) has been established to guide the development of the new strategy.
<p><b>Office of the Chief Nursing and Midwifery Officer:</b> The Office of the Chief Nursing and Midwifery Officer (OCNMO) has a policy partnership with the Aboriginal and Torres Strait Islander Health Division. This policy partnership includes joint ownership and responsibility for the implementation of The Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025. OCNMO provides professional advice regarding Nurses, Nurse Practitioners and Midwives. The advice and support is for all departments and Hospital and Health Services in regard to Professional capability, Practice Innovation, Workforce and Models of care. We aim to support Closing the Gap via partnership and collaboration.</p>	Existing	\$21 million to date	30 June 2025	Minister for Health and Ambulance Services	Continued implementation of the <i>Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</i> with a focus on codesigning models of care for maternity between Hospital and Health Services and the Aboriginal and Torres Strait Islander Community Controlled Health Organisations. OCNMO is also developing a First Nations Nursing and Midwifery Strategic Workforce Plan and is in phase 1 of co-design consultation.

**Priority Reform 1 – Partnership and shared decision-making**

**Outcome:** Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>The <b>Safe and healthy drinking water in Indigenous local government areas project</b> is a partnership between Queensland Health and Aboriginal and Torres Strait Island local governments. The project covers 31 Aboriginal and Torres Strait communities across Queensland. Through genuine and true partnerships, Queensland Health and Aboriginal and Torres Strait Island local governments work together to improve essential service delivery that results in positive public health outcomes. Project delivery has commenced in 21 of the 31 communities.</p>	Existing	Recurrent funding of approximately \$2.38 million per annum	Ongoing	Minister for Health and Ambulance Services	Progress implementation in partnership with the 10 remaining Aboriginal and Torres Strait Islander communities, as agreed with those communities. Ongoing support to communities that have already received intensive support under the program.
<p>HWQld is partnering with the Aboriginal and Torres Strait Islander Community Controlled sector to deliver the <b>Gather + Grow program</b> in the Torres Strait (Mura Kosker), Cape York (Apunipima Cape York Health Council) and Lower Gulf (Gidgee Healing). The Gather + Grow program seeks to engage Aboriginal and Torres Strait Islander peoples in identifying community priorities and implementing community actions to improve access to healthy food and drinks by building the capacity of the sector via investment of positions.</p>	Existing	\$660,000 (FY21/22)	2022-2023	Minister for Health and Ambulance Services	Consider how these will support the implementation of the Remote Food Security Action Plan
Queensland Police Service					
<p><b>Justice Policy Partnership – Stocktake of QPS First Nations Partnerships</b></p> <p>The QPS is an active member of the Queensland Justice Policy Partnership (JPP). The National JPP was established in September 2021. The JPP is the first of five priority policy partnerships to be stood up under Section 38 of the National Agreement on Closing the Gap. The focus of the JPP at both National and State levels is to reduce the overincarceration of Aboriginal and Torres Strait Islander adults and young people, to support Outcomes 10 and 11 of the National Agreement.</p> <p>Under Action 2.1 of the JPP Work Plan, the QPS is undertaking a <u>stocktake of QPS First Nations partnerships</u>.</p> <p>To date, the stocktake has identified over twenty (20) <i>potential</i> QPS First Nations partnerships. However, most partnerships are still in the process of being assessed, so are not included in reporting for 2021-2022. A fundamental principle underlying Priority Reform One is that partnerships involve shared decision-making with Aboriginal and Torres Strait Islander people. This includes involving First Nations partners as equals in the partnership assessment process. As such, the QPS will only report partnerships where a joint (QPS and First Nations) partnership assessment has been completed, involving both parties assessing partnership elements and the overall strength of the partnership. QPS will also report partnerships which have been publicly announced, for example, partnerships that have received awards.</p> <p>The QPS First Nations partnerships reported in 2021-2022 are:</p> <ul style="list-style-type: none"> <li>• Justice Policy Partnership</li> <li>• First Nations Mayors Summit</li> <li>• Murriss on the Move</li> <li>• Sunshine Coast First Nations Network Group (SC1NG)</li> <li>• Yarrie Yarns Project</li> <li>• Reconciliation Through Sport – Townsville</li> <li>• Respected Persons Youth Cautioning (Townsville First Nations Trial)</li> </ul> <p>Detailed information is provided about each partnership in the attached Partnership Stocktake templates. The contribution of each partnership to the Socioeconomic Outcomes is also included in this Implementation Plan template.</p> <p><u>Supporting resources explaining the Justice Policy Partnership:</u></p>	New	Within existing resources	Completion of initial stocktake: Estimated end of December 2022 JPP work: ongoing	<p>Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence</p> <p>The Qld JPP is led by DJAG, with many other agencies supporting:</p> <p>Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships</p> <p>Minister for Police and Corrective Services and Minister for Fire and Emergency Services</p> <p>Minister for Children and Youth Justice and Minister for Multicultural Affairs</p>	<p>QPS will continue the stocktake of First Nations partnerships until complete (targeting end of December 2022 for completion). It is very important that the stocktake involves First Nations partners as equals in the partnership assessment process, and that local police understand the significance of place-based partnerships to the broader Priority Reforms and Socioeconomic Outcomes of the National Agreement on Closing the Gap. To support these crucial elements, QPS will continue working with both local police and First Nations partners, to complete a stocktake that is true to the strong partnership elements defined in sections 32 and 33 of the National Agreement.</p> <p>Following completion of the partnership stocktake, it is anticipated that the QPS will continue to work with First Nations partners to improve the strength of partnerships, and to formalise partnership arrangements when First Nations partners elect to do so.</p>

**Priority Reform 1 – Partnership and shared decision-making**

**Outcome:** Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>Australian Government Attorney-General's Department information about the Justice Policy Partnership: <a href="https://www.ag.gov.au/legal-system/closing-the-gap/justice-policy-partnership">https://www.ag.gov.au/legal-system/closing-the-gap/justice-policy-partnership</a>                      Agreement to Implement the Justice Policy Partnership: <a href="https://www.ag.gov.au/legal-system/publications/agreement-implement-justice-policy-partnership">https://www.ag.gov.au/legal-system/publications/agreement-implement-justice-policy-partnership</a></p>				Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts Premier and Minister for the Olympics Minister for Education, Minister for Industrial Relations and Minister for Racing Minister for Health and Ambulance Services Treasurer and Minister for Trade and Investment	
<p><b>Police First Nations Advisory Group</b>                      Work is underway to establish a new Police First Nations Advisory Group (PFNAG). It is intended that the PFNAG will be comprised of a diverse range of First Nations community representatives, to ensure that a broad cross-section of First Nations voices are heard. It is intended that QPS will consult the Group on First Nations policy matters and possibly some place-based matters. The Terms of Reference for the Group have been drafted and are currently awaiting approval of the QPS Executive Leadership Team.</p>	New	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Group establishment activities
<p><b>QPS First Nations Mayors Summit</b>                      Each year, the QPS hosts the QPS First Nations Mayors Summit. This is a forum to provide an opportunity for the Commissioner of Police and the First Nations Mayors from discrete Indigenous communities and the Torres Strait to come together to discuss current and emerging issues for the communities, and work towards making the communities safer.                      The 2022 Summit was held on 14/07/2022.  <a href="https://mypolice.qld.gov.au/farnorth/2021/05/21/police-and-local-representatives-come-together-for-the-2021-first-nations-mayors-summit/">https://mypolice.qld.gov.au/farnorth/2021/05/21/police-and-local-representatives-come-together-for-the-2021-first-nations-mayors-summit/</a></p>	Existing	Within existing resources	Ongoing, annual event	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Ongoing. Annual planning, event management, and follow up to address action items raised by the Mayors.
<p><b>Renewed approach to alcohol management</b> The Queensland Government, through the renewed approach to alcohol management (the renewed approach) is committed to community leadership driving the alcohol management arrangements in their community, consistent with the Local Thriving Communities reform. Through the renewed approach, communities with alcohol restrictions have developed Community Safety Plans (CSPs) which are co-designed, locally tailored plans that include alcohol restrictions and other strategies to improve community safety and wellbeing, reduce demand, address sly grog and home brew, and promote a positive alcohol culture.                      Consistent with the renewed approach, DSDSATSIP has established the Sly Grog Working Group; a community advisory body comprised of Mayors of Aboriginal Shire Councils and key</p>	Existing	Within existing resources	Sly Grog Working Group expected completion December 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead)	Sly Grog Working Group expected completion December 2022. The Working Group meets bi-monthly or as necessary where key milestones/decisions are required.

**Priority Reform 1 – Partnership and shared decision-making**

**Outcome:** Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>government agencies, responsible for identifying suitable actions to address the impact of sly grog in communities with alcohol restrictions. The Working Group has codesigned a draft Sly Grog Strategy which will support targeted, coordinated efforts to enhance demand reduction, harm reduction, supply reduction and community wellbeing, and build on CSPs. Subject to members endorsement, the Strategy will formally progress for Queensland Government consideration and joint approval as part of a partnership approach.</p>				<p>Interagency partnership involving:                      Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence                      Minister for Police and Corrective Services and                      Minister for Fire and Emergency Services                      Minister for Health and Ambulance Services</p>	

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
Department of Agriculture and Fisheries					
<p><i>Aboriginal and Torres Strait Islander Fishery Manager</i> The Aboriginal and Torres Strait Islander Fishery Manager commenced at DAF on 21 April 2022 and continues to work with communities to deliver sustainable fishing outcomes. A key role will be to establish and coordinate a special fisheries working group in Cape York to identify new economic pathways through fisheries- related businesses such as charter fishing and ecotourism.</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	It is likely, given the existing interest from a number of Aboriginal and Torres Strait Islander communities, there will be requests to expand this work to areas outside Cape York over the next four years.
<p><i>Queensland Community Fishing Grants</i> Overarching strategy: <i>Queensland Sustainable Fisheries Strategy: 2017 – 2027</i> Each year the Qld Government will provide up to \$250,000 annually work of grant funding (through an application process) to support activities and projects that enhance the recreational fishing experience and supports Aboriginal and Torres Strait Islander peoples’ traditional fishing in Qld. Of this, \$75,000 is set aside for small grants less than \$5,000, specifically for the purpose of recreational or traditional fishing education activities. Additional weighting will be given to projects that demonstrate support for regional economic recovery, as well as, improves understanding of, or supports, traditional or cultural fishing activities of Aboriginal and Torres Strait Islander peoples.</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	In 2020-2021, funding was approved for three Aboriginal and Torres Strait Islander/Traditional fishing projects. Expressions for the 21-22 program are current open.
<p><i>Cape York Timber/Wik Timber</i> <b>Cape York Timber and Wik Timber Sales Permits</b> DAF has issued several <i>Forestry Act 1959</i> (Qld) sales permits to harvest state-owned native timber, which provide employment and training benefits for Indigenous communities and enterprises. These include permits held by Cape York Timber Pty Ltd (CYT) and by Wik Timber Holdings (WTH).</p>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	In 2021, the Department of State Development, Infrastructure, Local Government and Planning awarded a \$480,000 grant to Wik Timber to purchase and install a hardwood sawmill at its Hey Point base near Weipa. This mill will break down the raw logs into green off-saw timber before shipping them to Cairns for onward processing. Wik Timber has made good progress towards establishing this mill and transport links. Once the project is fully operational it is expected to support more than 50 jobs in the region and produce \$100 million worth of dressed timber annually for export and domestic markets.
Department of Communities, Housing and Digital Economy					
<p><b>Priority Reform 2 [Housing and Homelessness Services]:</b> Establishment of <i>Aboriginal and Torres Strait Islander Housing Queensland</i>. The newly established peak body was developed after consultation with Indigenous community housing organisations (ICHOs) across the state, and with the formation of an ICHO Working Group to oversee the development of the body.</p>	Existing	\$5.65 million excl. GST over 4 years	2019-2023	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts	The Department of Communities, Housing and Digital Economy will continue to work with the Sector Strengthening Working Group and ATSIHQ to implement initiatives aligning with the Housing – Stronger Sector Plan.
<p><b>Priority Reform 2 [Arts Queensland]:</b> The <i>Backing Indigenous Arts</i> initiative supports Aboriginal and Torres Strait Islander community cultural organisations through funding to Aboriginal and Torres Strait Islander Art Centres, festivals, and independent art organisations.</p>	Existing	\$12.6 million investment over four years (2019-2020 to 2022-2023)	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts	Reform current investment and initiative to align with Queensland Government’s Local Thriving Communities approach.

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<b>Department of Education</b>					
Exploring mechanisms to raise the voices and lived experiences of Aboriginal and Torres Strait Islander peoples in development of key education policies, programs and initiatives.	New	Within existing resources	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	Investigate opportunities to co-design a mechanism/s creating genuine and sustainable partnerships with Aboriginal and Torres Strait Islander peoples on education.
Providing funding via a new Kindergarten Funding Scheme to all eligible kindergarten providers including community-controlled organisations in some communities.	New	\$211 million per annum	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>• Conduct stakeholder engagement to ready the sector and families for the changes to the Kindergarten Funding Scheme from July to December 2022.</li> <li>• Launch new Kindergarten funding Scheme in January 2023.</li> </ul>
Investigating further opportunities to work with community-controlled organisations in improving early childhood education outcomes.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>• Continue to work with funded community-controlled services to ensure they are delivering early childhood education services aligned to the needs of their local community.</li> <li>• Collaboratively develop and implement a pilot in 2022 to co-design services delivered by a funded, community-controlled organisation to deliver the Birth to Five Plan in a discrete community.</li> </ul>
<b>Department of Employment, Small Business and Training</b>					
<p><b>Small Business Engagement Framework (SBEF) – Indigenous Business Engagement</b></p> <p>Funded through SBEF, Indigenous Business Engagement focuses on supporting Queensland Indigenous small business owners with confidence, capability and capacity to thrive, grow and seize opportunities. The program also supports DESBT staff by providing skills needed to understand, work with and support Queensland's Indigenous communities.</p> <p>Activities include:</p> <ul style="list-style-type: none"> <li>• Yarning2032 – held during Indigenous Business Month 2021, DESBT along with agency partners and members of the Aboriginal and Torres Strait Islander Business and Innovation Reference Group ran a series of yarning circles. These consultation activities sought Indigenous business owners' views in relation to procurement and business capability and aimed to grow productive long-term relationships between government and Indigenous business owners.</li> <li>• 'There's an Indigenous Business for that' – an internal-to-Government behavioural change project that aims to place procurement of Indigenous small business products and services at the forefront of minds.</li> <li>• Pitching Black – it has been identified that some Indigenous business owners can find it difficult to talk about and promote themselves, as a key part of pitching for and securing new business. Pitching Black combines one-on-one coaching and group mentoring to assist business owners in pitching for, and securing, new business. DESBT continues to develop strategies to roll this out.</li> <li>• Indigenous Business Breakfast events that connect Indigenous business and non-Indigenous business to increase supply chain, procurement and visibility to tier 1 and Government opportunities leading into the Olympic and Paralympic Games in 2032.</li> <li>• Quarterly Indigenous Business Connect events held across SEQ corner in partnership with DSDSATSIP. The events continue discussions from the Yarning 2032 events, focusing on procurement into government and other business capacity building topics.</li> </ul>	New	<p>The Small Business Engagement Framework is funded under the <i>Big Plans for Small Business Strategy 2021-2023</i>.</p> <p>Indigenous Business Engagement has a total funding of \$230,000</p>	June 2023	Minister for Employment and Small Business and Minister for Training and Skills Development	<ul style="list-style-type: none"> <li>• Indigenous Business Month activities statewide to be rolled out in October 2022.</li> <li>• Localised cultural awareness training will be delivered across the State and provision of Acknowledgement of Country cards for all staff.</li> <li>• A project will commence in October 2022 in Far North Queensland to provide capability assessments for 100 local Indigenous businesses. Localised support will be provided to these businesses gaps to help their businesses thrive.</li> </ul>

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<ul style="list-style-type: none"> <li>In consultation with other agencies regarding development of an image library of Indigenous business owners for marketing and promotions to increase inclusivity and enable the Indigenous community to see themselves reflected in materials.</li> <li>Localised cultural awareness training delivered in each region and provision of Acknowledgement of Country cards for all staff.</li> </ul> <p>The Small Business Engagement Framework is funded under the <i>Big Plans for Small Business Strategy 2021-23</i>. The strategy aims to help small business thrive and grow through a commitment of \$140 million over two years from 2021-2023.</p>					
Department of Justice and Attorney-General					
<p><u>Queensland's framework for action—Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence (PDF)</u> (the framework)</p> <p>As part of Strategy 3 actions of the framework, culturally appropriate capacity building training package developed and delivered to a number of Aboriginal and Torres Strait Islander community-controlled organisations.</p>	Existing, with enhancements and new activities subject to consideration	Within existing budget allocation	2022-2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Ensure any enhanced activities developed regarding targeted funding investment models support national and state DFV reform programs, including relevant recommendations from the Women's Safety and Justice Taskforce <i>Hear her voice</i> report 1, Closing the Gap target outcome 13 and contribute to Local Thriving Communities initiatives, wherever possible.
<p>As part of the development of a whole-of-government and community strategy to address the over-representation of Aboriginal and Torres Strait Islanders in the criminal justice system, work is underway to map the current investment in justice-related services and programs delivered by Aboriginal and Torres Strait Islander community-controlled organisations. This will form the basis of assessments about where investment could be enhanced. This will be undertaken by the First Nations Justice Office (FNJO), a newly created business unit within the Department of Justice and Attorney-General that supports the Justice Policy Partnership.</p>	New	To be undertaken within the funding for the FNJO	June 2023	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	<p>Produce a baseline report on the current state of the Aboriginal and Torres Strait Islander justice services sector.</p> <p>The FNJO will support the Queensland Justice Policy Partnership representative to ensure Whole of Government and community justice strategy, alongside work with the soon to be established Criminal Justice Innovation Office (CJIO), OFWVP and DCYJMA. The FNJO will lead four key pieces of work:</p> <ol style="list-style-type: none"> <li>co-designed whole-of-government and community justice strategy, with an associated monitoring and evaluation framework to track outcomes;</li> <li>NGO sector plan to strengthen and expand service delivery by and for Aboriginal and Torres Strait Islander peoples;</li> <li>DJAG Strategy and Action plan to enhance cultural capability and employment of First Nations staff; and</li> <li>data sovereignty framework and data dissemination plan that seeks to provide justice data to Aboriginal and Torres Strait Islander communities to facilitate self-determination.</li> </ol>
<p>To address the gap in culturally appropriate treatment and support for problem gambling in Aboriginal and Torres Strait Islander populations, a targeted program will build the capacity of Aboriginal and Torres Strait front line services and create linkages with Aboriginal Community Controlled Health Organisations (ACCHOs) and Opportunity Hubs (O-Hubs), through:</p> <ul style="list-style-type: none"> <li>development of an appropriate screening tool for problem gambling/gambling harm for use by relevant health and wellbeing agencies;</li> <li>training and upskilling of local health workers, community support workers and educators (including a sustainable system of ongoing training delivery);</li> <li>development of culturally appropriate resources and awareness raising/ promotion activities;</li> <li>provision of an online training package for community and health agencies; and advertising.</li> </ul>	New	\$663,000	2022-2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Consultation and resources/training to be developed by 2023; training program by March 2024; awareness raising and advertising across 2023 to 2025.

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
Department of Regional Development, Manufacturing and Water					
<p>Rookwood Weir Project Indigenous Land Use Agreements with Darumbal People Aboriginal Corporation (DPAC) and Gaangalu Nations People (GNP) – the agreements provide oversight of activities around the footprint of the Rookwood Weir Project on country and offer a range of benefits to compensate and mitigate for any footprint impacts. The State understands that the benefits for DPAC in particular will support community programs focussed on culture and language as well potential employment and business opportunities associated with the weir.</p>	New	Rookwood Weir Project funding and State Government funding (via DRDMW)	Ongoing	Minister for Regional Development and Manufacturing and Minister for Water	Delivery of benefits to DPAC and GNP (once registered) under terms of the ILUA's.
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
<p>The Family Responsibilities Commission (FRC) receives notices from State government agencies when a community member breaches a 'trigger' for either school attendance or enrolment, child safety, court convictions, domestic and family violence, or housing tenancy breaches. The FRC conferences community members who are welfare recipients to encourage them to improve behaviour. FRC Local Commissioners, who are respected community members, conference with community members who have breached one of five triggers. The reestablishment of local authority has been the key achievement of the FRC.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Complete an independent review of the FRC to guide government and community decision making on the future of the FRC (Future Directions Review of the FRC).
<p>Through the LTC reform interim decision-making bodies are receiving funding to support the interim LDMB to engage operate and build its governance, capacity and capability. The funding also supports engaging a coordinator to support the operations and governance of the interim LDMB, skills development, community and stakeholder engagement and leadership development including supporting community to formalise the establishment of the LDMB. There are also specific actions within the LTC Action plan which relate to Priority Reform 1 <a href="#">The LTC Action Plan 2022-2024</a></p> <p><b>Priority Area 5 - Mapping existing legislative and procurement frameworks</b> Queensland Government agencies are becoming more proactive in engaging with communities when procuring services in remote and discrete communities however further opportunities have been identified through engagement with procurement and commissioning experts across the Queensland Government and First Nations community leaders. This priority area will build on existing activity to embed the reframed relationship within the procurement and commissioning cycle. The purpose of this priority area is to support the Queensland Government to invest in service delivery models that suit local circumstances, remove impediments to Indigenous service delivery, businesses being supported to provide local services and enhancing user-choice by placing people at the centre of service delivery. This will maximise investment in communities and ensure decisions about service design and delivery are responsive to the needs of local Aboriginal and Torres Strait Islander people. This involves ensuring community voice at all stages of the procurement cycle from program design and delivery to ongoing management and evaluation. Complimentary authorising environments such as legislation, whole-of-government policy and/or directives will be monitored to ensure the Queensland Government is equipped to engage in, and support, effective local decision-making by sharing decisions, accountability and commitment with interim LDMBs and LDMBs, once formalised.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• LDMBs engage in procurement to co-design services within existing legislation and policy</li> <li>• LDMBs receive support to build capacity to engage with government.</li> </ul>	New	\$100,000 per community (2021-2022) to support interim 5 LDMBs	12 months from commencement date	<p>Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead)</p> <p>Supporting Ministers: Minister for Education, Minister for Industrial Relations and Minister for Racing Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence</p>	Implement the activities relating to enabling local decision making through procurement frameworks in the LTC Action Plan

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<ul style="list-style-type: none"> <li>Services are responsive to the needs of Aboriginal and Torres Strait Islander people and communities.</li> <li>Government can make smarter investment decisions through enhanced knowledge about how best to respond to local needs and aspirations</li> <li>Legislation can be coordinated in more comprehensive manner to support community decision making needs.</li> </ul>					
Deliver NDIS Business Development seminars to build the capacity of emerging and existing Aboriginal and Torres Strait Islander providers to deliver culturally appropriate services to National Disability Insurance Scheme (NDIS) participants across regional and remote Queensland.	Existing	\$1.25 million	2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Complete delivery of seminar series.
Seniors Legal and Support Services will be extended to Logan/Beaudesert, Ipswich and Moreton Bay – North areas. Outreach services will target the Outback and the Torres and Cape region to address elder abuse in areas where there are currently no services available. This is expected to benefit First Nations seniors. Increased funding will ensure that all older Queenslanders, including senior First Nations people, will have equitable access to these important services.	New	\$2.85 million to extend services in 2022-2023, and ongoing	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Procurement process for new services will be undertaken in 2022, for commencement as soon as possible.
Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP) The objective of the QIPP is to increase the value of Queensland Government procurement spend awarded to Indigenous businesses to be three per cent of addressable spend by 2022. Aboriginal and Torres Strait Islander community-controlled organisations are included in the definition of an Indigenous business.	Existing	Nil	2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Review of QIPP post 2022
<b>Department of State Development, Infrastructure, Local Government and Planning</b>					
Wik Timber Project – establish remote sawmill in Aurukun to harvest timber with potential market opportunities.  Torres Cape Indigenous Council Alliance (TCICA) - Remote Area Board – Cape and Torres Tourism Project	Existing  New	\$460K government champion funding allocated in 2021, to be spent in 2022-2023  \$80K RAB in 2022-2023	2021-2024	Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure	Contract executed – Project underway  Contract executed
Investigating further opportunities to work with community-controlled organisations in improving early childhood education outcomes.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Continue to work with funded community-controlled services to ensure they are delivering early childhood education services aligned to the needs of their local community.</li> <li>Collaboratively develop and implement a pilot in 2022 to co-design services delivered by a funded, community-</li> </ul>

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
					controlled organisation to deliver the Birth to Five Plan in a discrete community.
Queensland Health					
<p><b>Priority Reform 2</b> – Building on the commitment over successive Making Tracks Investment Strategies, the <i><b>Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022</b></i> reaffirms the Government's commitment to ongoing investment in the Aboriginal and Torres Strait Islander Community Controlled Health Services. Recognising sustainability and stability of investment as an enabler for success, the <i>Making Tracks Investment Strategy</i> provides a forward commitment to provide a stable and sustainable investment framework and to partnering with the Aboriginal and Torres Strait Islander Community Controlled Health Services to deliver culturally and clinically safe and accessible health services to First Nations Queenslanders.</p>	Existing	Within existing resources	Ongoing to 30 June 2024	Minister for Health and Ambulance Services	Queensland Health will continue to invest Making Tracks funding allocations towards achieving First Nations health equity. Queensland Health is also committed to the ongoing development of partnerships with the Aboriginal and Torres Strait Islander Community Controlled Health Services to deliver clinically safe, culturally appropriate, and locally accessible health services to First Nations Queenslanders.
<p><b>Priority Reform 2</b> – Progressing the <b>transition of Queensland Government funded primary health care services</b> to Aboriginal and Torres Strait Islander community-control arrangements guided by community aspirations and evidence of readiness for transition.</p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	Queensland Health is continuing to identify and support the transition of Queensland Government funded primary health care services to Aboriginal and Torres Strait Islander community-control arrangements. This includes the Partners in Care Program in Napranum led by the Torres and Cape Hospital and Health and Apunipima Cape York Health Council, and capacity building on Mornington Island to facilitate future readiness.
<p><b>Priority Reform 2</b> – A new plan for Queensland's state-funded <b>Mental Health, Alcohol and Other Drugs Plan</b> is being developed to following on from <i>Connecting Care to Recovery 2016–2021</i>. The new plan will build on the successful implementation of Connecting Care to Recovery and set a strong reform agenda for the next five years to 2026. The new plan includes initiatives specifically targeted at supporting Aboriginal and Torres Strait Islander culturally capable mental health, alcohol and other drug service, new and emerging models of care with First Nations peoples, increasing access to community led and controlled mental health and alcohol and drug treatment services.</p>	New	Within existing resources	Ongoing to 2026	Minister for Health and Ambulance Services	Progress the development of the Mental Health, Alcohol and Other Drugs Plan
<p><b>Priority Reform 2 – Better Care Together: a plan for Queensland's state-funded mental health, alcohol and other drug services to 2027</b> identifies priorities and actions for the state-funded mental health alcohol and other drug (MHAOD) treatment, care and support service system over the next five years to 2027. The new plan builds on the successful implementation of Connecting Care to Recovery 2016–2021 and includes initiatives specifically targeted at delivering improved services with First Nations peoples, including embedding First Nations' cultural safety and capability through new and emerging models of care with First Nations peoples, increasing access to community led and controlled MHAOD services, strengthening partnerships with First Nations stakeholders, services, and communities, and increasing Aboriginal and Torres Strait Islander mental health workers.</p>	New	2022-2023 State Budget MHAOD commitment: \$1.645 billion over five years	Ongoing to 2027	Minister for Health and Ambulance Services	Implement <i>Better Care Together</i> in partnership with stakeholders.
<p><b>Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019-2022</b>  <a href="https://www.health.qld.gov.au/_data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf">https://www.health.qld.gov.au/_data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf</a>                      funding is provided to local governments to employ local Environmental Health Workers to maintain oversight and management of environmental health aspects in their communities. The program provides local employment and supports Preventative Health measures within these 16 Indigenous local government areas</p>	Existing	Annual grant funding of \$4.9 million	30 June 2029	Minister for Health and Ambulance Services	Queensland Health is establishing dedicated Certificate III training for Indigenous Environmental Health Workers due to an absence of RTO based Aboriginal and Torres Strait Islander training in Queensland.  Working in partnership with the Local Government Association of Queensland, Queensland Health is establishing a panel of providers for veterinary services to reduce local government costs for animal management.

**Priority Reform 2 – Building the community-controlled sector**

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>All outcomes are led by the partner Indigenous Local Governments and their Environmental Health Workers. The newest iteration of the partnership (commencing July 2022) supports community led initiatives.</p>					<p>Queensland Health in Partnership with the Department of Communities, Housing and Digital Economy is progressing a Healthy Housing Program for Indigenous local governments. Queensland Health is working at a national level with the Expert Reference Panel on Aboriginal and Torres Strait Islander Environmental Health to raise profile of environmental health conditions in Aboriginal and Torres Strait Islander communities including advocating for funding and appropriate policy settings that support good environmental health.</p>
Queensland Police Service					
<p><b>QPS First Nations Mayors Summit</b> The annual QPS First Nations Mayors Summit contributes to Priority Reform 2. For example, an action item from the 2021 summit was for QPS to send information about culturally appropriate referral services to the Mayors. Forty-three (43) service providers were identified as specifically for First Nations peoples. This information was provided to the Mayors, along with additional information about the process to become a service provider for the QPS Referral System, with specific advice given about local community-driven programs.</p>	Existing	Within existing resources	Ongoing, annual event	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Ongoing. Annual planning, event management, and follow up to address action items raised by the Mayors.
<p><b>QPS actions to support the Queensland Indigenous Procurement Policy (QIPP)</b> QPS Procurement Services has measures in place to prompt consideration to apply the QIPP, including published materials (i.e., Procurement &amp; Contracts Practice Manual, Procure to Pay process map, Request for Quote and other templates) to assist buyers to undertake compliant procurement processes. QPS adherence to the QIPP assists Indigenous Queensland businesses and in 2020-2021 QPS achieved above the desired target with more than 4% of QPS budget with Indigenous Suppliers (noting that data for 2021-2022 is not available).</p>	Existing and new	Within existing resources	December 2022	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	<p>QPS is undertaking a review and refresh of all Frameworks and Procurement Guides, this is inclusive of the introduction of a trial for procurement control forms that have QIPP questions within.</p> <p>QPS is exploring training sessions to promote and support increased capacity and capability of Indigenous businesses to successfully tender for Queensland Government contracts.</p>

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
Department of Agriculture and Fisheries					
<p><b>Aboriginal and Torres Strait Islander Commercial Fishing Policy</b></p> <p>Overarching strategy: <i>Queensland Sustainable Fisheries Strategy: 2017 – 2027</i> commits to developing a commercial fishing policy for Aboriginal and Torres Strait Islander peoples to support economic development in a way that supports sustainable fishing.</p> <p>The policy aims to support economic development opportunities for Indigenous peoples and communities by:</p> <ul style="list-style-type: none"> <li>• providing pathways for Indigenous peoples and communities to enter or take part in fishing-related business,</li> <li>• setting overarching principles, including setting aside an access allocation (indigenous commercial allocation) for economic development opportunities.</li> </ul>	Existing	Within departmental allocation	Continuing programs	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	<p>Three Indigenous fishing permits have been issued since the policy was finalised in July 2020, providing an opportunity for three Indigenous families to trial commercial fishing.</p> <p>The commercial fishing development policy through an Indigenous fishing permit is a great way for Aboriginal and Torres Strait Islander people to trial commercial fishing before buying or leasing licences.</p>
<p><b>QBFP Cultural Liaison Officers</b></p> <p>Cultural liaison officer roles have been created within the Qld Boating and Fisheries Patrol ('QBFP') to facilitate relationships between Indigenous communities, Indigenous Land and Sea rangers and QBFP officers.</p> <p>From its implementation in 2018, these officers have made significant progress building relationships with communities, including working with Indigenous land and sea rangers to undertake joint patrols and activities.</p>		Within existing resources		Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	Cultural Liaison Officers in the QBFP continue to work with Aboriginal and Torres Strait Islander communities and Traditional Owners to understand and address issues around traditional fishing.
<p><b>QBFP Boat "Wraps" with DAF Visual Identity</b></p> <p>QBFP launches procurement process to install DAF approved indigenous artwork to 4 large offshore platforms, our larger Rigid Hulled Inflatable boats and Qld government plated vehicle across the state.</p> <p>DAF's visual identity represents our values and cultural heritage and celebrates the connection we have to the land and sea. The visual identity symbolises people, place and connection. It strengthens our connection to each other in the work we do, reflecting a unified organisation.</p>		Within existing resources		Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities	At DAF, we have a long history of working on land and sea, alongside those that live, work and care for these places. We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land and sea on which we work and are committed to integrating this recognition into our everyday business.
Department of Communities, Housing and Digital Economy					
<p><b>Priority Reform 3 [Communities]:</b></p> <p>Strengthen understanding of the significance of history and systemic racism on Aboriginal and Torres Strait Islander women and children seeking assistance due to Domestic and Family Violence through the <i>'Working To Make a Difference – Housing Assistance to people experiencing domestic and family violence from First Nations, disability, and diverse backgrounds'</i> initiative.</p>	Existing	Within existing resources	2022	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts	<p><i>The Working with Difference: Domestic and Family Violence Training (WWD)</i> commenced in November 2021 and is scheduled to be completed in July 2022. Training comprised of:</p> <ul style="list-style-type: none"> <li>• Leadership Capacity Building Session on 17 November 2021 aimed at managers and senior leaders to support frontline staff apply and embed learnings from training</li> <li>• Roll-out of two e-learn training modules on Intersectionality and Information Sharing from 26 November 2021 to March 2022</li> <li>• Face to face place-based workshops across Housing Service Centres, Aboriginal and Torres Strait Islander Housing and CBD sites from February 2022.</li> </ul>
Department of Education					
<p>Co-evaluating, co-designing and implementing the Aboriginal and Torres Strait Islander workforce strategy 2022–2024 with two priorities: 1) build inclusive and culturally capable workplaces by embedding DoE's Cultural Capability Framework including: Cultural Capability training to enhance cultural safety, healing and truth telling; and 2) develop employment opportunities and career pathways for Aboriginal and Torres Strait Islander Peoples.</p>	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>• Complete the co-evaluation of the 2020–22 Aboriginal and Torres Strait Islander workforce strategy in 2022.</li> <li>• Co-design and implement Aboriginal and Torres Strait Islander workforce strategy 2022–2024.</li> </ul>

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
Continuing to embed and promote DoE’s Commitment Statement to Aboriginal and Torres Strait Islander Peoples in the spirit of reconciliation. The Commitment Statement was co-designed through a process of truth-telling and sharing with Aboriginal and Torres Strait Islander employees and stakeholder groups to improve outcomes for Aboriginal and Torres Strait Islander families and students.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Promote Commitment Statement during culturally significant events and dates.</li> <li>Continue to embed and communicate the Commitment Statement in a range of forums and opportunities as part of our commitment to reconciliation.</li> </ul>
Investigating opportunities to consult broadly with governments and community-controlled organisations in the co-design of tailored Aboriginal and Torres Strait Islander healing strategies.	New	Within existing resources	June 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	Consider options for co-design of tailored Aboriginal and Torres Strait Islander healing strategies.
Developing options to explicitly recognise Aboriginal and Torres Strait Islander peoples in education legislation.	New	Within existing resources	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Explore appropriate steps to engage Aboriginal and Torres Strait Islander education stakeholders.</li> <li>Develop options for legislative amendments; undertake consultation; and finalise options for consideration.</li> </ul>
Embedding Indigenous best practice strategies, including truth telling and healing, to inform engagement with local communities through implementation of DoE’s ‘Engaging communities, empowering futures’ framework.	Changed	Within existing resources	June 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Identify evidence-based strategies to support integration of Indigenous best practice strategies in implementing the engagement framework across DoE.</li> <li>Develop a plan to embed evidence-based strategies in the work of DoE</li> </ul>
Department of Employment, Small Business and Training					
<p><b>Small Business Engagement Framework (SBEF) – Indigenous Business Engagement</b></p> <p><b>Indigenous Business Engagement</b> supports Aboriginal and Torres Strait Islander peoples to build, improve and strengthen their small business capabilities and capacity particularly in the lead up to the Brisbane 2032 Olympic and Paralympic Games (Brisbane 2032).</p> <p>DESBT seeks to establish strong relationships and networks with Indigenous small business owners and stakeholders to improve access to support services and greater engagement with this community to ensure continued growth and success. The <b>DESBT Aboriginal and Torres Strait Islander Cultural Capability Actions for 2019-22</b> includes actions for our staff to have access to relevant training programs that raise cultural awareness and educate staff about the importance of a diverse and inclusive workforce.</p> <p><b>DESBT Capability Development Plan 2022</b> incorporates cultural awareness training across the state. Cultural awareness training will then be supplemented with regional specific workshops through the Small Business Engagement Framework <b>Indigenous Business Engagement</b> program to provide the skills needed to understand, work with and support Queensland’s Indigenous communities.</p>	New	The Small Business Engagement Framework is funded under the <i>Big Plans for Small Business Strategy 2021-2023</i> . Indigenous Business Engagement has a total funding of \$230,000	June 2023	Minister for Employment and Small Business and Minister for Training and Skills Development	
<p><b>Back to Work (BTW)</b></p> <p>In the 2021–22 Queensland State Budget, the Back to Work (BTW) program was extended for a revitalised program to provide businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market.</p> <p>The revitalised program specifically focuses on supporting young people (aged 15–24 years), Aboriginal and Torres Strait Islander peoples, people with disability, and long-term unemployed people (unemployed 52 weeks or longer).</p>	Existing	Funding of up to \$140 million over four years	June 2025	Minister for Employment and Small Business and Minister for Training and Skills Development	

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>Target locations include all regional Queensland and select South East Queensland local government areas of Ipswich, Lockyer Valley, Logan, Moreton Bay, Scenic Rim and Somerset.</p> <p>Employer Incentive Payments of up to \$20,000 are available to eligible employers as well as a suite of services to support industry, the business and the employee including the Pre-Employment Support Program, Small Business Short Courses, Small Business Support Pool and the new Growing Workforce Participation Fund (the Fund).</p> <p>One-off grant funding of \$20,000 up to \$200,000 is available to industry groups to boost workforce participation. Funding is to be used for innovative projects that can assist with breaking down barriers facing the BTW program's target groups in fully participating in the labour market in eligible regions.</p> <p>Applications for the Fund opened on 28 March 2022 and closed on 9 May 2022.</p>					
<p><b>Skilling Queenslanders for Work (SQW)</b></p> <p>Skilling Queenslanders for Work funds training and support for unemployed or underemployed people, with a focus on young people (including those in and transitioned from out-of-home care), Aboriginal and Torres Strait Islander people, people with disability, mature-age jobseekers, women re-entering the workforce, veterans and ex- service personnel, recently released prisoners and people from culturally and linguistically diverse backgrounds.</p> <p>SQW is characterised by clearly defined target groups, voluntary participation, Individual pathways, integrated mix of assistance and strong support for participants.</p> <p>The initiative is supported by a state-wide regional network working closely and forming partnerships with community-based organisations and local employers to determine local skills and entry-level industry and labour needs.</p>	Existing	\$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development	
<p><b>Queensland Business Launchpad (BLP)</b></p> <p>Queensland Business Launchpad (BLP) is a digital solution that supports intending and established businesses to know and manage government compliance obligations. The aim is to better understand their start up and compliance requirements, with a view to streamlining the complex regulatory environment that may delay or impede businesses from starting, growing, and employing. All industries are covered in BLP.</p> <p>All Queensland local government authorities are listed in BLP which means all businesses in those areas can access information relevant to their physical location. This includes all First Nations indigenous councils and local authorities. Engagement with all local government authorities and agencies is continuing with information about updates to BLP and how it can be promoted to business operators and intenders in those areas. The BLP tool will assist First Nations businesses to navigate the complexities of business establishment and management.</p>	Existing (scope for project was incrementally increased over last 12 months encapsulating coverage of all First Nations local government areas)	\$6.6 million (2022-2023)	30 June 2023	Minister for Employment and Small Business and Minister for Training and Skills Development	<ul style="list-style-type: none"> <li>• Ongoing engagement with LGAs and affected agencies to inform and update stakeholders of the planned change and improvements.</li> <li>• Further work to validate with agencies' and councils' information on industries.</li> </ul>
Department of Environment and Science					
<p>The <u>Gurra Gurra Framework 2020-2026</u> will support the Department of Environment and Science (DES) in reframing relationships with First Nations peoples by holding Country and people at the centre of all we do, from policies and programs, to service delivery.</p>	Existing	Internal resourcing	2026	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs	Continue to embed the Gurra Gurra Framework across DES and deliver on the initiatives within the framework.
<p>Cultural Capability Training - a suite of cultural capability training is offered to all DES staff every financial year - ranging from a cultural awareness level to advanced level.</p>	Existing	Within existing resources	Ongoing - annual	Minister for the Environment and the Great Barrier Reef and Minister for	Continue to deliver cultural capability training and progress DES staff on their cultural capability journey and engage local providers.

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>Certificate IV in Indigenous Cultural Capability (Cert IV) - DES offers funded positions for staff to participate in the Certificate IV in Indigenous Cultural Capability through the Aboriginal Centre for the Performing Arts (ACPA). This program is a whole of Government initiative organised through the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP).</p>	Existing	Within existing resources	Ongoing - annual	<p>Science and Youth Affairs</p> <p>Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs</p>	Continue to promote the Certificate IV opportunity to DES staff.
<b>Department of Justice and Attorney-General</b>					
<p>Under Strategy 3 of <a href="#">Queensland's framework for action—Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence (PDF)</a> (the framework) cultural capability building and support for mainstream DFV services continue to be delivered through WorkUp Queensland.</p> <p>A range of recommendations of the Women's Safety and Justice Taskforce Hear her voice report 1 are intended to increase cultural safety and responsiveness to the needs of Aboriginal and Torres Strait Islander people who experience or use domestic violence. Recommendations 23 and 24 relate to the establishment of an evidence-based and trauma-informed framework and funding.</p>	Existing and new activities subject to approval	To be undertaken within the \$363 million funding package announced to support the implementation of all WSJT Report 1 recommendations	2022-2026	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence and all agencies	A consistent, evidence-based and trauma-informed framework to support training, education and change management, is to be implemented as part of Queensland Government's response to recommendations 23 and 24 of the Women's Safety and Justice Taskforce <i>Hear her voice</i> report 1. Considerations and alignment to other influencing strategies and whole-of-government plans, such as Closing the Gap, Pathway to Treaty and Local Thriving Communities will be pursued wherever possible.
<p>The Queensland Government response to the report of the <a href="#">Queensland Women's Safety and Justice Taskforce (WSJT)</a> – Hear Her Voice Report One indicates Queensland Government supports recommendation 13, which is to develop a five year whole-of-government domestic and family violence service system strategic investment plan encompassing services and supports delivered and funded by the Queensland Government.</p>	Existing, with enhancements and new activities subject to consideration	To be undertaken within the \$363 million funding package announced to support the implementation of all WSJT Report 1 recommendations	2022-2026	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	The Queensland Government will replicate the Domestic and Family Violence Services Audit undertaken in 2016 and expand to include data now available and generalist services including police, court, and health services. This will inform the development of a whole-of-government domestic and family violence service system strategic investment plan (investment plan) encompassing services and supports delivered and funded by Queensland Government agencies. In line with recommendation 13, the investment plan will guide investment decision-making in relation to culturally safe and capable services that provide choice to Aboriginal and Torres Strait Islander peoples, including a shift in investment to community-controlled organisations over time.
<p>The Queensland Government response to the report of the <a href="#">Queensland Women's Safety and Justice Taskforce (WSJT)</a> – Hear Her Voice Report One indicates Queensland Government supports recommendation 16, which is to support all parts of the system to better respond to the multiple and complex needs of people who experience domestic and family violence as a victim or perpetrator; and recommendation 17, which is to establish an independent and adequately resourced peak body for all specialist domestic and family violence services. Both these recommendations must be developed in consultation with Aboriginal and Torres Strait Islander stakeholders.</p>	New	To be undertaken within the \$363 million funding package announced to support the implementation of all WSJT Report 1 recommendations.	2022-2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	The Queensland Government will commence targeted consultation on the development of the peak body, which will complement existing Aboriginal and Torres Strait Islander peak bodies. The Queensland Government will also work to develop a whole-of-government framework to strengthen service responses for people with multiple and complex needs and from a wide range of backgrounds, with particular regard to the needs of Aboriginal and Torres Strait Islander people.

**Priority Reform 3 – Transforming Government Organisations**

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
On 16 May 2022, the Magistrates Court Reconciliation Action Plan (RAP) 2022-2025 was released which sets out a range of actions to be undertaken in partnership with Aboriginal and Torres Strait Islander people to address their over-representation in the criminal justice system.	The Magistrates Court's RAP was an existing RAP that has been renewed and updated for a new term	Within existing resources	April 2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Implementation of the Magistrates Court RAP
Establish the First Nations Justice Office (FNJO) within DJAG to lead the work for the JPP, Closing the Gap targets, Path to Treaty and internal DJAG strategies to transform DJAG's approach to cultural capability.	New	The FNJO to be established within the funding allocation announced of \$9.4 million over four years.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Commence design of the Unit and recruitment staff
The first activity to be undertaken by the First Nations Justice Officer will be to lead the development of a co-designed, whole of government and community (justice) strategy.	New	The FNJO to be established within the funding allocation announced of \$9.4 million over four years.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Continue planning and design of the FNJO, inclusive of a recruitment process and initial implementation phase. A selection process will be occurring shortly to recruit a suitable Aboriginal and Torres Strait Islander person to be Queensland's inaugural First Nations Justice Officer.
The Department of Justice and Attorney General will invest in the development and delivery of a program to upskill the government-funded Gambling Help services to better support Aboriginal and Torres Strait Islander people. The program will provide staff with cultural capability training to understand the cultural impacts of gambling in Aboriginal and Torres Strait Islander communities. Additionally, funding will develop a state-wide referral pathways resource so our funded organisations can link their service users to culturally safe wrap around supports.	New	\$280,000 per year	Ongoing (commencing mid-2023)	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence	Tender process to be run by DCHDE as per MOU. Program in development.
<b>Department of Resources</b>					
The Department of Resources will continue to strengthen policy and processes to address and eliminate racism and continue to implement the Resources Cultural Capability Action Plan. Resources continues to roll out the mandated Building on the Strengths of our Stories cultural agility program across the department. The program aims to improve relationships and outcomes for First nations peoples and focusses on truth telling and creating culturally safe work teams.	Existing	Within existing resources	Ongoing	Minister for Resources	
<b>Department of the Premier and Cabinet</b>					
Explore potential amendment of Queensland's Cabinet Handbook and templates to require all policy submissions to specifically consider any impacts, or potential impacts, of policies or programs on Closing the Gap priority areas and targets and more broadly on outcomes for Aboriginal and Torres Strait Islander people in Queensland.	New	Within existing resources	2022-2023	Premier and Minister for the Olympics in consultation with Minister for Seniors and Disability Services and Minister for Aboriginal and	

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				Torres Strait Islander Partnerships	
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
<p>The Family Responsibilities Commission (FRC) receives notices from State government agencies when a community member breaches a 'trigger' for either school attendance or enrolment, child safety, court convictions, domestic and family violence, or housing tenancy breaches. The FRC conferences community members who are welfare recipients to encourage them to improve behaviour.</p> <p>FRC Local Commissioners, who are respected community members, conference with community members who have breached one of five triggers. The reestablishment of local authority has been the key achievement of the FRC.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Complete an independent review of the FRC to guide government and community decision making on the future of the FRC (Future Directions Review of the FRC).
<p>The LTC reform is driving whole-of-government reform to enable local decision making. This includes building cultural capability of government through a variety of mechanisms. The LTC Action Plan supports transformation of government from 'doing to, to doing with'.</p> <p>The Joint Coordinating Committee was established in April 2019 to provide advice to government about co-design and implementation of the LTC reform. The JCC is a key governance mechanism driving the reform process and bringing high level cultural intelligence to this work.</p> <p>This approach recognises that system reform requires comprehensive collaboration and strong partnerships to support the conditions for community-led change. The Action Plan sets out workable solutions to be implemented in the short term, focusing on both government and community readiness initiatives to support working together in a reframed way.</p> <p>There are specific actions in the LTC Action Plan that enable transforming government organisations.</p> <p><u><a href="#">The LTC Action Plan 2022-2024</a></u></p> <p><b>Priority Area 4 - Whole-of-government capacity building</b></p> <p>Change needs to happen within the Queensland Government so that systems, processes and practices enable self-determination and public servants are supported and equipped to engage effectively with local decision-making. Whole-of-government cultural and operational capacity will be built through a "learn by doing" iterative approach, recognising that the transitional change needed for LTC to succeed requires navigation of multiple complexities within Government as well as with communities.</p> <p>Over the next two years the LTC implementation team will develop a mechanism to capture and share lessons learned across government in relation co-design, place-based programs and enabling local decision-making with interim LDMBs, LDMBs and communities. Greater transparency will support operational and cultural capacity building within the Queensland Government.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• Coordinated approaches to co-design with LDMBs</li> <li>• Public servants with cultural and operational capability can better respond to community needs</li> <li>• People-focused engagement with individuals, service providers and communities</li> <li>• Programs and services are delivered in a more coordinated way, with services meeting the needs of communities.</li> </ul>	Existing	Within existing resources	June 2024	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead) All Others (supporting)	Implement the activities relating to whole-of-government reform in the LTC Action Plan

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<p><b>Meriba Omasker Kaziw Kazipa</b>                      The <i>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</i> (the Act) came into effect on 1 July 2021. The Act fulfils the Queensland Government 2017 election commitment to introduce new law to legally recognise the outcomes achieved by Torres Strait Islander families' continued use of traditional child rearing practice. The introduction of the Act is a testament to the government's commitment to reframing its relationship with Aboriginal and Torres Strait Islander people.                      Since coming into effect, this legislation has been positively changing the lives of Torres Strait Islander families forever, recognising traditional Torres Strait Islander child rearing practice LORE into western LAW.                      The Commissioner (Meriba Omasker Kaziw Kazipa) has statutory powers to independently consider applications and make a 'Cultural Recognition Order' to give legal effect to the practice. A departmental Meriba Omasker Kaziw Kazipa Program Support Office is co-located with the Office of the Commissioner, in Cairns and on Thursday Island, to provide support and information to Torres Strait Islander community members who are seeking to make enquiries or lodge applications for a Cultural Recognition Order under the Act.                      Funding is also provided to the Department of Justice and Attorney General to deliver legal services for families who need or wish to obtain legal advice and assistance regarding the Act, and to finance the provision of birth certificates.</p>	Existing	\$4.621 million over two years 2022 – 2024 plus \$1.6 million over two years from 2022-2023 to the Department of Justice and Attorney-General	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Ongoing implementation of the Act by the Commissioner, Program Support Office, and government. The government has committed to a review of the operations of the legislation by July 2023. The review is to ensure the Act is operating as originally intended, and to provide opportunity for process and implementation improvements. This body of work will commence in September 2022.
<p><b>Queensland Government Reconciliation Action Plan 2018-2022</b>                      The Queensland whole-of-government Reconciliation Action Plan commits to a suite of initiatives to strengthen partnerships and empower local communities to achieve positive and practical outcomes. The RAP builds on collective efforts to ensure equality, equity, recognition and advancement of Aboriginal and Torres Strait Islander people across all aspects of society and everyday life and, in so doing, create a better state for Aboriginal peoples, Torres Strait Islander peoples and non-Indigenous Queenslanders.</p>	Existing	Within existing resources	31 December 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	RAP evaluation and annual reporting post 2022.
<p><b>Cultural Capability Action Plans</b>                      The purpose of Cultural Capability Action Plans is to build the cultural capability of Queensland Government agencies and funded organisations to achieve better outcomes for Aboriginal peoples and Torres Strait Islander peoples by providing efficient and responsive services. Each agency is required to deliver a bi-annual plan at Cultural Agency Leaders (CAL) committee meetings.</p>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	CCAP annual reporting
<p><b>Cultural Agency Leaders (CAL) committee</b>                      The Aboriginal and Torres Strait Islander Cultural Agency Leaders committee (CAL) supports the implementation of the Aboriginal and Torres Strait Islander Cultural Capability Framework and monitors the implementation of the Queensland Government Reconciliation Action Plan 2018-2022 and the Moving Ahead strategy, in addition to the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP).</p>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Review of CAL Terms of Reference by 31 December 2022
<p><b>Culture and Reconciliation Working Group (CARWG)</b>                      The CAL is supported by the Culture and Reconciliation Working Group (CARWG) members to deliver their responsibilities under a number of Queensland Government strategies (the Strategies).</p>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and	Review of CARWG scope and Terms of Reference by 31 December 2022

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Torres Strait Islander Partnerships					
Department of State Development, Infrastructure, Local Government and Planning					
<p>The Yhurri Gurri Framework 2021-2024 will support the Department of State Development Infrastructure, Local Government and Planning (DSDSILGP) in reframing relationships with First Nations peoples by building greater cultural awareness, capability and understanding amongst department employees.</p> <p><i>Objective</i> – Employment strategies are adaptive, appropriate and responsive to First Nations employees.</p> <p><i>Strategy</i> – Department employment policies enable recruitment opportunities, career development and retention practices/strategies for First nations peoples and employees.</p>	New	Within existing budget	Ongoing	Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure	Work towards three per cent direct employment of First Nations peoples in DSDILGP. Review employment strategies to be adaptive, appropriate and responsive for First Nations employees.
<p>Cultural Capability Training - cultural capability training is offered to all DSDILGP staff and is compulsory for new starters.</p>	New	Within existing budget	2021-2024	Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure	Provide access to cultural education including through training programs, information sessions, exposure to First Nations languages (e.g., naming rooms) and sharing of success stories.
Department of Tourism, Innovation and Sport					
<p>Establishment of a Queensland Indigenous Tourism Government and Industry Reference Group to facilitate government-industry engagement to advise on the needs and approach to grow Indigenous tourism, so that Queensland is positioned to become Australia’s leading destination for Indigenous tourism experiences, for showcasing to the world in the lead up to Brisbane 2032.</p> <p>The Queensland Indigenous Tourism Government and Industry Reference Group (QITGIRG) provides industry intelligence to the Department of Tourism, Innovation and Sport on the needs of Indigenous tourism businesses and feedback on government initiatives that support development of the Indigenous tourism industry.</p> <p>The core Indigenous advisors on the group are:</p> <ul style="list-style-type: none"> <li>• Independent Indigenous Tourism Operators of Queensland</li> <li>• Queensland First Nation Tourism Council</li> <li>• Aboriginal and Torres Strait Islander Business and Innovation Reference Group</li> <li>• Local Government Association of Queensland – Indigenous Leaders Forum</li> </ul> <p>The QITGIRG is a voluntary, non-decision-making group.</p>	New	Within existing resources	Ongoing	Minister for Tourism, Innovation and Sport Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	Quarterly meetings
<p>The new <b>Sport and Recreation Aboriginal and Torres Strait Islander Policy Framework</b> (DTIS) guides the development and delivery of funding, programs, infrastructure delivery and services to Aboriginal and Torres Strait Islander Communities. In keeping with the Queensland Government’s commitment to reconciliation and progress towards reframing the relationship with Aboriginal and Torres Strait Islander peoples, this framework adopts a collaborative approach to funding, program development, infrastructure development and service delivery.</p>	New	N/A	Ongoing	Minister for Tourism, Innovation and Sport Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	Implementation is ongoing as new programs are rolled out and through the Foot in the Door Group below

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The <b>Foot in the Door Group</b> is an informal internal group of Aboriginal and Torres Strait Islander staff in the Sport and Recreation division of the Department of Tourism, Innovation and Sport aimed at increasing and enhancing the cultural capabilities of the division. The group has recently developed Aboriginal and Torres Strait Islander Community Engagement Practice Guidelines for use by the Sport and Recreation division, with the aim of increasing staff and agency knowledge of cultural practices, beliefs and community considerations to support respectful and productive engagements in discrete First Nations communities.	New	N/A	Ongoing	Minister for Tourism, Innovation and Sport Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	Aboriginal and Torres Strait Islander Community Engagement Practice Guidelines to be endorsed and then implemented
State government (DTIS) funding agreements with State Level Sporting Organisations include requirements for Aboriginal and Torres Strait Islander cultural sensitivity including respecting the cultural and spiritual significance of Aboriginal and/or Torres Strait Islander peoples, and ensuring appropriate consent for incorporating elements of cultural heritage.	Existing (but not previously reported)	N/A	Ongoing	Minister for Tourism, Innovation and Sport Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	Future funding agreements to be reviewed during 2022 to consider inclusion of further requirements to support the needs of Aboriginal and Torres Strait Islander people
<b>Public Service Commission</b>					
<p><b>Capability development</b></p> <p>Through its Leadership and Capability functions, the Public Service Commission will support the sector to deliver on their responsibilities to community by:</p> <ul style="list-style-type: none"> <li>• embedding cultural capability into the Leadership Competencies for Queensland</li> <li>• curating the Leadership Development series to promote culturally capable leadership</li> <li>• supporting workforce representation in leadership and decision-making roles and system improvements to strengthen cultural capability through the Aboriginal and Torres Strait Islander Career pathways (partnering with DSDSATSIP)</li> <li>• implementing a Community of Practice to strengthen capability in culturally safe co-design and collaboration (partnering with DSDSATSIP)</li> </ul>	New Changed Existing  New	Within existing resources	June 2023 August 2022 Ongoing  October 2022	Premier and Minister for the Olympics	
<p><b>Public Sector Reforms</b></p> <p>The Public Sector Reform Office in the Department of the Premier and Cabinet is leading the development of new legislation to modernise the <i>Public Service Act 2008</i>. The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships is working closely with the PSRO to ensure the new legislation provides for the role of public sector entities in supporting the Queensland Government's commitment to reframing its relationship with Aboriginal and Torres Strait Islander peoples, including by facilitating engagement with Aboriginal and Torres Strait Islander government and non-government stakeholders.</p>	New	Within existing resources	Ongoing	Premier and Minister for the Olympics	
<b>Queensland Health</b>					
Implementation of the <b>First Nations health equity reform agenda</b> .	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	<p>First Nations Health Equity Strategies released by 30 September 2022.</p> <p>First Nations Health Workforce Strategy for Action currently being co-designed in partnership between the Department of Health and the Queensland Aboriginal and Islander Health Council; the strategy is on track for release in late 2022 or early 2023.</p> <p>First Nations Health Equity Monitoring and evaluation framework currently being developed and on track for release by 30 June 2023.</p>

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<p><b>Priority Reform 3</b>  <b>Making Tracks Together: Queensland's Aboriginal and Torres Strait Islander Health Equity Framework (2021)</b> to provide strategic and operational guidance for Hospital and Health Services to meet the legislative requirements to co-design and co-implement the inaugural Health Equity Strategies.  <a href="https://www.health.qld.gov.au/_data/assets/pdf_file/0019/1121383/health-equity-framework.pdf">https://www.health.qld.gov.au/_data/assets/pdf_file/0019/1121383/health-equity-framework.pdf</a></p>	Existing	Within existing resources	Released October 2022	Minister for Health and Ambulance Services	Framework co-launched by the Minister for Health and Ambulance Services and the Queensland Aboriginal and Islander Health Council Chairperson in October 2021.
<p><b>Priority Reform 3</b>  <b>Embedding Aboriginal peoples' and Torres Strait Islander peoples' voices</b> into Queensland Health governance, leadership and decision-making structures.</p>	Existing	Within existing resources	Growing Momentum across the state since 2018	Minister for Health and Ambulance Services	Queensland Health is undergoing a review of its governance structure. The review will include a focus on strengthening current partnerships, building new partnerships, streamlining and enabling shared decision making across the Department of Health executive governance structures.
<p><b>Priority Reform 3</b>  Appointment of Queensland Health's inaugural <b>Chief Aboriginal and Torres Strait Islander Health Officer</b> and Deputy Director-General, Aboriginal and Torres Strait Islander Health in October 2019 was fundamental to driving system change, embedding cultural perspectives across the public health sector, addressing institutional racism and increasing accountability for First Nations health equity across the health system in Queensland.</p>	Existing	Within existing resources	Ongoing since October 2019	Minister for Health and Ambulance Services	Queensland Health continues to support the Chief Aboriginal and Torres Strait Islander Health Officer and Deputy Director General to work in co-design with the health sector including Aboriginal and Torres Strait Islander community-controlled health organisations and influence broadly across local government and non-government organisations. government and non-Government organisations.
<p><b>Priority Reform 3</b>  The inaugural <b>Queensland Aboriginal and Torres Strait Islander Clinical Network</b> brings together multidisciplinary clinicians, non-clinical staff, consumers, and stakeholders from across the primary, community and acute care sectors to provide leadership, cultural and clinical expertise to drive systemwide best practice. It seeks to enable Aboriginal peoples and Torres Strait Islander peoples to develop their own strategies, to better reflect their interests, values, vision and concerns, and to increase their ownership and accountability of their health experiences and outcomes.  <a href="https://clinicaexcellence.qld.gov.au/priority-areas/clinician-engagement/statewide-clinical-networks/queensland-aboriginal-torres-strait-islander">https://clinicaexcellence.qld.gov.au/priority-areas/clinician-engagement/statewide-clinical-networks/queensland-aboriginal-torres-strait-islander</a></p>	Existing	Within existing resources	From mid-2021	Minister for Health and Ambulance Services	The Queensland Aboriginal and Torres Strait Islander Clinical Network is continuing to provide leadership cultural and clinical expertise to Influence and address the economic, cultural, and social determinants of health inequities from within the Health System.
<p><b>Priority Reform 3</b>  Implement the commitments in the <b>Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No.1) 2019</b> for Aboriginal and Torres Strait Islander health practitioners, Aboriginal and Torres Strait Islander health workers, Aboriginal and Torres Strait Islander mental health workers, and Aboriginal and Torres Strait Islander hospital liaison officers.  <a href="https://www.qirc.qld.gov.au/sites/default/files/2020_cb49.pdf?v=1608178368">https://www.qirc.qld.gov.au/sites/default/files/2020_cb49.pdf?v=1608178368</a></p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	The <i>Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No.1) 2019</i> expired on 31 August 2022 (EB1). Department of Health has proposed to parties to the agreement to formally agree to continue to operate under EB1 until 31 August 2023, to allow for the key work under Phase 2 review to be completed.
<p><b>Priority Reform 3</b>  Legislative requirement under the <b>Hospital and Health Boards Regulation 2012</b> for each Hospital and Health Service to increase their Aboriginal and Torres Strait Islander health workforces, across all professions and employment levels, commensurate to the size of the local Aboriginal and Torres Strait Islander population in their service area.  <a href="https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024">https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024</a></p>	New	Existing <i>Tied to the new First Nations Health Workforce Strategy for Action</i>	Ongoing	Minister for Health and Ambulance Services	Tailored actions to be included in each Health Equity Strategy. The release of the new First Nations Health Workforce Strategy for Action will support Hospital and Health Services to value, invest in and grow their Aboriginal and Torres Strait Islander health workforces.

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<p><b>Priority Reform 3</b> Allied Health Professions' of Queensland: Appointment of Queensland Health's <b>inaugural Director of Allied Health (First Nations)</b> within the Allied Health Professions Office of Queensland, is fundamental to driving system change, embedding cultural perspectives across the allied health sector, addressing institutional racism and increasing accountability for First Nations health equity across the health system in Queensland.</p>	New	Within existing resources associated with Making Tracks	Ongoing	Minister for Health and Ambulance Services	Ongoing support for the Director of Allied Health (First Nations)
<b>Health and Wellbeing Queensland</b>					
<p>HWQId is leading a collaborative cross-sector effort to reduce inequitable life outcomes for those most in need, through the development of a <b>Queensland Equity Framework</b>. The Queensland Equity Framework is a whole-of-government policy opportunity to enable systemic change to enhance equity/ fairness and remove system barriers that contribute to disparities in life outcomes. Enhancing equity and removing system barriers can result in savings by reducing the economic costs associated with inequity in health and other life outcomes. In health specifically, the aim is to reduce hospitalisations, minimise investment waste, improve the precision of interventions and ensure maximum engagement by consumers.</p> <p>This will be further strengthened by HWQId's role as a prescribed stakeholder of the <b>Making Tracks Together Health Equity strategies</b>. Here, HWQId are currently involved in the development and review of each of the 16 Hospital and Health Services' health equity strategies, which will be used to inform and/or strengthen system level approaches to reduce inequity both within the health system and outside of the health system.</p>	New	\$800,000	31 December 2022 (design phase)	Minister for Health and Ambulance Services	
<b>Queensland Police Service</b>					
<p><b>QPS First Nations and Multicultural Affairs Unit</b> The QPS First Nations and Multicultural Affairs Unit (FNMAU), established in November 2020, continues to:</p> <ul style="list-style-type: none"> <li>• support relationship building with First Nations communities across Queensland,</li> <li>• increase organisational cultural capability,</li> <li>• enhance engagement opportunities with First Nations internal and external stakeholders, and</li> <li>• support and drive cultural inclusion across the QPS.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Ongoing
<p><b>Compulsory Inclusion training for all QPS members</b> An online learning product <b>QC1743_01 SBS Inclusion Program – Aboriginal and Torres Strait Islander Course</b> was introduced to the QPS on 1 February 2022 and is compulsory for all QPS members regardless of rank/level (due to be completed by all members by 30 June 2022). The course is designed to improve QPS member knowledge and understanding of the oldest surviving culture on earth and the importance and advantages of Australian Indigenous cultural diversity. The course is compulsory, reflecting QPS's organisational commitment to build skills and knowledge around inclusion and diversity, to encourage the conditions and culture that will enable First Nations employees to thrive in the workplace, and to enhance effectiveness and better serve our communities.</p>	New	Within existing resources	30 June 2022	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Follow up to ensure all QPS members complete the training.
<p><b>Racism. It Stops With Me</b> As part of the QPS Multicultural Action Plan (MAP) 2019-20 to 2021-22, the QPS supports the Australian Human Rights Commission <i>Racism. It Stops With Me</i> campaign.</p>	Existing	Within existing resources	Completed	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	This campaign is completed, though messaging remains in the form of a Service-wide computer screensaver regularly visible to QPS members.

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>QPS participation in the campaign commenced in January 2021, and the QPS continued to promote this important strategy through the second half of 2021, with some elements still in use to June 2022:</p> <ul style="list-style-type: none"> <li>• Messages directly related to the campaign (for example, the QPS badge appears alongside the campaign logo as an internal computer screensaver, which is still in use as at June 2022)</li> <li>• Electronic posters customised with campaign materials and QPS content, made available online for printing by all QPS districts/regions and commands (promoted on internal QPS social media through the second half of 2022)</li> <li>• A communications pack developed to facilitate awareness around the campaign and what it means for QPS members (for example, how to respond to racism, how to be a good ally) (promoted internally through the second half of 2022)</li> <li>• Promotional internal social media posts by individual officers endorsing the campaign (through to August 2021).</li> </ul>					
<p><b>Indigenous Recruit Preparation Program (IRPP)</b></p> <p>The IRPP is a 10-week, full-time course at the QPS Academy for Aboriginal and Torres Strait Islander persons. For successful participants, the IRPP provides direct entry into the recruit training program. Participants for the IRPP are selected by QPS Recruiting during the recruiting process in consultation with the applicant.</p> <p>The program supports entry into QPS Recruit Training. Upon successful completion of Recruit Training, the recruit is sworn in as a Queensland police officer, providing secure employment. Training is offered at QPS Academies in Townsville and Brisbane, but the applicant pool is state-wide.</p> <p><a href="https://www.police.qld.gov.au/indigenous-entry-pathway">https://www.police.qld.gov.au/indigenous-entry-pathway</a></p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	The IRPP is and continues to be promoted for First Nations people prior to completing the recruit training program. Further promotion of this course and attraction is delivered through partnerships (TAFE Qld, IPROWD and others) to support First Nations applicants seeking to be a police officer.
<p><b>First Nations Recruiting Officer</b></p> <p>The First Nations Recruiting Officer is a First Nations person (employed full time at AO5 level) who focuses on the recruitment of First Nations people to the Queensland Police Service. Recruitment activities involve community presence, for example at sporting events, community functions and career days, to raise the profile of QPS as an employer and allow informal discussions with potential First Nations employees. Recruitment is conducted in both rural &amp; metropolitan settings. Supports the IRPP.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Continuing recruitment efforts to attract new First Nations police recruits.
<p><b>Queensland Police Service First Nations Network</b></p> <p>In November 2020, the QPS First Nations Network was launched on Workplace (an internal QPS Social Media platform). The Network's objectives are to:</p> <ul style="list-style-type: none"> <li>• Provide culturally appropriate support, mentoring and advice for all members of the QPS,</li> <li>• Support professional development and progression for all Aboriginal and Torres Strait Islander members,</li> <li>• Implement strategies focussed on increasing retention of Aboriginal and Torres Strait Islander members within the QPS, and</li> <li>• Provide and demonstrate shared leadership across the network.</li> </ul> <p>The QPS Network Management Committee seeks incremental improvements with respect to Aboriginal and Torres Strait Islander awareness within the QPS, with the aim that the Service will become more inclusive for First Nations personnel.</p> <p>The Network is open to QPS personnel, is organisationally inward-facing and assists both QPS personnel and the Service.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Continuing internal QPS support of the Network to support First Nations employees.

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p>The Network does not replace existing support services such as human services officers or peer support officers. The Network does not investigate criminal offences such as assaults and racial vilification.</p>					
<p><b>Look to the Stars</b>                      “As we look to the stars, the Guiding Constellation lights up the sky, illuminating our way forward through trust, relationships and respect.”                      In 2018, the QPS worked with Indigenous artist Jenna Lee from creative agency Gilimbaa to develop and launch an artwork called “Look to the Stars”. The artwork is based on a collective narrative, inspired and created by a purpose built working group representing a cross-section of the Aboriginal and Torres Strait Islander community and the Queensland Police Service.                      The artwork has multiple layers of meaning and is used by the Service to connect and engage with communities. Since 2018, the artwork has been incorporated into designs for Service clothing and vehicle wraps, at Stations and Police Headquarters, and in internal and external media and communications efforts. Look to the Stars helps QPS consistently communicate the importance of the Service’s relationships with Aboriginal peoples and Torres Strait Islander peoples. Look to the Stars will continue to be used by QPS moving forward.  <a href="https://mypolice.qld.gov.au/news/2018/05/25/queensland-police-service-look-to-the-stars/">https://mypolice.qld.gov.au/news/2018/05/25/queensland-police-service-look-to-the-stars/</a>  <a href="https://looktothestars.mypolice.qld.gov.au/">https://looktothestars.mypolice.qld.gov.au/</a></p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Ongoing use of the Look to the Stars artwork in appropriate contexts in QPS internal and external communications, to continue building trust and relationships between QPS and First Nations communities and promoting respect for First Nations peoples and cultures.
<p><b>Yarrie Yarns Project</b>                      Yarrie Yarns Project (YYP) is a social change project that shares Australian First Nations stories otherwise known as yarns for inspiration, motivation, education, empowerment and reconciliation on Facebook, Twitter and Instagram.                      The aim of the project is to celebrate life, people, culture, connections and communities whilst highlighting achievements, opportunities, reconciliation, issues and challenges.                      The participants are First Nations Elders, leaders, educators, role models, influencers, achievers, motivated community members, business and organisation staff that yarn about life, culture, beliefs, language, community, professions, history, achievements, opportunities and challenges.                      The yarns featuring the participants and photos are shared on the YYP social media platforms on Facebook, Instagram, Twitter and in photo books distributed to the participants and their community.                      The YYP is led by the QPS, but supports First Nations people as leaders in storytelling, reframing the traditionally western-centred approach to government-Indigenous relationships. Through the YYP, the QPS celebrates the culture and achievements of Aboriginal and Torres Strait Islander people in a culturally safe way, only sharing information that participants choose to share for positive reasons.  <a href="http://www.facebook.com/yarrieyarns">www.facebook.com/yarrieyarns</a>  <a href="http://www.instagram.com/yarrieyarns">www.instagram.com/yarrieyarns</a>  <a href="http://www.twitter.com/yarrieyarns">www.twitter.com/yarrieyarns</a></p>	Existing (since 2017)	Within existing resources The project had an initial grant (Safer Communities, in approximately 2017) of \$10,000 which was used for project establishment, promotion, merchandise and photobooks. However, there is no on-going funding and there are no paid positions.	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Key project participants intend to develop the project further, for example expanding into other communities or adding new social media platforms.
<p><b>Police Liaison Officers (PLOs) and Torres Strait Islander Police Liaison Officers (TSIPLOs)</b>                      Police Liaison Officers (PLOs) are employed by the Queensland Police Service to establish and maintain a positive rapport between culturally specific communities and the QPS. The role of Police Liaison Officers is to promote trust and understanding by assisting the community and police to:                      • reduce and prevent crime</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services	Ongoing

**Priority Reform 3 – Transforming Government Organisations**

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

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

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<ul style="list-style-type: none"> <li>• divert people from the criminal justice system</li> <li>• advise and educate police officers on culture and cultural issues, and</li> <li>• improve community knowledge of law and order issues and policing services.</li> </ul> <p>The specialist 'liaison role' performed by a Police Liaison Officer does not require powers of a police officer. However, they may be called upon to assist police officers with law enforcement tasks in certain circumstances. Police Liaison Officers have a duty to:</p> <ul style="list-style-type: none"> <li>• Liaise with culturally specific communities to foster co-operation and understanding</li> <li>• Advise police officers on the cultural beliefs, needs and protocols of the community in which they work</li> <li>• Identify potential crime or disorder problems in the community and advise and assist in prevention strategies</li> <li>• Establish and maintain communication between the community and police</li> <li>• Improve community access to policing services and refer to other services where necessary.</li> </ul> <p>These activities assist the Queensland Police Service to be more effective by improving client services, preventing or reducing crime and maintaining community partnerships. Importantly, the PLO and TSIPLO program also supports respect for and preservation of local Aboriginal and Torres Strait Islander cultures and languages.</p>					

**Priority Reform 4 – Sharing access to data and information at a regional level**

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

**Target:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, achieve their priorities and drive their own development

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
Department of Communities, Housing and Digital Economy					
<p><b>Priority Reform 4</b> [Queensland Government Customer and Digital Group (QGCDG)]: The <i>Queensland Government Open Data Policy Statement</i> and departmental strategies commit to release Queensland Government data to allow it to be freely used by the public. The Open Data Portal operationalises this commitment, containing almost 3000 datasets. The Queensland Globe enables interaction with spatial data.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts	Work with co-leads and LDMBs to support and understand aspirations in relation to data and dashboards that enables local decision making.
Department of Education					
Supporting schools to refine the use of localised data sharing, through the Local Community Education Bodies (LCEB) and Regional Community Education Boards (RCEB) developed as part of the Local Community Education Through Co-design (LCETC) pilot.	New	\$19,794,905 over 2020-2021 to 2023-2024	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Progressively embed local data sharing to assist LCEBs to participate as equal partners with the school.</li> <li>Drive educational improvement through evidenced-based decision making.</li> <li>Transform schools to be more responsive and accountable to the needs of the local Indigenous communities.</li> </ul>
Co-designing the Queensland Engagement and Wellbeing (QEW) Survey: Measuring Cultural Aspects of Student Wellbeing project to allow Aboriginal and Torres Strait Islander student views to be more appropriately captured in DoE's annual student wellbeing survey. The co-design approach will determine what should be measured, the data collection process and consider data ownership.	New	Within existing resources	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing	<ul style="list-style-type: none"> <li>Establish governance groups and identify Aboriginal and Torres Strait Islander Co-Chair for Project Board.</li> <li>Collaboratively develop principles of co-design specific to the project with governance groups.</li> <li>Design an approach to consultation underpinned by co-design principles that can identify measurement options.</li> <li>Pilot measurement options in partnership with Aboriginal and Torres Strait Islander stakeholders and communities.</li> </ul>
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
The Family Responsibilities Commission (FRC) receives notices from State government agencies when a community member breaches a 'trigger' for either school attendance or enrolment, child safety, court convictions, domestic and family violence, or housing tenancy breaches. The FRC conferences community members who are welfare recipients to encourage them to improve behaviour. The FRC can seek additional information to support decision making. FRC Local Commissioners, who are respected community members, conference with community members who have breached one of five triggers. The reestablishment of local authority has been the key achievement of the FRC.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	Complete an independent review of the FRC to guide government and community decision making on the future of the FRC (Future Directions Review of the FRC).
Closing the Gap joint communications strategy	New	\$200,000	2022-2023 to 2026-2027	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships	<p>Purpose:</p> <ul style="list-style-type: none"> <li>The purpose of the Joint Communications Strategy is to support Aboriginal and Torres Strait Islander people to take ownership of the National Agreement through ongoing engagement and awareness building of the Agreement. The Joint Communications Strategy also provides opportunity to communicate how the commitment of the National Agreement can be applied to communities and organisations across Queensland, and to notify of when significant changes to the National Agreement are made.</li> <li>An Aboriginal and Torres Strait Islander media organisation will be central in co-designing the joint communication strategy, in particular community-</li> </ul>

**Priority Reform 4 – Sharing access to data and information at a regional level**

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

**Target:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, achieve their priorities and drive their own development

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
					<p>controlled media, including the promotion and distribution of material and information across a range of mediums to Aboriginal and Torres Strait Islander people, as well as to other Australians.</p> <p>Benefits:</p> <ul style="list-style-type: none"> <li>• Builds ongoing engagement and awareness of the National Agreement</li> <li>• Improves understanding of how the National Agreement can applied in communities and organisations</li> <li>• Ensures consistency of information and access to information relating to Closing the Gap and the National Agreement</li> <li>• Ensures clarity and timeliness of communications relating to Closing the Gap and the National Agreement</li> <li>• Through the engagement of community-controlled media, the Strategy will ensure cultural safety in communications, accessibility to information and preservation of Aboriginal and Torres Strait Islander languages.</li> </ul>
<p>LTC is the Queensland Government response to the former Queensland Productivity Commission Report into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities. The QPC report considered how resources should be best used to meet the needs of remote and discrete Aboriginal and Torres Strait Islander communities.</p> <p>Key priority areas of the LTC Action Plan are investment mapping and data sharing and monitoring and evaluation. Investment mapping is progressing for interim LDMBS including developing a consistent methodology for determining direct, regional, and universal service funding for communities.</p> <p><u><a href="#">Local Thriving Communities Action Plan 2022-2024</a></u></p> <p><b>Priority Area 1 – Investment mapping</b></p> <p>Local decision-making cannot occur without LDMBs understanding what investment is coming into their community. Identifying the full picture about investment in remote and discrete Aboriginal and Torres Strait Islander communities has been a challenge for government departments and community stakeholders for decades. The Queensland Government’s response to the QPC report committed to putting communities at the centre of service design - understanding service delivery expenditure is essential to executing this commitment.</p> <p>A key action is providing communities with access to community data via an online portal. This will provide access to community investment profiles aligned with community priorities and other data that responds to local needs.</p> <p><b>Benefits of investment mapping:</b></p> <ul style="list-style-type: none"> <li>• Reduce overlap and duplication of investment and services in communities.</li> <li>• Enable LDMBs to make decisions informed by current and accurate information.</li> <li>• Support policy and decision makers across government and Aboriginal and Torres Strait Islander communities to make more informed investment decisions.</li> <li>• Identify gaps in current service delivery and opportunities to redirect investment.</li> <li>• Ensure investment in service delivery aligns with community needs and priorities.</li> </ul>	New	Within existing resources	30 June 2024	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnership (lead) DoE, DSDILGP, DJAG	<p>Implement the activities relating to investment mapping and data sharing and monitoring and evaluation in the LTC Action Plan</p> <p>This includes working to work with LDMBs as they are established to deliver key actions in the LTC Action Plan (Priority Two). This includes Queensland Government agencies partnering to work with LDMBs as they are established to understand and provide for local data needs. For example, the Queensland Police Service has met with interim LDMBs established in Aurukun, Mapoon and Napranum and instructed its Officers in Charge to provide local data as needed to inform community-led solutions to locally identified policing service issues (identified as a community priority by the interim LDMBs).</p> <p>More broadly, a StatShot report prepared by the Queensland Government Statisticians Office for each remote and discrete Aboriginal and Torres Strait Islander community has been provided to local leaders, with direct engagement available with the QGSO to discuss local trends, confirm interpretation and cross-reference with data that might not be included in current StatShot reporting.</p> <p>The LTC Action Plan 2022-2024 includes a long-term commitment to partner with QGSO and DCHDE to create a data sharing mechanism that will compliment related data sharing projects being progressed so that LDMBs have direct access to data to inform local decision making.</p>

**Priority Reform 4 – Sharing access to data and information at a regional level**

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

**Target:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, achieve their priorities and drive their own development

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p><b>Priority Area 2 - Data Sharing and Monitoring and Evaluation</b></p> <p>This priority area aims to develop processes that allow for accessible data sharing between the Queensland Government and LDMBs that respond to community priorities.</p> <p>A building block approach to data sharing, data accessibility and data sovereignty will be undertaken. In the first instance, the LTC implementation team will develop processes to share existing data profiles for each community. Government will work with communities to enhance data visualisation to ensure accessibility of meaningful data for communities. The accessibility and sovereignty of the data is an important component of this priority area and as LDMBs mature, Government will be guided by communities to learn and respond to data aspiration requirements.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• Enable communities to participate as equal partners in decision making by giving communities access to data.</li> <li>• Mistakes in service provision are identified and rectified early; lessons learnt can be built into future design and development.</li> <li>• Services are more accountable to users and community members have greater choice.</li> <li>• Evaluation can inform program design and help providers to adapt the way they deliver services to meet the needs of Aboriginal and Torres Strait Islander people in remote and discrete communities.</li> <li>• Government, service providers and the private sector and community can work more collaboratively.</li> </ul>					
<b>Queensland Health</b>					
<p>The <b>Queensland Aboriginal and Torres Strait Islander burden of disease and injury series</b> provides state-wide data about which conditions, age groups, and geographic areas contribute the most to the disease and injury burden experienced by Aboriginal and Torres Strait Islander Queenslanders. It demonstrates the effect of risk factors on health and shows where the gaps exist between the burden, highlighting areas that have the largest potential for health gain.</p>	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services	The next report (reference years 2011, 2018) in the series is in production and due to be published in November 2022.
<p>Development of a statewide <b>First Nations Health Equity monitoring and evaluation framework</b> co-designed in partnership with QAIHC and the Queensland Aboriginal and Torres Strait Islander Clinical Network to measure the effectiveness of the Health Equity Strategies and the broader First Nations health equity reform agenda. The new framework will be underpinned by the principles of Aboriginal and Torres Strait Islander data sovereignty to respect the voices and lived experiences of First Nations peoples.</p>	New	Within existing resources	Anticipated for release by 30 June 2023	Minister for Health and Ambulance Services	Scoping work to commence in 2022-2023.
<p>The <b>Aboriginal and Torres Strait Islander Health Performance Framework (HPF)</b>, comprising 68 measures across three tiers, is an important mechanism to inform and shape policy at the national and jurisdictional level. Since 2006, the Australian Institute of Health and Wellbeing has released biennial HPF reports, detailing national data as well as data specific to Queensland and providing information about Aboriginal peoples' and Torres Strait Islander peoples' health outcomes, key drivers of health and the performance of the health system.</p> <p><a href="#">Click to read full details on this action</a></p>	Existing	Within existing resources	Biennial – next Queensland report due for release in 2022	Minister for Health and Ambulance Services	The 2017 Queensland report (PDF format) contained detailed data on all measures. From 2020, the PDF format report contained summary data only, and more specific details are provided in a web-based format. Suggest not requesting printed copies for the future.
<p>Annual reporting by Hospital and Health Services on key performance measures in the inaugural <b>Health Equity Strategies</b> to track progress and monitor the effectiveness in achieving health equity with First Nations peoples.</p>	New	Within existing resources	Annual reporting	Minister for Health and Ambulance Services	Annual reporting to commence one year from the Health Equity Strategies being released. Baseline and targets to be established for all key performance measures.

**Priority Reform 4 – Sharing access to data and information at a regional level**

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

**Target:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, achieve their priorities and drive their own development

Actions against Priority Reform	Status (New, changed, existing)	Funding	Timeframe for Completion	Minister/s Responsible	Next Steps
<p><i>The <b>Digital Health 2031 Strategy</b> is an extension of the progress Queensland Health have made to date and seeks to continue the transition to a world-class, digitally enabled health system.</i></p> <p>This strategy sets clear direction that puts our consumers and clinicians at the centre and articulates the digital capabilities and innovations across the following four key strategic themes that they need to enhance outcomes:</p> <ul style="list-style-type: none"> <li>• <b>Empowered Consumers</b> - Empower all consumers to manage and optimise their healthcare throughout the course of their lives.</li> <li>• <b>Digitally enabled Population Health</b> - Deliver equitable and accessible care closer to home for our First Nations people and other diverse communities across Queensland.</li> <li>• <b>Connected and Insight-enabled Workforce</b> - Foster a connected workforce with greater access to meaningful insights and tools to enable smarter, safer and higher quality care delivery across the continuum of care.</li> <li>• <b>Health Service Modernisation for Sustainability</b> - Ensure we have a robust health system that is value-based and can sustainably meet the evolving needs of our population.</li> </ul> <p><a href="https://www.health.qld.gov.au/_data/assets/pdf_file/0020/1153910/QH_Digital_Health_2031.pdf">https://www.health.qld.gov.au/_data/assets/pdf_file/0020/1153910/QH_Digital_Health_2031.pdf</a></p>	New	Development of the Strategy is within existing resources	By 2031	Minister for Health and Ambulance Services	Progress to implementation
<p>Queensland Health's <b>Planning Portal</b> presents dashboards and reports of current and historical health needs and service utilisation data and is accessible by Queensland Health staff.</p> <p><a href="https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-service">https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-service</a></p>	Changed		December 2022	Minister for Health and Ambulance Services	Aboriginal and Torres Strait Islander people's geographical profiles are being developed. These will be publicly available and housed on the Planning Portal.
Queensland Police Service					
<p><b>Alcohol Management Plans – transition to Community Safety Plans</b></p> <p>QPS, with other government agencies and local mayors from the discrete Aboriginal communities, have established and are participating in the Sly Grog Working Group.</p> <p>As part of this work, government agencies build data collation reports in line with Queensland Government Statistician's Office parameters, for sharing with discrete communities. QPS data collation reports are made available to local QPS Management (Officers in Charge) for sharing with the communities.</p>	New	Within existing resources	Sly grog project expected finalisation is December 2022.	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead) Interagency partnership involving multiple agencies: DJAG, DSDSATSIP, QPS, Health.	Sly grog project expected finalisation is December 2022. Reports requested though for 18 months to continue to measure change in communities.

## Implementation of Socioeconomic Outcomes

Queensland has committed to progress 17 socioeconomic outcomes for First Nations peoples.

Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives					
Target 1: Close the Gap in life expectancy with a generation, by 2031.					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Justice and Attorney-General					
	<p>Research to examine the nature of young (15-24 years) male Aboriginal and Torres Strait Islander's engagement with online gambling and online games; factors placing this cohort at greater risk of harm; and interventions most likely to prevent and minimise harm.</p> <p>Ease of access to multiple gambling mediums (including online and mobile platforms) has increased Aboriginal and/or Torres Strait youth participation in gambling, leading to crime and negative impacts on education and future employment.</p>	New	\$219,000	August 2023	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
	<p>A gambling harm awareness campaign targeting Aboriginal and Torres Strait Islander communities has been created to run on the Aboriginal Health TV network in the waiting rooms of Aboriginal Community Controlled Health Organisations.</p> <p>The campaign, called <i>Let's start yarning about gambling</i>, was developed through a First Nations creative agency and included research and consultation with Aboriginal and Torres Strait Islander community members. This process included focus group and co-design sessions.</p> <p>The campaign aims to raise awareness of the line between safe and unsafe gambling; break down stigma to encourage a conversation within communities about gambling harm; and advertise the free help and support available.</p>	New	\$150,000	December 2022	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
PR3 – Transforming Government organisations	The Assessment and Referral Team (ART) supports at-risk children and young people aged 7-25 years to access the NDIS, including those who identify as Aboriginal and Torres Strait Islander.	Existing	\$5.7 million over 2022-2023	June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3 – Transforming Government organisations	Undertake research to better understand the drivers and enablers of NDIS Plan utilisation for First Nations people and people who live in remote and regional communities.	Existing	\$250,000 (Commonwealth investment)	December 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1 – Formal partnerships and shared decision-making	Queensland's first Seniors Strategic Direction Statement: Queensland: An age-friendly community, was launched in April 2016. The 2016 statement and the subsequent action plans in 2019-2020 and 2020-2021 captured existing Government investment and initiatives that worked towards creating age-friendly communities.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Monitoring of National Disability Insurance Scheme outcomes	<p>As at 30 June 2022, 10,909 or 9.8 per cent of the 111,837 Queenslanders with funded NDIS supports identify as Aboriginal and Torres Strait Islander people, compared to a national average of 7.3 per cent.</p> <p>The department is developing a Queensland NDIS Assurance framework for Queensland to monitor NDIS outcomes and value for money, and to provide an evidence-base for policy development and for raising implementation issues with the Commonwealth Government. The Framework is expected to be finalised in 2022.</p> <p>Proposed outcome indicators in the draft NDIS Assurance Framework include:</p> <ul style="list-style-type: none"> <li>• Participation of Aboriginal and Torres Strait Islander people against expectations; and plan utilisation rates, compared to all NDIS participants (utilisation rates for First Nations people not currently reported)</li> <li>• Participation of Aboriginal and Torres Strait Islander children in remote areas receiving long term early intervention supports (not currently reported).</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Department of Tourism, Innovation and Sport</b>					
	The Indigenous Community Sport and Recreation Program (ICSRP) delivered active recreation, sport and physical activity programs to Aboriginal and Torres Strait Islander peoples in discrete and non-discrete communities in Queensland to provide culturally appropriate physical activity opportunities to support healthier lifestyles. The ICSRP program ceased on 31 July 2022.	Existing	\$1.488 million between January and July 2022	31 July 2022	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement
	The Torres Strait Community Sport and Recreation Program (TSCSRP) provides funding to enable culturally appropriate physical activities that address community-identified and prioritised needs, support appropriate physical activity participation, and support travel to competitions for Torres Strait Islander communities. The current iteration of the TSCSRP will be delivered until 30 September 2022.	Existing	\$352,500 from 1 July 2021 to 30 September 2022 (including \$100,000 contribution from the Torres Strait Regional Authority, a federal government agency)	30 September 2022	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement
	<p>The Deadly Active Sport and Recreation Program (DASRP) is targeted at 17 identified discrete communities with grants awarded to local councils or community organisations to coordinate and facilitate the delivery of physical activity opportunities for Aboriginal and Torres Strait Islander peoples. DASRP is focused on projects that address community-identified and prioritised physical activity needs. Projects will support the delivery of quality and culturally appropriate physical activities to increase physical activity participation.</p> <p>Funding is available to support the 17 local government areas with jurisdiction over one of the discrete Aboriginal and Torres Strait Islander communities from 1 July 2022 to 30 June 2025.</p>	New	\$5.13 million total 2022/2023 to 2024/2025 from within existing resources	30 June 2025	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement
	<p>The First Nations Sport and Recreation Program aims to provide physical activity opportunities for Aboriginal and Torres Strait Islander peoples throughout Queensland.</p> <p>The program provides funding to organisations in non-discrete communities to coordinate and facilitate the delivery of community-identified physical activity opportunities for Aboriginal and Torres Strait Islander peoples to increase physical activity participation.</p> <p>The program empowers Aboriginal and Torres Strait Islander peoples to work with local community groups, sporting organisations and Councils when making decisions about the type of sport, active recreation or cultural activities that are delivered.</p>	New	\$2.94 million total 2022/2023 to 2024/2025 from within existing resources	30 June 2025	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement

Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives					
Target 1: Close the Gap in life expectancy with a generation, by 2031.					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Transport and Main Roads					
	The <b>Torres Strait Marine Safety Program (TSMSP)</b> is a multi-agency program dedicated to improving the safety of vessel usage within the Torres Strait Islands and involves the Department of Transport and Main Roads (Maritime Safety Queensland (MSQ)), the Australian Marine Safety Authority (AMSA), and the Torres Strait Regional Authority (TSRA). Maritime Safety Queensland has engaged the University of Queensland's Institute of Social Science Research to undertake a comprehensive review of the program to ensure it remains fit for purpose and delivers the activities and outcomes desired by stakeholders and local communities. The review involves staff from MSQ, AMSA and the TSRA attending 13 islands and engaging with local communities to identify vessel usage patterns, risks, and opportunities for improvement, with the final report to inform changes to the TSMSP into the future, and to build research and analysis capabilities within local communities.	Existing	\$165,000 committed by TMR (TSRA contributed \$20,000)	30 September 2022	Minister for Transport and Main Roads
	Maritime Safety Queensland (MSQ) is engaging with the Queensland Indigenous Land and Sea Ranger Program with the delivery of the <b>Far North Queensland Beacon Replacement Program</b> .	New	Within project funding	October 2022	Minister for Transport and Main Roads
Motor Accident Insurance Commission					
	The Motor Accident Insurance Commission launched the Drive Safe, Drive Deadly program in partnership with Elders, community members living with disability, researchers, government agencies and organisations across Queensland in March 2021. The Drive Safe, Drive Deadly program promotes road safety, and aims to reduce road trauma and ensure Queensland's comprehensive third-party insurance scheme is respectful, safe and supportive for Aboriginal peoples and Torres Strait Islanders peoples injured in vehicle crashes.	Existing	Within existing resources	Ongoing	Treasurer and Minister for Trade and Investment
Queensland Health					
<a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks-together-queenslands-atsi-health-equity-framework">https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks-together-queenslands-atsi-health-equity-framework</a> <a href="https://www.legislation.qld.gov.au/view/pdf/asmade/sl-2021-0034">https://www.legislation.qld.gov.au/view/pdf/asmade/sl-2021-0034</a>	The <b>First Nations health equity reform agenda</b> .	Existing	No	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks">https://www.health.qld.gov.au/public-health/groups/atsihealth/making-tracks</a> <a href="https://www.health.qld.gov.au/_data/assets/pdf_file/0028/1064557/interim-investment-strategy-2021-22.pdf">https://www.health.qld.gov.au/_data/assets/pdf_file/0028/1064557/interim-investment-strategy-2021-22.pdf</a>	Building on effort under the <i>Making Tracks Investment Strategy 2018-21</i> which provided funding for more than 200 initiatives across five priority areas, <b>Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021 – 2022</b> has been developed as a provisional approach to guide Aboriginal and Torres Strait Islander-specific investment over the next 12 months.	New (preceding expiring strategy)	Yes	2021-2022	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/_data/assets/pdf_file/0028/1064557/interim-investment-strategy-2021-22.pdf">https://www.health.qld.gov.au/_data/assets/pdf_file/0028/1064557/interim-investment-strategy-2021-22.pdf</a>	Progressing the <b>transition of Queensland Government funded primary health care services to Aboriginal and Torres Strait Islander community-control</b> arrangements, guided by community aspirations and evidence of readiness for transition.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability">https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability</a>	Recognising the importance of delivering services that are safe and accessible, both clinically and culturally for Aboriginal peoples and Torres Strait Islander peoples, the <b>Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033</b> was developed to ensure all staff in Queensland Health have the skills, knowledge and behaviours that are required to plan, support, improve and deliver W Queensland Health services to First Nations peoples in a culturally respectful and appropriate manner.	Existing	\$3.4 million in 2022-2023	To 2033	Minister for Health and Ambulance Services

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0014/156200/cultural_capability.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0014/156200/cultural_capability.pdf</a>	Key deliverables of the Cultural Capability Framework include resource development, advice and knowledge brokerage and the delivery of <b>the Queensland Health Aboriginal and Torres Strait Islander Cultural Practice Program</b> .				
<i>National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031   Australian Government Department of Health</i> <a href="https://webarchive.nla.gov.au/au/20190326013545/https://health.gov.au/internet/main/publishing.nsf/Content/work-pubs-natsihwsf">https://webarchive.nla.gov.au/au/20190326013545/https://health.gov.au/internet/main/publishing.nsf/Content/work-pubs-natsihwsf</a>	Establishing a strong and supported Aboriginal and Torres Strait Islander workforce across all areas and levels of the health system as a key enabler of culturally safe service delivery, the <b>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</b> aims to increase the Aboriginal and Torres Strait Islander workforce across all occupations and levels of employment within Queensland Health to support the broader economic and social well-being of Aboriginal and Torres Strait Islander Queenslanders.	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf</a>	The <b>Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019-2022</b> takes a multi-strategy approach to improving environmental health conditions in partnership with Aboriginal and Torres Strait Islander local governments. Recognising that an estimated 30 to 50 per cent of health inequalities experienced by Aboriginal peoples and Torres Strait Islander peoples can be attributed to poor environmental health, work under the Plan is focused on healthy living environments as a key driver of health equity, developing partnerships between environmental health and clinical care, providing advocacy across government, and supporting workforce training. It seeks to influence partners to ensure environmental health considerations are embedded in planning and delivery of services that influence healthy environments, focusing action in the 16 discrete Aboriginal and Torres Strait Islander local governments. Under the Plan, funding is provided to these local governments to employ local workers to maintain oversight and management of environmental health aspects in their communities. <ul style="list-style-type: none"> <li>Queensland Health is establishing dedicated Certificate III training for Indigenous Environmental Health Workers due to an absence of RTO based Indigenous training in Queensland.</li> <li>Working in partnership with the Local Government Association of Queensland, Queensland Health is establishing a panel of providers for veterinary services to reduce local government costs for animal management.</li> <li>Queensland Health in Partnership with the Department of Communities, Housing and Digital Economy is progressing a Healthy Housing Program, with a focus on discrete Aboriginal and Torres Strait Islander communities.</li> </ul> Queensland Health is also working at a national level with the Expert Reference Panel on Aboriginal and Torres Strait Islander Environmental Health to raise profile of environmental health conditions in Indigenous communities including advocating for funding and appropriate policy settings that support good environmental health.	Existing	Annual grant funding of \$4.9 million (subject to annual indexation) is provided to the local governments. The funds are dispersed by the Department of Health (Community Services Funding Branch)	A new partnership arrangement is expected to commence 1 July 2022 and will cease 30 June 2029. The partnership is established through a signed bilateral agreement.	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf</a>	Supporting Aboriginal and Torres Strait Islander Councils in remote and discrete Aboriginal and Torres Strait Islander communities to <b>provide environmental health services for their communities</b> .	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0028/157555/sti-action-plan-2016-21.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0028/157555/sti-action-plan-2016-21.pdf</a>	Implementation of the <b>North Queensland Aboriginal and Torres Strait Islander Sexually Transmissible Infections Action Plan 2016-2021</b> aims to address the high rates of sexually transmissible infections (STIs) in north Queensland through a coordinated regional approach in partnership with the Aboriginal and Torres Strait Islander community-controlled health services and Primary Health Networks to enhance prevention and education, testing and treatment, management of STIs, workforce development and data collection and surveillance. Additional funding for the operational implementation of the NQSTIAP has been extended for a further 12 months in 2022-23 enabling continuation of sexual health services under the Action Plan and supporting local place-based planning underpinned by each HHSs Health Equity Strategy and review localised models of care in collaboration with local primary health care providers.	Existing	\$5.1 million (recurrent)	The Better Health North Queensland Alliance to develop new service and funding models for implementation from July 2022	Minister for Health and Ambulance Services

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<p><a href="https://www.health.qld.gov.au/data/assets/pdf_file/0018/1145241/EndingRHD_QLD-FN-Strategy2021-2024.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0018/1145241/EndingRHD_QLD-FN-Strategy2021-2024.pdf</a></p> <p><a href="https://www.health.qld.gov.au/data/assets/pdf_file/0019/1145242/Strategy-on-a-page.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0019/1145242/Strategy-on-a-page.pdf</a></p>	<ul style="list-style-type: none"> <li>Implementation of the <b>Ending Rheumatic Heart Disease: Queensland's First Nations Strategy 2021-2024</b> (the Strategy) provides a pathway to a whole-of-system response to eliminate Rheumatic Heart Disease among First Nations people.</li> <li>The Strategy builds on the achievements of the <i>Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018-2021</i> (the Plan).</li> <li>The Strategy was co-designed with the Aboriginal and Torres Strait Islander Community Controlled Health Sector and calls out five key priority areas (1) Aboriginal and Torres Strait Islander leadership (2) Community based programs (3) Healthy environments (4) Primordial prevention, early prevention and effective care (5) Support for those living with Acute Rheumatic Fever and Rheumatic Heart Disease.</li> <li>A commitment of \$4.5 million (\$1.5 million per year) over three years (2021-2024) has been maintained to safeguard the continuation of services delivered through the Plan (GEC 1619).</li> </ul> <p>In 2022-23, an additional \$2.88 million will strengthen primordial, primary, and secondary prevention activities in 10 northern communities severely impacted by Acute Rheumatic Fever and Rheumatic Heart Disease.</p>	Existing	<p>\$4.5 million in 2021-2024</p> <p>\$2.88 million in 2022-2023</p>	Continuation of the Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan to 30 June 2024	Minister for Health and Ambulance Services
<p><a href="https://www.childrens.health.qld.gov.au/chq/our-services/community-health-services/deadly-ears/">https://www.childrens.health.qld.gov.au/chq/our-services/community-health-services/deadly-ears/</a></p>	<p>Recognising the link between improved health outcomes, early childhood development and education outcomes as fundamental in supporting children as fundamental in supporting Aboriginal and Torres Strait Islander children to thrive and grow into adulthood, the <b>Deadly Ears Program</b> provides a coordinated and comprehensive response to middle ear disease and the associated hearing loss experienced by Aboriginal and Torres Strait Islander children. In addition to the delivery of clinical and surgical services to remote communities, the Program also coordinates Queensland's multi-agency policy response across health, early childhood development and education.</p> <ul style="list-style-type: none"> <li>The policy known as <b>Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016-2026</b>, seeks to ensure all Aboriginal and Torres Strait Islander children in Queensland have healthy ears and can listen, learn and reach their full potential.</li> </ul>	Existing	Approximately \$5.1 million in 2021-2022	Ongoing	Minister for Health and Ambulance Services
<p><i>Palm Island Health Action Plan 2018-2028</i></p> <p><a href="https://issuu.com/townsvillehospitalandhealthservice/docs/palmisland_healthactionplan/1">https://issuu.com/townsvillehospitalandhealthservice/docs/palmisland_healthactionplan/1</a></p>	<p>The <b>transition of Queensland Government primary health care services on Palm Island to Aboriginal and Torres Strait Islander community-control arrangements</b> supports and provides access to primary health care on Palm Island, and greater opportunity for Palm Island residents to inform health service decision-making and delivery.</p>	New	Within existing resources	Ongoing	Minister for Health and Ambulance Services
	<p>Developing a <b>Queensland Cancer Strategy for Aboriginal and Torres Strait Islander Peoples</b> that will set the priorities and goals for the health system in Queensland to address the growing inequitable cancer burden experienced by Aboriginal and Torres Strait Islander Queenslanders. Including a strategy, implementation plan and monitoring and evaluation framework, the Queensland Cancer Strategy for Aboriginal and Torres Strait Islander Peoples will be jointly launched in January 2023.</p>	New	Within existing resources	Currently being developed and anticipated to be finalised by January 2023	Minister for Health and Ambulance Services
<p><a href="https://www.qld.gov.au/firstnations/health-staying-active/active/alcohol-smoking-drugs/quit-smoking">https://www.qld.gov.au/firstnations/health-staying-active/alcohol-smoking-drugs/quit-smoking</a></p>	<p>Delivering the <b>Quitline, Yarn to Quit Initiative</b>, comprised of Aboriginal and Torres Strait Islander counsellors that provide information, planning, coaching and nicotine replacement products to assist Aboriginal peoples and Torres Strait Islander peoples to cease tobacco use.</p>	Existing	Approximately \$1.15 million over three years between 2018-2021	Ongoing	Minister for Health and Ambulance Services
	<p>Delivering the <b>Indigenous Alcohol, Tobacco and other Drugs Youth program</b>, in Cairns, Cherbourg, Gold Coast and Townsville, to reduce the uptake and rates of harm caused by consumption of alcohol and illicit substances.</p>	Existing	\$0.8 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services
<p>Opioid substitution treatment (OST) in all Queensland correctional centres</p>	<p>The <b>Opioid Substitution Treatment Program</b> operates in all women's and northern Queensland centres where there is a high proportion of Aboriginal and Torres Strait Islander prisoners.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Minister for Health and Ambulance Services
<a href="https://deadlychoices.com.au/">https://deadlychoices.com.au/</a>	Funding the Institute for Urban Indigenous Health to deliver the <b>Deadly Choices Healthy Lifestyle program</b> , a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way. This includes the Broncos, Cowboys and Titans Deadly Choices partnerships.	Existing	\$27.23 million over three years from 1 July 2021 to 30 June 2024	Program extended to 30 June 2024	Minister for Health and Ambulance Services
	Continuing the important work of <b>Hospital Liaison Officers</b> established within hospitals across Queensland Health to assist Aboriginal and Torres Strait Islander patients and their families to navigate the health system, providing a critical role in the delivery of culturally safe services.	Existing	Approximately \$3.6 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services
<a href="https://www.iuih.org.au/our-services/iuih-connect-plus/">https://www.iuih.org.au/our-services/iuih-connect-plus/</a>	Funding the delivery of <b>Institute for Urban Indigenous Health Connect</b> , a single referral point for individuals, carers, families, community members and service providers who require assistance in identifying available health and social support services for Aboriginal peoples and Torres Strait Islander peoples. The Program undertakes a comprehensive assessment and transition planning process for referred clients, facilitating culturally safe connections and pathways.	Existing	Approximately \$2.6 million in 2022-2023	Ongoing to 30 June 2024	Minister for Health and Ambulance Services
	Continue funding <b>Aboriginal and Torres Strait Islander Mental Health Liaison Officer</b> positions in facilities with the highest volumes of Aboriginal and Torres Strait Islander patients entering the acute mental health system (Cairns, Toowoomba, Townsville, Royal Brisbane and Women's, Logan and Princess Alexandra hospitals) to plan and manage the transition of care and support on entry and discharge from hospital.	Existing	\$750,000 in 2022-2023	Ongoing	Minister for Health and Ambulance Services
	Delivery of the <b>Indigenous Outreach program</b> focusing on providing access to specialist outreach cardiology and respiratory services in regional and remote communities delivered by the Prince Charles Hospital, Metro North Health and Hospital Service.	Existing	\$2.3 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services
<a href="https://metrosouth.health.qld.gov.au/southern-queensland-centre-of-e">https://metrosouth.health.qld.gov.au/southern-queensland-centre-of-e</a>	Supporting the continued operation of the <b>Southern Queensland Centre of Excellence in Aboriginal and Torres Strait Islander Primary Health Care</b> , a purpose-built facility servicing over 6,000 clients from across South East Queensland and beyond providing primary health care services fully integrated with specialist services within a holistic, culturally centred model of care. Underpinned by strong links to the local community and Elders groups, the Centre also provides training for the Aboriginal and Torres Strait Islander health workforce, community development and a research agenda centred on best models of care.	Existing	Approximately \$2.9 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0033/944718/cancerscreening-2019-26.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0033/944718/cancerscreening-2019-26.pdf</a>	The <b>Cancer Screening Strategic Framework 2020-2026</b> seeks to reduce the impact of breast, bowel, and cervical cancers by targeting under-screened groups, including increasing the number of Aboriginal peoples and Torres Strait Islander peoples participating in cancer screening programs.	Existing	\$0.36 million	To 2026	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0024/830445/atsi-environmental-health-plan-2019-2022.pdf</a>	Delivering the <b>Safe and Healthy Drinking Water in Indigenous Local Government Areas Program</b> to support Aboriginal and Torres Strait Islander local governments to deliver a continuous and safe drinking water supply. The project covers 31 Aboriginal and Torres Strait communities across Queensland.	Existing	\$9.9 million until 2022-2023	To 2022-2023	Minister for Health and Ambulance Services
Ongoing programs. Further consideration of culturally safe mental health and alcohol and other drugs programs is being considered as part of the implementation of the new five-year mental health alcohol and other drugs plan	Continue the provision of the <b>Specialist Mental Health Community Support Services (social and emotional wellbeing and mental health) program</b> for Aboriginal peoples and Torres Strait Islander peoples experiencing a moderate to severe mental illness. This program provides targeted psychosocial approaches utilising a culture-based wrap around service model for First Nations peoples and delivered by the Aboriginal and Torres Strait Islander Community Controlled Health Services in collaboration with key HHSs (Torres and Cape HHS, Cairns and Hinterland HHS, Metro South HHS, West Moreton HHS).	Existing	\$2.6 million per annum	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024">https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024</a>	A legislated requirement for all Hospital and Health Services to <b>increase their Aboriginal and Torres Strait Islander health workforce commensurate with the local Aboriginal and Torres Strait Islander population size in their service area.</b>	Existing	Within existing resources	Health Equity Strategies to be developed and	Minister for Health and Ambulance Services

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
				published by each HHS by 30 September 2022	
	Develop and implement a <b>First Nations Health Workforce Strategy for Action</b> co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector. The strategy is the first integrated Aboriginal and Torres Strait Islander health workforce developed for the health system in Queensland and will deliver targeted actions to value, invest in and grow Aboriginal and Torres Strait Islander health workforces. The new strategy will address workforce supply and demand pressures and leverage new opportunities to increase the First Nations health workforce commensurate to the Aboriginal and Torres Strait Islander population in Queensland (4.7%).	New	Development of the Strategy is within existing resources.	To be released in late 2022 or early 2023.	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/clinical-practice/guidelines-procedures/diseases-infection/immunisation/bubba-jabs">https://www.health.qld.gov.au/clinical-practice/guidelines-procedures/diseases-infection/immunisation/bubba-jabs</a>	The <b>Queensland Immunisation Strategy</b> includes targeted initiatives aimed at protecting Aboriginal and Torres Strait Islander children and adults from vaccine preventable diseases through increased vaccination to targeted age groups. Initiatives include <b>Connecting our Mob</b> , <b>Bubba jabs on time</b> and additional vaccines funded by the National Immunisation Program.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
NA	The government is implementing <b>universal aftercare</b> for people with suicidality supported by strong local partnerships between Queensland Health, Primary Health Networks, community service providers and community-controlled health organisations which deliver integrated care pathways for First Nations people.	New	Queensland Govt \$39.3 million over four years Commonwealth \$39.3 million over four years	Full implementation of universal aftercare by 2023-2024	Minister for Health and Ambulance Services
Health and Wellbeing Queensland					
<a href="https://hw.qld.gov.au/wp-content/uploads/2022/03/remote-food-security-roundtable-report.pdf">https://hw.qld.gov.au/wp-content/uploads/2022/03/remote-food-security-roundtable-report.pdf</a>  <a href="https://hw.qld.gov.au/wp-content/uploads/2021/07/hwqld-gather-grow-qld-remote-food-security-framework.pdf">https://hw.qld.gov.au/wp-content/uploads/2021/07/hwqld-gather-grow-qld-remote-food-security-framework.pdf</a>  Embeds PR 1, 2	With the Torres Cape Indigenous Council Alliance, HWQld is co-leading Queensland's remote food security agenda. Health and Wellbeing Queensland has committed to the development of <b>Gather + Grow Queensland Remote Food Security Strategy and Action Plans (Strategy and Action Plans)</b> . Over a ten-year timeframe, the Strategy and Action Plans will identify and implement systemic food security solutions in continued partnership with First Nations community leaders, Aboriginal and Torres Strait Islander Community Controlled Organisations, government agencies, the not-for-profit sector, academia and industry experts. The Strategy and Action Plan will respond to the community-identified food security priorities of, local food production, freight and supply chain, healthy communities and healthy housing. To address these priorities, the Strategy and Action Plans will foster collaboration and mobilise coordinated action across many sectors through strong governance and collective leadership with community.	Existing	Within existing resources	On-going to 2032	Minister for Health and Ambulance Services
<a href="https://hw.qld.gov.au/gather-grow/">https://hw.qld.gov.au/gather-grow/</a>  Embeds PR 2	HWQld <b>Gather + Grow</b> program is a multi-strategic approach to address food insecurity in remote First Nations communities in the Torres Strait, Lower Gulf and Cape York. HWQld's <b>Gather + Grow Healthy Stores</b> is working to build the capacity and capability of remote food stores. The Healthy Stores project is working in partnership with Community Enterprise Queensland store managers and staff to improve in-store environments to support healthy food and drink purchasing behaviour. HWQld is partnering with the Aboriginal and Torres Strait Islander Community Controlled sector to deliver the <b>Gather + Grow Communities</b> which seeks to engage Aboriginal and Torres Strait Islander peoples in identifying community priorities and implementing community actions to improve access to healthy food and drinks by building the capacity of the sector via investment of positions.	Existing	\$1.68 million over three years	Ongoing to July 2024	Minister for Health and Ambulance Services
<a href="https://deadlychoices.com.au/">https://deadlychoices.com.au/</a> <a href="https://hw.qld.gov.au/initiatives/deadly-choices/">https://hw.qld.gov.au/initiatives/deadly-choices/</a>  Embeds PR 2	Funding the Institute for Urban Indigenous Health to deliver the <b>Deadly Choices Healthy Lifestyle program</b> , a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way. This includes the Broncos, Cowboys and Titans Deadly Choices partnerships.	Existing	\$27.23 million over three years from 1 July 2021 to 30 June 2024	Program extended to 30 June 2024	Minister for Health and Ambulance Services

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

**Target 1: Close the Gap in life expectancy with a generation, by 2031.**

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	HWQld funds Diabetes Queensland to deliver the My health for life program which supports everyday Queenslanders to set realistic health goals and empower them with knowledge, confidence and practical tools to improve wellbeing, and reduce the risk of chronic disease. There is a range of culturally tailored programs offered including a specific First Nations program, which is being expanded across Queensland	Existing	\$8.63M (FY21/22)	2022-2023	Minister for Health and Ambulance Services
	HWQld funds Central Queensland University to deliver the 10,000 steps program which raises awareness and increases participation in physical activity by encouraging the accumulation of incidental activity as part of everyday living through a free program for individuals, workplaces and communities with step-counting, challenges and walkway signage. Program materials are being reviewed in collaboration with Deadly Choices, to make them more inclusive of priority groups, with a focus on First Nations peoples	Existing	\$333, 333 (FY21/22)	2022-2023	Minister for Health and Ambulance Services
	HWQld co-funds The Good Foundation to deliver the Jamie's Ministry of Food program in Queensland. The program offers hands-on food literacy and cooking skills courses, both face-to-face and online, in a friendly, supportive and fun environment.	Existing	\$466, 666 (FY21/22)	2022-2023	Minister for Health and Ambulance Services
Queensland Police Service					
<b>PR1 – Formal partnerships and shared decision-making</b>	<p><b>Alcohol Management Plans – transition to Community Safety Plans</b></p> <p>As detailed under Priority Reform 1, QPS with other government agencies and local mayors from the discrete aboriginal communities, have established and are participating in the Sly Grog Working Group.</p> <p>The aims of group include co-designing community-focused solutions to support Aboriginal and Torres Strait Islander communities to address sly grog by developing options to:</p> <ul style="list-style-type: none"> <li>• increase community awareness about the impact of sly grog.</li> <li>• engage community support to take action against sly grog.</li> <li>• reduce demand for sly grog, including actions to deter people from making and purchasing sly grog.</li> <li>• reduce supply of sly grog, including actions to deter people from smuggling and selling sly grog.</li> <li>• tackle the underlying causes that encourage sly grogging.</li> </ul> <p>This response aligns with the Making Tracks policy which guides the Queensland Government's efforts towards closing the gap in health outcomes for Indigenous Queenslanders to 2033.</p>	Existing	Within existing resources	<p>Sly grog project expected finalisation is December 2022.</p> <p>Queensland Government's efforts towards closing the gap in health outcomes for Indigenous Queenslanders to 2033.</p>	<p>Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead)</p> <p>Interagency partnership involving multiple agencies: DJAG, DSDSATSIP, QPS, Health.</p>

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Queensland Health					
	The <b>First Nations health equity reform agenda</b> .	Existing	No	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0030/932880/Growing-Deadly-Families-Strategy.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0030/932880/Growing-Deadly-Families-Strategy.pdf</a>	As a building block for good health for children to achieve their full potential throughout life, A Healthy Start to Life is one of the five priority areas for effort under the <b>Making Tracks Investment Strategy</b> . Initiatives being progressed against this priority area seek to improve care before and during pregnancy and supporting developmental needs required for Aboriginal and Torres Strait Islander children to have the best start to life. Implementation of the <i>Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</i> is a key deliverable under this priority area.	New (proceeding expired strategy)	Within existing resources	Ongoing to 2024	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability">https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability</a>	The <b>Queensland Health Aboriginal and Torres Strait Islander Cultural Practice Program</b> provides data and information to staff regarding the health status of children and young people in the Queensland health system.	Existing	\$3.4 million in 2022-2023	To 2033	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0023/628340/aboriginal-torres-strait-islander-workforce-framework.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0023/628340/aboriginal-torres-strait-islander-workforce-framework.pdf</a>	The <b>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</b> .	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy">https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy</a>	Development of a <b>First Nations Health Workforce Strategy for Action</b> in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.	New	Development of the Strategy is within existing resources.	To be released in late 2022 or early 2023	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0030/932880/Growing-Deadly-Families-Strategy.pdf">https://www.health.qld.gov.au/data/assets/pdf_file/0030/932880/Growing-Deadly-Families-Strategy.pdf</a>	Implementation of the <b>Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</b> to support progress to ensuring every woman in Queensland giving birth to Aboriginal and/or Torres Strait Islander babies has access to high quality, clinical and culturally capable maternity services. The Growing Deadly Families Strategy identifies characteristics of effective, culturally focused and safe maternal health services that embed cultural traditions, values and beliefs of Aboriginal and Torres Strait Islander peoples and communities. It recognises that strong family relationships are vital to providing a healthy start to life for babies and children, and to establish the foundation for their future health, wellbeing and safety.  Also designed to support Aboriginal and Torres Strait Islander families to navigate and access social support services such as housing, employment, education, child safety, legal and disability services. The Strategy promotes a culturally competent and effective service system, across both the HHS and Aboriginal and Torres Strait Islander community-controlled health organisations, that recognises and nurtures the strength and resilience of Aboriginal and Torres Strait Islander families, provides individual woman-centered care, and understands and responds specifically to the ongoing effects of intergenerational trauma, which continue to impact on maternal and infant health outcomes.	Existing	Up to \$19.9 million will be available from 2021-2022 to 2023-2024	To 2025	Minister for Health and Ambulance Services
<a href="https://www.matermothers.org.au/mothers-news/news/february-2018/closing-the-gap-birthing-in-our-community">https://www.matermothers.org.au/mothers-news/news/february-2018/closing-the-gap-birthing-in-our-community</a>  <a href="https://www.iuih.org.au/our-services/health-and-wellbeing-services/child-and-family-services/birthing-in-our-community/">https://www.iuih.org.au/our-services/health-and-wellbeing-services/child-and-family-services/birthing-in-our-community/</a>	The delivery of the <b>Birthing in our Communities (BiOC)</b> program establishes a continuity of care model for women and their families birthing an Aboriginal and Torres Strait Islander baby in Brisbane, including supporting integration of the BiOC Early Learning Program into the BiOC Hub.	Existing	Approximately \$2.43 million in 2021-2022	Ongoing to 2024	Minister for Health and Ambulance Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<p><a href="https://www.health.qld.gov.au/cq/services/gumma-gundoo">https://www.health.qld.gov.au/cq/services/gumma-gundoo</a></p> <p><a href="https://metronorth.health.qld.gov.au/community/healthcare-services/aboriginal-torres-strait-islander-health/ngarrama-family-service">https://metronorth.health.qld.gov.au/community/healthcare-services/aboriginal-torres-strait-islander-health/ngarrama-family-service</a></p>	<p><b>Culturally supportive maternal health services</b> in Queensland's public hospitals such as Ngarrama Antenatal and Birthing Program in Metro North HHS, KemKem Yanga program at Mackay Base Hospital in Mackay HHS and Gumma Gundoo at Rockhampton Hospital in Central Queensland HHS and new enhancements into innovative models such as the Waijungbah Jarjums in Gold Coast HHS.</p>	Existing	Approximately \$1.26 million in 2021-2022	2022-2023	Minister for Health and Ambulance Services
	<p>Early and regular antenatal care is critical to provide a foundation for good health outcomes for mothers and babies. The <b>Quality Improvement Payment Program</b> aims to increase antenatal contact and promote opportunities for health education to achieve longer time health outcomes, incentivising efforts of HHSs towards addressing two targets relating to antenatal visits and smoking cessation.</p>	Existing	Up to \$5 million annually (performance dependant)	2018-2019 to 2021-2022	Minister for Health and Ambulance Services
Health and Wellbeing Queensland					
	<p>HWQld funds the Queensland Association of School Tuckshop to deliver the <b>Healthier Tuckshops</b> program which supports school tuckshop convenors, volunteers and operating organisations to increase opportunities for tuckshops to offer and promote healthy food and drink in Queensland school tuckshops. QAST is collaborating with Deadly Choices to extend reach of the program to First Nations communities.</p>	Existing	\$128,666 (FY21/22)	2022-2023	Minister for Health and Ambulance Services
	<p><b>Podsquad</b> is a free, play-centric app-based wellbeing program that supports Queensland children and families as they build better health and lifestyle habits together. The program explores nutrition, physical activity and sleep in a fun and interactive way with an initial focus on targeting Queensland families with primary school aged children. Podsquad has been co-designed with Queensland families including Aboriginal and Torres Strait Islander families, and with cultural input from a First Nations creative agency.</p>	New	\$800,000 -900,000 (FY21/22)	September 2022	Minister for Health and Ambulance Services
	<p><b>Pick of the Crop</b> is HWQld's primary school-based, whole-of-school healthy eating program to improve children's vegetable and fruit intake levels, support teaching and learning in schools, build connections with farmers and parents, and establish healthy school environments. First Nations perspectives in education have been integrated into the program. Examples include bush tucker gardens, yarning circles and consultation with local elders on appropriate planting and design of meeting spaces.</p>	Existing	\$85,99 (FY21/22)	TBC	Minister for Health and Ambulance Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Education					
PR 3 – building a dedicated and identified Aboriginal and Torres Strait Islander workforce.	Providing new service location funding (as part of the new Kindergarten Funding Scheme) to kindergartens in outer regional, remote and very remote communities to attract and retain early childhood educators, which will help to increase opportunities to employ more Aboriginal and Torres Strait Islander educators.	New	\$7.7 million per annum	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 3 – responding to local priorities by providing targeted support for transition to kindergarten.	Continuing and expanding A great start to kindergarten, which supports the successful transition of children aged three years (by June 30), who were not currently attending an early childhood education and care program, into an approved kindergarten program the following year.	New	\$2.2 million per annum	December 2022	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 1 and PR 3 – responding locally to enable access to quality, culturally responsive kindergarten; and embedding meaningful cultural safety by delivering services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people.	Expanding State Delivered Kindergarten into communities with a high population of Aboriginal and Torres Strait Islander children to provide access to a quality, culturally responsive kindergarten program at their local state school. Regional staff work with State Delivered Kindergartens, and in partnership with local Aboriginal and Torres Strait Islander people, to ensure quality, place-based, culturally responsive programs tailored to each community.	New	\$5 million per annum + \$17 million over four years for expansion.	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 2 and PR 3 – building a dedicated and identified Aboriginal and Torres Strait Islander workforce; and supporting culturally safe institutions that are responsive to the needs of Aboriginal and Torres Strait Islander peoples.	Developing and implementing collaborative strategies to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector, including locally-based education programs and residential study support programs.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 3 – responding to priority needs through transparent funding allocations.	Enhancing the new Kindergarten Funding Scheme to support Aboriginal and Torres Strait Islander families by ensuring that the cost of kindergarten is not a barrier to participation and kindergarten remains low or at no cost for Aboriginal and Torres Strait Islander families no matter where they live. Subsidies are paid to kindergarten providers to reduce out-of-pocket costs, directly benefiting Aboriginal and Torres Strait Islander families through fee reduction.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 3 – providing locally devised and tailored communication strategies in regional Aboriginal and Torres Strait Islander communities to improve participation in kindergarten.	Implementing targeted communication strategies to support kindergarten participation in Aboriginal and Torres Strait Islander communities. This includes locally devised and tailored communication in regional Aboriginal and Torres Strait Islander communities, promoting access to kindergarten and the importance of the early years for children's development.	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing

Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years					
Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Education					
PR 3 and PR 4 – supporting cultural capability and cultural safety in kindergarten services; and providing kindergarten services with access to data and information to make decisions.	Implementing the Kindy Uplift pilot to provide additional funding to more than 900 selected kindergarten services, including services with high enrolment of Aboriginal and Torres Strait Islander children. The funding enables services to invest in evidence-based approaches to enhance learning program quality and outcomes; build the capability of educators to enhance cultural safety, healing and truth telling; and trial early childhood data snapshots to support services to better understand and respond to local community strengths and challenges.	New	\$12 million in 2022, \$20.4 million per annum in 2023 and 2024 (Total \$52.8 million)	2022–2024	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 1 – supporting early childhood services and schools to collaborate on positive transitions into the Prep year.	Refreshing the Transition to School initiative, which supports positive transitions into Prep with a focus on valuing and respecting the languages, cultures, histories and identities of families. The refresh will identify and support additional partners working in the early years; focus on the voice and perspectives of all children and families to support learning pathways before and into school; and support the sector and schools to enhance cultural safety, healing and truth telling.	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 2 – supporting key partnerships including Aboriginal and Torres Strait Islander community organisations.	Enabling access to strengths-based programs that promote play and support families to play an active role in their children's development in the first 2000 days. Facilitated playgroups provide an intergenerational, culturally responsive and safe model for working with families and children at risk of experiencing vulnerability or disadvantage in identified locations, while connecting families with local support and early childhood services. Key service partnerships include Aboriginal and Torres Strait Islander health services, Institute for Urban Indigenous Health, and Deadly Kindies.	Changed	Within existing resources	July 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 1 and PR 2 – working with community to ensure service design and delivery reflects local need, where a number of services are auspiced by Aboriginal and Torres Strait Islander community-controlled organisations.	Continuing to fund the operation of Early Years Places in more than 50 communities, providing a one-stop-shop where Aboriginal and Torres Strait Islander families can access multiple services for their children and themselves including early learning, child and maternal health and family support services. Services can be centre based, via outreach or through partnership arrangements such as with primary health care providers e.g. Gidgee Healing and Apunapima.	Existing	\$11.376 million in 2021–2022	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR 1 – building partnerships and shared decision making by working with local communities to identify interventions and coordinate early years' service delivery.	Facilitating the Connect 4 Children strategy, giving more Aboriginal and Torres Strait Islander children a great start through building stronger partnerships across agencies and community organisations to address local priorities with local solutions. The strategy supports communities to develop unique Birth to Five plans to help improve the wellbeing of children prior to school; support early learning priorities, including improving access to playgroup and kindergarten; and support successful transitions between home, early learning, and school.	Existing	\$1,095,400 2022–2023	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
Department of Justice and Attorney-General					
PR 3 – Transforming Government Organisations	The Registry of Births, Deaths and Marriages is leading the Closing the Registration Gap strategy and action plan which is a Queensland government cross-agency strategy to increase the birth registration rate for Aboriginal and Torres Strait Islander Queenslanders to be comparable to other Queenslanders. Every child has a right to be registered. Birth registration establishes a child's identity and access to a birth certificate which helps them to access essential services.	Existing	Within existing resources	2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Queensland Health					
<a href="https://www.childrens.health.qld.gov.au/chq/our-services/community-health-services/deadly-ears/">https://www.childrens.health.qld.gov.au/chq/our-services/community-health-services/deadly-ears/</a>	The <b>Deadly Ears Program</b> and corresponding policy <b>Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016-2026</b> .	Existing	Approximately \$5.1 million in 2021-2022	Ongoing	Minister for Health and Ambulance Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Education					
<b>PR 1 and PR 3</b> – the program is co-designed with Aboriginal and Torres Strait Islander educators across the state.	Delivering the Aboriginal and Torres Strait Islander Aspirations Program for Aboriginal and Torres Strait Islander students in Years 7 to 12 in Queensland state schools to develop students' aspirations to pursue an ATAR pathway, undertake a tertiary qualification or pathway, and through strengthening the relationship with state schools and universities.	New	\$147,000 2021-2022	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – improving service delivery through co-design with Aboriginal and Torres Strait Islander educators across the state.	Case managing Aboriginal and Torres Strait Islander state school students at risk of disengagement as identified by three risk indicators: student disciplinary absences; attendance; and English level of achievement.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – supporting multi-agency work to remove barriers to education for the most vulnerable.	Implementing the Youth Engagement Strategy to improve responses to children and young people who have disengaged or are at risk of disengaging from education through a range of strategies to support students to stay at school; reconnect them if they disengage; and strengthen their transition to further study or work. These strategies have been evaluated as effective in strengthening outcomes for participants, including Aboriginal and Torres Strait Islander young people.	Changed	\$45.496 million from 2022-2023 to 2025-2026	June 2026	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – embedding cultural safety to improve responsiveness to the needs of Aboriginal and Torres Strait Islander peoples.	Building the cultural capability of teachers and school leaders of rural and remote schools through Centres for Learning and Wellbeing programs that strengthen community engagement between teachers, school leaders and Aboriginal and Torres Strait Islander people.	New	Within existing resources	2022–2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 1 and PR 3</b> – supporting Aboriginal and Torres Strait Islander parent and community engagement to understand the histories and local language ecologies of school settings.	Working with regions and schools to identify and support Indigenous English as an Additional Language/Dialect learners to access the Australian Curriculum by: developing schools, students, families and community's awareness around languages that Aboriginal and Torres Strait Islander students speak; and providing the updated Australian Curriculum from 2024.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – increasing accessibility for students through innovative online and virtual platforms and pedagogies to Aboriginal and Torres Strait Islander history, cultures and knowledge.	Expanding the delivery of the Solid Pathways program to increase student participation numbers in rural and remote Queensland and continuing to engage and increase students' participation in science, technology, engineering and mathematics in Years 4 to 6.	Changed	\$0.861 million for 2021-2022	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – supporting service delivery and partnerships between Aboriginal and Torres Strait Islander educators, regions and schools.	Supplying student level data to support regions and schools case management of Aboriginal and Torres Strait Islander state school students in the senior phase of learning to achieve a Queensland Certificate of Education (QCE) or Queensland Certificate of Individual Achievement (QCIA) at the end of Year 12.	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – supporting student attainment through programs that support Aboriginal and Torres Strait Islander histories, cultures and knowledge.	Providing Aboriginal and Torres Strait Islander students with opportunities to gain foundation skills in literacy and numeracy to support the achievement of a Queensland Certificate of Education (QCE) or Queensland Certificate of Individual Achievement (QCIA) through targeted programs.	Changed	Within existing resources	December 2021	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – responding to priority need through integrated service delivery	Developing Hearing Pathways partnerships between the Department of Education and Children's Health Queensland Hospital and Health Service to support schools in identifying Aboriginal and Torres Strait Islander students with hearing loss, addressing medical follow up through fast track referrals and providing access to the right pedagogy to address literacy challenges and improve student outcomes.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR 3</b> – transforming government organisations to improve service delivery.	Supporting schools with high Aboriginal and Torres Strait Islander student enrolments to understand learning strengths and challenges for their Prep students via the Prep Footprint, a research initiative between the Department of Education and Griffith University.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Relations and Minister for Racing
PR 3 – transforming government organisations to improve service delivery.	Improving the outcomes of students with middle ear disease through the Deadly Kids Deadly Futures initiative, a joint partnership between the Department of Education and Queensland Health.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	Develop a new Aboriginal and Torres Strait Islander Economic Strategy to provide a strategic long-term framework to promote economic empowerment and self-determination.	New	Within existing resources	2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
	The Family Responsibilities Commission (FRC) addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by supporting the improvement of year 12 or equivalent attainment of children in the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge by providing guidance, encouragement and information to families on the requirement for children to attend school. Failure to enrol a child in school, or poor student attendance form the highest proportion of notifications received by the FRC.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Employment, Small Business and Training					
	Skilling Queenslanders for Work helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.	Existing	\$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
	The First Nations Training Strategy supports First Nations peoples and communities to be better connected with training and skilling opportunities that link to sustainable jobs.	New	\$8.3 million (as part of Future Skills Fund)	2022-2025	Minister for Employment and Small Business and Minister for Training and Skills Development
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	Develop a new Aboriginal and Torres Strait Islander Economic Strategy to provide a strategic long-term framework to promote economic empowerment and self-determination.	New	Within existing resources	2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Education					
<p><b>PR 1</b> – embedding local shared-decision making with Aboriginal and Torres Strait Islander educators and local community members involved in co-designing the pilot.</p>	<p>Implementing a trial in three remote and discrete communities to support students in their final year of schooling and the following year to support students into meaningful, local employment, training or further education.</p>	New	Within existing resources	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
<p><b>PR 3</b> – improving service delivery by expanding support for young people, including Aboriginal and Torres Strait Islander young people.</p>	<p>Continuing to implement Link and Launch, supporting Year 12 completers not in education, training or employment to make a successful transition to study or work in 30 targeted sites. Based on positive outcomes across 30 schools, the initiative will be expanded from 2023 into a further six sites. School-based officers work with agencies and service providers to assist young people. This initiative has delivered strong transitions for participants, including Aboriginal and Torres Strait Islander young people, who have completed Year 12 to transition to further study or work.</p>	Changed	\$16.28 million from 2022-2023 to 2025-2026	June 2026	Minister for Education, Minister for Industrial Relations and Minister for Racing
<p><b>PR 3</b> – supporting awareness of Aboriginal and Torres Strait Islander histories, cultures and knowledge across the department to drive organisational transformation.</p>	<p>Continuing to build the cultural capability of all teachers and school leaders to engage with the Australian Curriculum Cross-Curriculum Priority: Aboriginal and Torres Strait Islander Histories and Cultures in teaching and learning as part of truth telling.</p>	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
Department of Employment, Small Business and Training					
	<p>Skilling Queenslanders for Work helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.</p>	Existing	\$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
	<p>The First Nations Training Strategy supports First Nations peoples and communities to be better connected with training and skills opportunities that link to sustainable jobs.</p>	New	\$8.3 million (as part of Future Skills Fund)	2022-2025	Minister for Employment and Small Business and Minister for Training and Skills Development
	<p>The revitalised Back to Work program specifically focuses on supporting young people (aged 15–24 years), Aboriginal and Torres Strait Islander peoples, people with disability, and long-term unemployed people (unemployed 52 weeks or longer). Target locations include all regional Queensland and select South East Queensland local government areas of Ipswich, Lockyer Valley, Logan, Moreton Bay, Scenic Rim and Somerset. Employer Incentive Payments of up to \$20,000 are available to eligible employers as well as a suite of services to support industry, the business and the employee including the Pre- Employment Support Program, Small Business Short Courses, Small Business Support Pool and the new Growing Workforce Participation Fund (the Fund).</p>	Existing	Up to \$140 million over four years	June 2025	Minister for Employment and Small Business and Minister for Training and Skills Development

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Environment and Science					
	<p>The Department of Environment and Science (DES) provides education and employment opportunities for Aboriginal and Torres Strait Islander people through its <b>Gap Year Program</b>. Under the Gap Year program, DES employs First Nations high school graduates to work across the business, developing a wide range of knowledge and skills. DES runs an intake every 12 – 18 months and will generally recruit between two and eight students each year.</p> <p>In February 2022, the 18-month development program commenced with participants undertaking three development blocks, networking with key stakeholders and building networks across the business. Participants are encouraged to work across multiple divisions, receiving broad exposure to the work being undertaken by DES, finding an area of interest as well as building highly relevant and transferrable skills for future employment. Following completion of the program, permanent employment opportunities are sourced for the participants within DES or the across the sector. Those remaining within DES are encouraged to support and mentor future participants of the Gap Year program, helping them to adapt to a new work environment.</p>	Existing	Within existing resourcing	Ongoing: 18-month rotation	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
Department of the Premier and Cabinet					
	<p>The Policy Futures Graduate program is promoted through a diverse range of communication channels including Aboriginal and Torres Strait Islander networks. Future recruitment strategies will involve engaging directly with specific university units who provide support to Aboriginal and Torres Strait Islander students. The program continues to provide all candidates with reasonable adjustments during the selection process to support and encourage increased participation of Aboriginal and Torres Strait Islander applicants. Aboriginal and Torres Strait Islander applicants are also offered the support of a mentor throughout the selection process.</p>	Changed	Within existing resources	Ongoing	Premier and Minister for the Olympics
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	<p>Develop a new Aboriginal and Torres Strait Islander Economic Strategy to provide a strategic long-term framework to promote economic empowerment and self-determination.</p>	New	Within existing resources	2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
	<p>The Youth Employment Program (YEP) is an employment support program for young Aboriginal and Torres Strait Islander people who are finishing high school and looking for work or considering further education.</p> <p>Aboriginal and Torres Strait Islander people with a Certificate III or higher, who are not supported by a job agency, can also be supported through YEP.</p>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Department of Transport and Main Roads					
Far North Queensland Beacon Replacement Program	<p>Maritime Safety Queensland (MSQ) is engaging with the Queensland Indigenous Land and Sea Ranger Program with the delivery of the <b>Far North Queensland Beacon Replacement Program</b>.</p> <p>Through the program of work, MSQ is engaging Queensland Indigenous Land and Sea Rangers near Cairns and Weipa to heal traumas and impacts of dispossession by respecting the local expressions of culture and its impact on the way infrastructure is delivered in the sacred seas. This respectful engagement is driving change for MSQ by incorporating in business as usual the engagement of Queensland Indigenous Land and Sea Rangers prior to and during the project delivery to demonstrate respect for the cultural value of the seas in which the assets are being removed and replaced. This project is driving MSQ to be more culturally appropriate and increasing cultural competence within our workforce.</p>	New	Within project funding	October 2022	Minister for Transport and Main Roads

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Indigenous Driver Licensing Program	The <b>Indigenous Driver Licensing Program</b> aims to reduce barriers to employment by working with remote and discrete First Nations communities, and supports activities in regional and metropolitan locations, to increase licence ownership and safe driving awareness for Queensland's First Nations peoples. This will provide them with increased access to employment opportunities.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Community Road Safety Grants – Learner Driver Mentoring Program	The <b>Community Road Safety Grants – Learner Driver Mentoring Program</b> provides funding for community organisations across Queensland to work with vulnerable young people, including Aboriginal and Torres Strait Islanders, to support and mentor them to achieve the 100 driving hours and practical test required to obtain their driver licence. A driver licence provides them with increased access to employment opportunities.	Existing	Community Road Safety Grants scheme will increase from \$4 million per annum to \$5.6 million per annum from 2022-2023 for road safety education programs. This increase will still be met from within existing resources.	Ongoing	Minister for Transport and Main Roads
Cape York Partnership	The Department of Transport and Main Roads is working with the <b>Cape York Partnership</b> through <b>Bama Services</b> to improve the outcomes of First Nations peoples of Cape York by creating jobs and employing First Nations businesses in the delivery of infrastructure projects.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Aboriginal and Torres Strait Islander school-based traineeships	The <b>Aboriginal and Torres Strait Islander school-based traineeship program</b> offers school-based Aboriginal and Torres Strait Islander students who are in years 10, 11 and 12 the opportunity to work for TMR and train towards a recognised qualification while completing their secondary schooling.	Existing	Within existing resources	Ongoing annually	Minister for Transport and Main Roads
Employee onboarding and retention strategies	The <b>Indigenous Employee Network (IEN)</b> was established to help attract and retain Aboriginal and Torres Strait Islander employees by providing a personalised support base. The network provides opportunities for First Nations employees to be involved in cultural awareness development and support procurement processes by knowledge sharing.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
<b>Motor Accident Insurance Commission</b>					
	The PCYC Braking the Cycle learner driver mentor program helps young people at 48 locations including nine satellite and school based locations across Queensland obtain their driver's licence safely, thereby increasing their employment and education opportunities. The program promotes participation of Aboriginal and Torres Strait Islander participants across all 48 locations, with historically above average participation rates in Townsville, Cairns, Mackay, Rockhampton, Gladstone and Dalby Branches.	Existing	\$15.96 million over the next five years funded by the Motor Accident Insurance Fund	2025	Treasurer and Minister for Trade and Investment
	The first discrete community Braking the Cycle location is launching in Napranum in April 2021. Napranum PCYC will deliver an adapted version of Braking the Cycle, designed to support the specific cultural and learning needs of Aboriginal peoples and Torres Strait Islander peoples living within remote communities.	Existing	\$165,167 approved and funded by the Motor Accident Insurance Fund	2022	Treasurer and Minister for Trade and Investment
	Collaborate with Department of Justice and Attorney General (JAG) to support the reinvigoration of the Licensing and Indigenous Muster Initiative in the Northern Peninsular Area and Torres Strait Region. A justice reinvestment strategy that provides culturally safe support to five communities around licensing, birth registration and identification documents since 2019. MAIC's funding for two years will build an evidence base on which permanent, recurrent funding can be sought into the future.	New	\$240,000 approved and funded by the Motor Accident Insurance Fund	2024	Treasurer and Minister for Trade and Investment
<b>Queensland Police Service</b>					
<b>PR 3 - Transforming Government Organisations</b>	The <b>QPS Indigenous Recruit Preparation Program (IRPP)</b> supports Outcome 7 by providing an entry pathway for Aboriginal and Torres Strait Islander people to obtain full time employment with the QPS. (Noting that applicants must be 18 years of age or older to apply for the IRPP.)	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
PR 3 - Transforming Government Organisations	<p>The <b>QPS First Nations Recruiting Officer</b> supports Outcome 7 by:</p> <ul style="list-style-type: none"> <li>proactively engaging with Aboriginal and Torres Strait Islander people and communities to identify potential candidates for the IRPP, and</li> <li>providing information and support to persons interested in the program.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR 1 – Formal partnerships and shared decision-making	<p>As per 15.1</p> <p>The <b>QPS donation of two decommissioned vehicles to Woorabinda Aboriginal Shire Council (WASC)</b> supports Outcome 7 by helping Council to introduce the ‘Redbank’ Junior Ranger Program, which will provide opportunities for local young people to gain qualifications and employment pathways.</p> <p>A detailed partnership stocktake has not been completed for this partnership in 2021-2022, because further work is needed to complete a joint partnership assessment that involves Woorabinda Aboriginal Shire Council as equals in the assessment process.</p>	Working relationship between QPS and WASC is existing and ongoing. Donation of two vehicles is a new initiative in 2022.	Funding of policing services in Woorabinda is within existing resources and ongoing. Donation of two decommissioned QPS vehicles is one-off and completed.	Police services: ongoing. Vehicle donations: one-off event (complete)	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR 1 – Formal partnerships and shared decision-making	<p><b>Murriss on the Move</b></p> <p>The partnership between QPS, Sunshine Coast Police-Citizens Youth Club (PCYC) and Murriss on the Move supports equitable access to driver licensing for Aboriginal youth in the Sunshine Coast and Moreton Bay areas.</p> <p>This program provides a strategy to eliminate identified barriers such as access to a registered vehicle, access to a license driver to supervise lessons, the cost of driving lessons and the cost of obtaining a learner licence.</p> <p>Sunshine Coast PCYC provides premises and interagency support through their Braking the Cycle volunteer driver mentor program, to ensure Murriss on the Move can deliver its services to the community.</p> <p>QPS is a minor partner in this partnership. Police assist with the delivery of learner driver safety workshops and educational initiatives for drivers.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Employment, Small Business and Training					
	The First Nations Training Strategy supports First Nations peoples and communities to be better connected with training and skilling opportunities that link to sustainable jobs.	New	\$8.3 million (as part of Future Skills Fund)	2022-2025	Minister for Employment and Small Business and Minister for Training and Skills Development
	Skilling Queenslanders for Work helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.	Existing	\$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
	<i>Good people. Good jobs: Queensland Workforce Strategy 2022-2032</i> is a Queensland Government strategy for a strong, skilled and diverse workforce to seize today's jobs and adapt to future opportunities. It is a 10-year strategy to address workforce shortages and support Queenslanders who want to work to transition into good jobs. The Queensland Workforce Strategy has a focus on workforce participation and actions to help all Queenslanders access more job opportunities and connect with potential employers.	New	\$70 million to support delivery of initiatives through the first Action Plan (2022-2025)	2032	Minister for Employment and Small Business and Minister for Training and Skills Development
	The revitalised Back to Work program specifically focuses on supporting young people (aged 15–24 years), Aboriginal and Torres Strait Islander peoples, people with disability, and long-term unemployed people (unemployed 52 weeks or longer). Target locations include all regional Queensland and select South East Queensland local government areas of Ipswich, Lockyer Valley, Logan, Moreton Bay, Scenic Rim and Somerset. Employer Incentive Payments of up to \$20,000 are available to eligible employers as well as a suite of services to support industry, the business and the employee including the Pre- Employment Support Program, Small Business Short Courses, Small Business Support Pool and the new Growing Workforce Participation Fund (the Fund).	Existing	Up to \$140 million over four years	June 2025	Minister for Employment and Small Business and Minister for Training and Skills Development
Department of Environment and Science					
	Providing education and employment opportunities for Aboriginal and Torres Strait Islander people through the <b>Gap Year Programs</b> . (Details outlined in Outcome 7)	Existing	Internally funded to support education/training as well as employment costs	Ongoing: 18-month rotation	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
	The Department of Environment and Science has a target of 6% Aboriginal and/or Torres Strait Islander peoples employed in the workforce. The delivery of DES's Employment and Development Action Plan includes a range of activities and programs to support achieving this target.	Existing	Within existing resources and funding	2022 – with a view to update the target and timeframe this year.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	The Department of Environment and Science administers the Queensland Indigenous Land and Sea Ranger Program through which grant funding and support is provided to Aboriginal and Torres Islander organisations to employ rangers, supporting jobs in regional and remote communities. Indigenous Land and Sea rangers deliver caring for country work plans that are guided by Traditional Owner priorities. The Queensland Government has committed to increase Indigenous Land and Sea ranger numbers to 200 by 2023-2024.	Existing	\$20 million in 2022-2023	Ongoing	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
Department of Resources					
	Release of the Queensland Resources Industry Development Plan	New	\$68.5 million over 5 years	Final Plan released in June 2022	Minister for Resources
	Natural Resource Investment Program specifically fosters partnerships with First Nation Queenslanders by promoting project collaboration, delivery and capacity building. This program finishes in 2022 following short term extension of some contracts. The Natural Resource Investment Program principles specifically involve partnerships with traditional owner groups: <ul style="list-style-type: none"> <li>• Collaboration – the Program provides a framework that promotes effective collaboration between landholders, communities, First Nations Queenslanders, delivery partners, stakeholders and agencies, to harness the knowledge and energy of people committed to building resilient natural landscapes</li> <li>• DoR partners with others, such as Natural Resource Management regional bodies to build the capacity of Aboriginal peoples and Torres Strait Islander peoples to conduct land maintenance activities on state land, with First Nations peoples successfully providing future contracted services to the department and other parties.</li> </ul>	Existing	Within existing resources	31 December 2022	Minister for Resources
	Natural Resources Recovery Program (commencing in late 2022) continues to build on the Natural Resource Investment Program to facilitate enduring partnerships with Traditional Owners. It aims to deliver projects that demonstrate: <ul style="list-style-type: none"> <li>• Traditional Owners receiving economic, and cultural and empowerment from the program</li> <li>• Traditional Owner groups or organisations being involved in decision making processes during project design and delivery</li> <li>• Traditional Owners receiving e-training and support needed to effectively monitor Natural Resource projects</li> </ul>	New	Within existing resources	Ongoing	Minister for Resources
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	Develop a new Aboriginal and Torres Strait Islander Economic Strategy to provide a strategic long-term framework to promote economic empowerment and self-determination.	New	Withing existing resources	2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>PR3 - Transforming Government organisations</b>	Support First Nations peoples, communities, organisations, businesses and sole traders to learn about opportunities to become NDIS service providers.	Existing	\$200,000	December 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
	The Youth Employment Program (YEP) is an employment support program for young Aboriginal and Torres Strait Islander people who are finishing high school and looking for work or considering further education. Aboriginal and Torres Strait Islander people with a Certificate III or higher, who are not supported by a job agency, can also be supported through YEP.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Aboriginal and Torres Strait Islander Partnerships
Department of State Development, Infrastructure, Local Government and Planning					
	<p>The Yhurri Gurri Framework 2021-2024 sets out the Department of State Development, Infrastructure, Local Government and Planning's (DSDSILGP) target of increasing First Nations employees to 3 per cent.</p> <p>DSDILGP will establish a Graduate Program that has material specifically targeted for Aboriginal and Torres Strait Islander people.</p> <p>DSDILGP's Mari Dhiyaan was established to provide a culturally safe professional support network for First Nations staff. Mari Dhiyaan assists in retaining First Nations staff.</p> <p>Industry Capability Development Workshops - DSDILGP has developed, and hosts industry workshops aimed at increasing capability and capacity of businesses. Resources are being developed and reviewed specifically to target First Nations businesses.</p> <p>First Nation businesses can experience growth and employ more people</p> <p>DSDILGP support for Indigenous Business Month includes workshops, supplier days and forums across Queensland.</p>	New	Within existing budget	2021–2024	Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure
Department of the Premier and Cabinet					
	Implementation of DPC's Aboriginal and Torres Strait Islander Recruitment and Retention Plan with the objective of increasing the representation of First Nations people at DPC.	New	Within existing resources	To be advised	Premier and Minister for the Olympics
Department of Tourism, Innovation and Sport					
	<p>The Growing Indigenous Tourism in Queensland Fund is a dedicated grants program for Aboriginal and Torres Strait Islander tourism operators to expand Queensland's cultural tourism products and experiences across the State.</p> <ul style="list-style-type: none"> <li>The \$7 million Growing Indigenous Tourism in Queensland Fund was established in 2020 as part of the Year of Indigenous Tourism 2020-21 to support the development of new Indigenous tourism experiences and infrastructure that encourage high value travellers to visit Queensland.</li> <li>24 'Category 1: Develop' applicants were awarded up to \$25,000 to progress the development of a concept for an Indigenous tourism product or experience.</li> <li>Nine 'Category 2: Deliver' applicants were awarded between \$250,000 and \$1 million to enhance Indigenous tourism by delivering a product or experience, or improving/developing built infrastructure and facilities.</li> <li>All Category 1 and Category 2 Growing Indigenous Tourism in Queensland Fund recipients have been publicly announced.</li> <li>20 of the Category 1 projects have been completed to date. Three Category 2 infrastructure projects are complete, with the remainder due for completion during 2022.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement
	The Our Country Advisory Service (OCAS) provides targeted support to emerging and established Indigenous tourism operators, sectoral aligned businesses, and community owned organisations. The service helps businesses to establish and grow their tourism products and services. To date, OCAS has supported over 200 Indigenous businesses through guidance and referral pathways and assisted over 130 businesses to grow and progress through their establishment phase. Through the creation of business and product it is anticipated to generate employment opportunities.	Existing	Within existing resources	December 2023	Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement
<b>PR 1 – Partnership and shared decision making</b>	<b>Indigenous Native Food Project</b>	Existing	Within existing resources	To 31 December 2024	Minister for Agricultural

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	The DAF-led INFP creates a pipeline of Indigenous native food products for commercial markets, with leadership by First Nations people. The INFP is supporting a targeted group of Indigenous producers to access technical services and advice on their commercialisation plans to launch stage.				Industry Development and Fisheries and Minister for Rural Communities
Department of Transport and Main Roads					
Indigenous Driver Licensing Program	The <b>Indigenous Driver Licensing Program</b> aims to reduce barriers to employment by working with remote and discrete First Nations communities, and supports activities in regional and metropolitan locations, to increase licence ownership and safe driving awareness for Queensland's First Nations peoples. This will provide them with increased access to employment opportunities.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Cape York Partnership	The Department of Transport and Main Roads is working with the <b>Cape York Partnership</b> through <b>Bama Services</b> to improve the outcomes of First Nations peoples of Cape York by creating jobs and employing First Nations businesses in the delivery of infrastructure projects.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Aboriginal and Torres Strait Islander traineeships	By offering on-the-job apprentice and trainee opportunities for Aboriginal and Torres Strait Islander peoples, TMR provides employment and upskilling of First Nations peoples. These opportunities extend through direct employment with TMR as well as with the companies and businesses who deliver the infrastructure program.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
First Nations Roadmap and Participation Plan	The <b>First Nations Roadmap and Participation Plan</b> is being developed within TMR's Indigenous Strategy Working Group and aims to create sustainable economic outcomes for Aboriginal and Torres Strait Islander peoples by incorporating cultural capability into TMR's everyday core business practices and strategic direction.	New	Within existing resources	Ongoing	Minister for Transport and Main Roads
Employee onboarding and retention strategies	The <b>Indigenous Employee Network (IEN)</b> was established to help attract and retain Aboriginal and Torres Strait Islander employees by providing a personalised support base. The network provides opportunities for First Nations employees to be involved in cultural awareness development and support procurement processes by knowledge sharing.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Aboriginal and Torres Strait Islander Participation Policy	The <b>Aboriginal and Torres Strait Islander Participation Policy – Infrastructure Delivery for federally funded programs</b> was developed to improve the rate of Indigenous Participation, and the reporting required for the delivery of Australian Government funded or joint-funded infrastructure programs through the Training Policy Administration System (TPAS).	Existing	Within project resources	Ongoing	Minister for Transport and Main Roads
Aboriginal and Torres Strait Islander Engagement in Transport and Roads Infrastructure Delivery and Maintenance	The <b>Aboriginal and Torres Strait Islander Engagement in Transport and Roads Infrastructure Delivery and Maintenance Strategy</b> provides guidelines for engagement which: (1) fosters a greater level of participation and partnerships through focused opportunities for First Nations businesses, employment and training, (2) plans transport infrastructure and delivery investment to better support and promote local economic development of First Nations businesses, and (3) continues the respectful management of Cultural Heritage, Native Title and known environmental issues while delivering projects.	Existing	Within project resources	Ongoing	Minister for Transport and Main Roads
TMR's Aboriginal and Torres Strait Islander Procurement Guide	The Department of Transport and Main Roads' Procurement Guide has developed procurement strategies that identifies and provides priority to First Nations businesses to tender for Queensland Government contracts in excess of \$3 million (GST inclusive). The guide focuses on increasing the economic independence of First Nations Queenslanders and works towards increasing procurement with First Nations businesses to at least 3%, in line with the Queensland Indigenous Procurement Policy (QIPP).	Existing	Within project resources	Ongoing	Minister for Transport and Main Roads
Indigenous Partnerships	The Indigenous Partnerships team engages with Indigenous Councils, chamber of commerce bodies and businesses to strengthen TMR's continued commitment to proactive infrastructure investment and planning, to support shared network priorities and grow First Nations peoples' economic outcomes.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Queensland Health					
<a href="https://www.health.qld.gov.au/data/assets/pdf_file/0023/628340/aboriginal-torres-strait-">https://www.health.qld.gov.au/data/assets/pdf_file/0023/628340/aboriginal-torres-strait-</a>	The <b>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</b> .	Existing	Within existing resources	To 2026	Minister for Health and

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<a href="#">islander-workforce-framework.pdf</a>					Ambulance Services
<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024">https://www.legislation.qld.gov.au/view/pdf/inforce/2013-05-10/sl-2012-0024</a>	Legislative requirements for each Hospital and Health Service to <b>increase the Aboriginal and Torres Strait Islander workforce commensurate with the size of the local Aboriginal and Torres Strait Islander population in their service area.</b>	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 September 2022	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy">https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy</a>	Develop and implement a <b>First Nations Health Workforce Strategy for Action</b> co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector.	New	Development of the Strategy is within existing resources	To be released late 2022 or early 2023	Minister for Health and Ambulance Services
	Health and Wellbeing Queensland has established a <b>dedicated workforce in Far North Queensland</b> . Led by a Principal Advisor (Identified) (Brisbane), and consisting of a Nutritionist (Thursday Island) and Program Coordinator (Identified) (Cairns), the First Nations Far North Queensland team facilitates the connection of those who are committed to improving the health and wellbeing of their communities. Health and Wellbeing Queensland plans to strengthen the prevention workforce capacity and capability and create a new evidence base that is informed by co-designed community initiatives.	New	Within existing resources		Minister for Health and Ambulance Services
Queensland Police Service					
PR 3 - Transforming Government Organisations	The <b>QPS Indigenous Recruit Preparation Program (IRPP)</b> supports Outcome 8 by providing an alternative entry pathway to employment with the QPS, thereby supporting the overall economic participation and development of Aboriginal and Torres Strait Islander people and communities.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR 3 - Transforming Government Organisations	<p>The <b>QPS First Nations Recruiting Officer</b>:</p> <ul style="list-style-type: none"> <li>proactively engages with Aboriginal and Torres Strait Islander people and communities to identify potential candidates for the IRPP, and</li> <li>provides information and support to persons interested in the program.</li> </ul> <p>This supports Outcome 8 by helping to overcome barriers to employment (such as compound disadvantage) and making it easier for Aboriginal and Torres Strait Islander people to envisage a path to achieving stable employment and income.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR 2 - Building the community-controlled sector	<p><b>QPS actions to support the Queensland Indigenous Procurement Policy (QIPP)</b></p> <p>QPS Procurement Services has measures in place to prompt consideration to apply the QIPP, including published materials (i.e., Procurement &amp; Contracts Practice Manual, Procure to Pay process map, Request for Quote and other templates) to assist buyers to undertake compliant procurement processes.</p> <p>QPS adherence to the QIPP assists Indigenous Queensland businesses and is currently achieving above the desired target with more than 4% of QPS budget with Indigenous Suppliers.</p> <p>QPS is undertaking a review and refresh of all Frameworks and Procurement Guides, including the introduction of a trial for procurement control forms that have QIPP questions within.</p> <p>QPS is also exploring training sessions to promote and support increased capacity and capability of Indigenous businesses to successfully tender for Queensland Government contracts.</p>	Existing and new	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Communities, Housing and Digital Economy					
	<p><b>Queensland Housing Strategy Action Plan 2017-2020:</b> Develop an <i>Aboriginal and Torres Strait Islander Housing Action Plan</i> dealing with housing outcomes and complex challenges in urban, regional, remote and discrete communities, under the framework of the <i>Queensland Housing Strategy 2017-2027</i>.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 1:</b> Develop place-based, community-led, Local Housing Plans with communities to identify and respond to local housing challenges and priorities.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 2:</b> Deliver new housing, as jointly agreed with communities, under Local Housing Plans.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 3:</b> Work with remote and discrete communities, to reinvest repairs and maintenance savings, into locally identified housing priorities.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 14:</b> Partner with the real estate sector, peak agencies and key groups to facilitate more inclusive housing responses and actions, to support vulnerable tenants, including those living with a disability, older people and people affected by domestic and family violence, to secure and sustain tenancies.</p> <p><b>Queensland Housing and Homelessness Action Plan – Action 4.3:</b> Increase home ownership opportunities for Aboriginal and Torres Strait Islander peoples through working with communities and partners.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 5:</b> Work in partnership with Queensland Health to develop housing solutions to support improved health outcomes, including responding to chronic illness with an initial focus in discrete communities. This action recognises the importance of housing as a key determinant of health.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 8:</b> Expand opportunities for people to access education, training and employment, including construction apprenticeships, in regional and urban locations.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 12:</b> Review and redesign homelessness service delivery responses in Cairns and Mount Isa, drawing on evidence and expertise to improve responses to health, safety and criminal justice issues.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 10:</b> Provide housing and support for vulnerable Aboriginal and Torres Strait Islander men exiting the criminal justice system, including multi-disciplinary support and long-term housing, to prevent homelessness and future reoffending.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 11:</b> Work with the community to support Aboriginal and Torres Strait Islander people who are homeless or at risk of homelessness, by redeveloping the Joyce Wilding Hostel.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 13:</b> Establish an Aboriginal and Torres Strait Islander housing body that will work with Indigenous Community Housing Organisations, and Aboriginal and Torres Strait Islander Councils, to improve housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.</p> <p><b>Housing and Homelessness Action Plan – Action 2.1:</b> Work in partnership with the Aboriginal and Torres Strait Islander Housing Body to strengthen housing outcomes for Aboriginal and Torres Strait Islander peoples, supporting the sustainability of Indigenous housing providers and the community housing sector.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 9:</b> Explore the potential for new home ownership products, services and arrangements.</p>	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 4:</b> Help homeowners and tenants to undertake their own repairs and maintenance, by establishing community toolboxes for people to borrow tools and equipment and access instructions.</p> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 6:</b> Extend our service offer to all Aboriginal and Torres Strait Islander Queenslanders seeking housing assistance. We will:</p> <ul style="list-style-type: none"> <li>• improve the cultural competency of our frontline Housing Service Centre and Delivery staff</li> <li>• differentiate our service offer for Aboriginal and Torres Strait Islander Queenslanders</li> <li>• implement culturally responsive pathway planning and case coordination, to connect people to the support they need to improve their wellbeing and housing outcomes.</li> </ul> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 7:</b> Build independence and resilience through information, education and support to help people access and sustain housing. DCHDE will:</p> <ul style="list-style-type: none"> <li>• strengthen the service and support responses of Housing and Homelessness Hubs in urban and regional areas</li> <li>• provide information and extra support, for new social housing tenants, to build capability and sustain tenancies across the state</li> <li>• fund a pilot of the ‘Yes, I Can!’ Aboriginal Adult Literacy Program, through the Literacy for Life Foundation, in one discrete Aboriginal community for three years</li> <li>• improve system responses for tenants who come into contact with the Queensland Civil and Administrative Tribunal (QCAT)</li> </ul> <p><b>Aboriginal and Torres Strait Islander Housing Action Plan – Action 15:</b> Expand CHDE’s Aboriginal and Torres Strait Islander Traineeship program to support 64 trainees (32 full-time and 32 part-time, school-based trainees) over four years. Trainees will gain experience in a range of policy, programs and service delivery areas across the department.</p> <p><b>Housing and Homelessness Action Plan – Action 13:</b> Provide culturally responsive housing with support through a frontline service offer for Aboriginal and Torres Strait Islander peoples across the housing continuum, including through implementing culturally responsive pathway planning and care coordination</p>	Existing	From within existing budget	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	<p>The Family Responsibilities Commission (FRC) addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by supporting community members to maintain their housing tenancy requirements.</p> <p>Housing tenancy breaches form the lowest proportion of notifications received by the FRC in the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Justice and Attorney-General					
<p><b>PR 1</b> – Partnership and shared decision-making</p> <p><b>PR 3</b> – Transforming Government Organisations</p>	<p><b>Murri Court</b> operates in 15 locations across Queensland. Murri Court is a bail-based program which provides an opportunity for members of the Aboriginal and Torres Strait Islander community (including Elders and victims) to participate in a court process which requires defendants to take responsibility for their offending behaviour, but which respects and acknowledges Aboriginal and Torres Strait Islander culture.</p>	Existing	<p>In 2018-2019, funding was provided to:</p> <ul style="list-style-type: none"> <li>permanently establish 14 Murri Courts (\$2.2 million over four years and \$0.700 million ongoing); and</li> <li>introduce new Murri Court at Ipswich (\$4.1 million over five years).</li> </ul>	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<p><b>PR 1</b> – Partnership and shared decision-making</p> <p><b>PR 2</b> – Building the community-controlled sector</p> <p><b>PR 3</b> – Transforming Government Organisations</p>	<p>41 <b>Community Justice Groups</b> (CJGs) are working to develop and deliver strategies within their communities, with the aim of reducing the over-representation of Aboriginal and Torres Strait Islander offenders and victims within the criminal justice system. A further 10 CJGs located in the outer Islands of the Torres Strait support the circuiting Magistrates Court.</p>	Changed	Funding enhancement for CJG program was provided in 2019-2020 (additional funding of \$19.1 million over four years and \$5.4 million per annum).	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<p><b>PR 1</b> – Partnership and shared decision-making</p> <p><b>PR 2</b> – Building the community-controlled sector</p> <p><b>PR 3</b> – Transforming Government Organisations</p>	<p>The <b>Remote Justice of the Peace (Magistrates Court) Program</b> helps Aboriginal and Torres Strait Islander people in remote, discrete communities (currently operating in Cherbourg and Kowanyama) overcome disadvantages they may face in coming into contact with the criminal justice system by enabling local community members to be selected and trained as Justices of the Peace (Magistrates Court) and constitute a Magistrates Court in the absence of a Magistrate.</p>	Existing	Funded as part of CJG program.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<p><b>PR 1</b> – Partnership and shared decision-making</p> <p><b>PR 2</b> – Building the community-controlled sector</p>	<p>The <b>Aurukun Restorative Justice Program (Thaa' Pant)</b> aims to reduce levels of violence in the community by establishing a locally-based and operated, culturally inclusive mediation and peace-keeping service to build local capacity and to resolve disputes peacefully. Mediators and nominated Elders facilitate mediations between disputing parties, including intra and inter family disputes. Referrals come directly from families and other community members such as police, the court and service providers.</p>	Existing	In 2019-2020 increased funding of \$3.4 million over four years and \$840,000 per annum ongoing.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<p><b>PR 1</b> – Partnership and shared decision-making</p> <p><b>PR 3</b> – Transforming Government</p>	<p>The <b>Magistrates Court of Queensland Reconciliation Action Plan 2022-2025</b> (MCQ RAP) builds on the achievements of the inaugural 2018–2021 Reconciliation Action Plan (RAP) and sets out meaningful actions and practical steps to address barriers that exist for First Nations peoples who come into contact with the criminal justice system. The existing Aboriginal and Torres Strait Islander Cultural Advisory Group which was established to support the development of the RAP has been refreshed to advise and provide guidance in the development and implementation of the MCQ RAP.</p>	New	Funded from within existing resources	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of

Outcome 10: Aboriginal and Torres Strait Islander adults are not overrepresented in the criminal justice system					
Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Domestic and Family Violence
PR 1, 2, 3 and 4	Development of a whole-of-government and community (justice) strategy to address the over-representation of Aboriginal and Torres Strait Islanders in the criminal justice system.	New	To be undertaken within the funding for the FNJO	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	The Family Responsibilities Commission addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by addressing the problem of violence, alcohol, domestic violence, criminal and anti-social behaviours. Courts notifications (Magistrates, District, Supreme) form the second highest number of notifications received by the FRC in the communities of Aurukun, Coen, Hope Vale and Mossman Gorge. The FRC also receives notifications for Domestic and Family Violence orders and breaches.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Department of Transport and Main Roads					
Indigenous Driver Licensing Program	The <b>Indigenous Driver Licensing Program</b> 's strategic objectives aim to reduce contact with the judicial system due to non-compliant driver licensing or driver behaviours.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Queensland Corrective Services					
	Ensure the Official Visitors Scheme assigns at least one Aboriginal or Torres Strait Islander person as a visitor to correctional centres where Aboriginal or Torres Strait Islander prisoners constitute a significant proportion of the population.	New	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	Develop and implement culturally appropriate design solutions for correctional infrastructure through design principles such as: biophilic, carceral geography, connection to family and community, and trauma informed.	New	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	The ten-year Queensland Corrective Services First Nations Strategy and annual action plans	Existing	Within existing resources	Over 10 years	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p>The Murridhagun Cultural Centre supports First Nations people, frequently through engagement with Elders and community justice groups, 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 First Nations issues</li> <li>• Providing advice to QCS senior management and others regarding First Nations culture and tradition</li> <li>• Continuing to provide cultural capability training with new materials</li> <li>• Assisting correctional centres and locations within QCS to deliver cultural capability/responsiveness training and other programs and services.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>Cultural Liaison and Cultural Development Officers are employed in all secure correctional facilities and increase support in Community Corrections offices across Queensland to provide cultural support and guidance to Aboriginal peoples and Torres Strait Islander peoples in Queensland Corrective Services' care.</p>	Existing	In 2022-23, 34 FTE were approved as part of the State Budget to increase cultural liaison support in Community Corrections.	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>The First Peoples Chaplaincy Service and Elders Visitation Program provides Aboriginal and Torres Strait Islander Chaplains and Elders with regular access to correctional centres to provide cultural and religious support for Aboriginal and Torres Strait Islander prisoners.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>Culturally appropriate programs are provided at correctional centres, including the delivery of:</p> <ul style="list-style-type: none"> <li>• culturally appropriate art programs.</li> <li>• substance misuse programs and services specific to Aboriginal peoples and Torres Strait Islander peoples.</li> <li>• culturally specific general offending program (Positive Futures) for Aboriginal and Torres Strait Islander men in custody and also Aboriginal and Torres Strait Islander men on community-based orders.</li> <li>• a sexual offender treatment program redesigned in consultation with University of Sunshine Coast and the community, designed specifically for Aboriginal and Torres Strait Islander male prisoners convicted of an offence of a sexual nature to ensure a culturally safe rehabilitation environment.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>Ensuring that re-entry services have at least one staff member that is an Aboriginal and Torres Strait Islander person. Re-entry services provide a range of services to assist with identifying at risk prisoners requiring immediate assistance, in addition to assisting prisoners who would benefit from minimal guidance by empowering the prisoner to complete tasks for themselves.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>Re-entry services in Northern Queensland for female and male prisoners have been expanded to enhance reintegration outcomes for Aboriginal and Torres Strait Islander prisoners leaving the Townsville Correctional Complex.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
	<p>The Opioid Substitution Treatment Program operates in all women's and northern Queensland centres where there is a high proportion of Aboriginal and Torres Strait Islander prisoners.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Services and Minister for Fire and Emergency Services
	The Aurukun Prisoner Reintegration Program provides an end-to-end program to support prisoners reintegrate effectively in Aurukun	Existing	In 2019-2020, \$2.541 million over four years, \$0.646 million ongoing.	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
Queensland Police Service					
<b>PR 1</b> – Formal partnerships and shared decision-making	The purpose of the <b>Justice Policy Partnership</b> is to develop a joined-up approach to Aboriginal and Torres Strait Islander justice policy, with a focus on Outcomes 10 and 11 of the National Agreement, to reduce over-incarceration of Aboriginal and Torres Strait Islander adults and youths. A detailed partnership stocktake template has also been completed for this partnership.	New	Within existing resources	Initially 3 years (2021-2024), to be reviewed before the end of the initial term with a view to being extended or renewed to drive ongoing progress	Attorney-General and Minister for Justice The Queensland partnership is led by DJAG, with multiple other agencies (including QPS) supporting.
<b>PR 1</b> – Formal partnerships and shared decision-making	The annual <b>QPS First Nations Mayor’s Summit</b> contributes to Outcome 10. For example, an action item from the 2021 summit was to review the Bourke (NSW) Model of justice re-investment to assess relevance to Queensland communities. A detailed partnership stocktake template has also been completed for this partnership.	Existing	Within existing resources	Ongoing (annual event)	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Children, Youth Justice and Multicultural Affairs					
<b>PR 1, 2 and 3</b>	Continue the Family-Led Decision-Making program that supports Aboriginal and Torres Strait Island families to address issues contributing to their children's offending at four locations.	Existing	\$5.120 million and \$1.3 million per annum ongoing	4 years	Minister for Children and Youth Justice and Minister for Multicultural Affairs
<b>PR 1</b>	The On Country program is aimed at Aboriginal and Torres Strait Islander youth, aged 10-17 years, who are repeat offenders with high and complex needs in Cairns, Mount Isa and Townsville. The program aims to reduce offending and reoffending, strengthen cultural and spiritual connections, strengthen family relationships and community connections, and re-engage young people in education, training and employment.	Existing	\$5.7 million	30 June 2023	Minister for Children and Youth Justice and Minister for Multicultural Affairs
Department of Justice and Attorney-General					
<b>PR 1</b> – Partnership and shared decision-making <b>Priority Reform 3</b> – Transforming Government Organisations	<b>Youth Murri Court</b> operates in 3 locations in Queensland (Mackay, Rockhampton and Cairns). Youth Murri Court is a bail-based program which provides an opportunity for members of the Aboriginal and Torres Strait Islander community (including Elders and victims) to participate in a court process which requires defendants to take responsibility for their offending behaviour, but which respects and acknowledges Aboriginal and Torres Strait Islander culture.	Existing	Youth Murri Courts are funded within the existing Murri Court program.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>PR 1</b> – Partnership and shared decision-making <b>PR 2</b> – Building the community-controlled sector <b>PR 3</b> – Transforming Government Organisations	A number of <b>Community Justice Groups</b> (CJGs) work in programs such as Youth Murri Court and Childrens Courts across Queensland. CJGs also conduct some place-based community specific activities with children and young people, which may include, for example, providing overnight camps, transport for court and non-court related service delivery, and prevention, awareness and education activities such as school education programs and sporting programs.	Changed	Part of total CJG funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>PR 1</b> – Partnership and shared decision-making <b>Priority Reform 2</b> – Building the community-controlled sector	The <b>Aurukun Restorative Justice Program (Thaa' Pant)</b> .	Existing	Part of total ARJP funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>PR 1</b> – Partnership and shared decision-making <b>PR 2</b> – Building the community-controlled sector	The <b>Townsville Community Justice Group (CJG)</b> supports the operation of the High-Risk Youth Court and facilitates Elder involvement in the Court, including supporting young people and their families (both in court and in detention) and preparing cultural reports for the dedicated Magistrate.	Existing	Part of total CJG funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of

Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system					
Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Domestic and Family Violence
PR 1, 2, 3 and 4	Development of a whole-of-government and community (justice) strategy to address the over-representation of Aboriginal and Torres Strait Islanders in the criminal justice system.	New	To be undertaken within the funding for the FNJU	June 2023	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	Implementation and monitoring of initiatives funded through Local Thriving Communities Social Reinvestment Program, which have been codesigned with local leadership to respond to community priorities such as enhancing youth engagement and support pathways to address youth crime.	Existing	\$825,000 in 2022-2023	June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3 – Transforming Government organisations	Contribute to the Queensland Government’s Youth Justice Multiagency Action Plan for by supporting eligible young people in contact with the youth justice system to access the NDIS and get the supports they need earlier.	Existing	\$5.7 million over 2022-2023	June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Department of Transport and Main Roads					
Indigenous Driver Licensing Program	The <b>Indigenous Driver Licensing Program</b> 's strategic objectives aim to reduce contact with the judicial system due to non-compliant driver licensing or driver behaviours.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
Queensland Health					
	The <b>Navigate Your Health initiative</b> works to address health issues for young people in the Child Protection and Youth Justice systems.	Existing	Within existing resources	2021-2022	Minister for Health and Ambulance Services
	Ensuring Aboriginal and Torres Strait Islander youth in corrective services have access to wrap-around services to support transition back into the community, the <b>Mental Health Transition Service</b> provides post-release support services for Aboriginal and Torres Strait Islander young people experiencing severe and complex mental health issues transitioning from the Brisbane Youth Detention Centre into the community.	Existing	\$0.4 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services
Queensland Police Service					
PR 1 – Formal partnerships and shared decision-making	The purpose of the <b>Justice Policy Partnership</b> is to develop a joined-up approach to Aboriginal and Torres Strait Islander justice policy, with a focus on Outcomes 10 and 11 of the National Agreement, to reduce over-incarceration of Aboriginal and Torres Strait Islander adults and youths. A detailed partnership stocktake template has also been completed for this partnership.	New	Within existing resources	Initially 3 years (2021-2024), to be reviewed before the end of the initial term with a view to	Attorney-General and Minister for Justice, Minister for Women and

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
				being extended or renewed to drive ongoing progress	Minister for the Prevention of Domestic and Family Violence (lead) The Queensland partnership is led by DJAG, with multiple other agencies (including QPS) supporting.
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p><b>Youth Justice Taskforce - Multi-agency panels</b></p> <p>The Youth Justice Taskforce, led jointly by DCYJMA and QPS, has overseen the establishment of 18 intensive multi-agency collaborative panels throughout Queensland. The panels include other agencies relevant to addressing the needs of young offender, such as DJAG, QCS, Education, Health, DSDSATISP, Housing and NGOs.</p> <p>The multi-agency panels provide a holistic approach to address recidivist youth offending, noting a significant proportion of this cohort identify as First Nations children. The panels focus on constructive, realistic, and timely case planning to deliver a coordinated response, including consideration of the cultural needs of the young people in this cohort. The aim of the panels is to reduce recidivism and divert these young people from further engagement in the criminal justice system.</p> <p>There are 18 panels in 16 locations:</p> <ul style="list-style-type: none"> <li>• Cairns</li> <li>• Mareeba (Cassowary Coast and Tablelands)</li> <li>• North Brisbane</li> <li>• South Brisbane (2 panels)</li> <li>• Caboolture (Moreton)</li> <li>• Ipswich</li> <li>• Logan (2 panels)</li> <li>• Gold Coast</li> <li>• Mount Isa</li> <li>• Townsville</li> <li>• Rockhampton</li> <li>• Maryborough/Hervey Bay</li> <li>• Sunshine Coast</li> <li>• Darling Downs (Toowoomba/Roma/Cherbourg)</li> <li>• South West (Rural and Remote)</li> </ul> <p>Mackay (small cohort, panel meets infrequently)</p>	<p>Existing for some districts New for other districts</p>	<p>\$5 million over 4 years and \$1.3 million per annum ongoing (DCYJMA funding)</p> <p>QPS within existing resources</p>	<p>Ongoing</p>	<p>Minister for Police and Corrective Services and Minister for Fire and Emergency Services Minister for Children and Youth Justice and Minister for Multicultural Affairs Panels include other agencies such as: Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence Minister for Police and Corrective Services and Minister for Fire and Emergency Services Minister for Education, Minister for Industrial Relations and</p>

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Minister for Racing Minister for Health and Ambulance Services Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<p><b>PR 1</b>– Formal partnerships and shared decision-making</p>	<p><b>Youth Co-Responder Teams (YCRT)</b>                      Youth Co-Responder Teams (YCRT) were introduced in Queensland in 2020 as part of the Queensland Government’s five point action plan to address youth crime.  <b>First Nations youth make up approximately 58% of the young people engaged by Youth Co-Responder Teams state-wide.</b>                      YCRT are currently located in:</p> <ul style="list-style-type: none"> <li>• Cairns</li> <li>• Townsville</li> <li>• Rockhampton</li> <li>• Brisbane North</li> <li>• Moreton</li> <li>• Logan</li> <li>• Gold Coast</li> <li>• Mackay</li> </ul> <p>YCRT are a joint response between the Queensland Police Service and the Department of Children, Youth Justice and Multicultural Affairs (DCYJMA).                      The YCRT work towards best outcomes for at-risk young people by undertaking activities such as de-escalating and problem solving where groups congregate, transporting young people to safety, connecting with families and support services, exploring diversionary pathways and reducing unnecessary remand.                      To support local community needs, demands and the crime trends of different locations, the approach is tailored to local requirements. The district, in consultation with management from the local DCYJMA, use local intelligence and priorities to guide activities and taskings of YCRT, aligned to available resources.                      The YCRT initiative aims to:</p> <ul style="list-style-type: none"> <li>• proactively engage young people providing them with culturally appropriate prevention and diversion responses (including support from Legal Advocacy and Bail Support Services)</li> <li>• reduce the over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system</li> <li>• facilitate appropriate custodial arrangements</li> </ul>	Existing	<p>QPS funding:                      In 2021-2022 QPS received \$1.24 million for 2 years of funding (2022-2023) for YCRT in:</p> <ul style="list-style-type: none"> <li>• Cairns</li> <li>• Townsville</li> <li>• Mackay</li> <li>• Rockhampton</li> <li>• Moreton</li> <li>• Logan</li> </ul> <p>In 2022 QPS received an additional \$545,000 for YCRT in:</p> <ul style="list-style-type: none"> <li>• Gold Coast</li> <li>• North Brisbane</li> <li>• second car in Townsville</li> </ul> <p><b>Total QPS funding:</b>                      \$1.785 million to June 2023</p>	QPS currently funded until June 2023 in 8 locations	<p>Minister for Police and Corrective Services and Minister Fire and Emergency Services</p> <p>Minister for Children and Youth Justice and Minister for Multicultural Affairs</p>

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<ul style="list-style-type: none"> <li>• monitor and support bail compliance</li> <li>• connect young people and families with tailored community supports and interventions to address the causes of offending</li> <li>• engage cultural and community networks</li> <li>• facilitate information sharing between QPS, DCYJMA other partner agencies and the NGO sector to enable, collaborative, targeted, and culturally appropriate intervention responses.</li> </ul> <p>The YCRT establishes a shared vision and purpose between QPS and DCYJMA. By continuing to build upon the collaborative partnership between QPS, DCYJMA, partner agencies and the NGO sector, strategic and operational considerations include:</p> <ul style="list-style-type: none"> <li>• Increased collaboration and interagency sharing of expertise and knowledge.</li> <li>• An increase in diversionary and cautionary practices.</li> <li>• An increased understanding of police protocols enabling DCYJMA staff to better explain processes to young people and their families in a trauma informed and culturally appropriate way.</li> <li>• Engagement with children and young people outside core business hours.</li> <li>• Support extended to family members.</li> </ul> <p>Though co-responder teams provide services to high-risk youth offenders from all social and cultural backgrounds, Indigenous youth are overrepresented in this cohort.</p> <p>First Nations youth make up approximately 58% of the young people engaged by Youth Co-Responder Teams state-wide.</p>				
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p><b>Community-based Crime Action Committees</b></p> <p>Community-based Crime Action Committees (CBCACs) were introduced in 2020 as part of the Queensland Government's five point action plan to address youth crime.</p> <p><u>CBCACs are currently located in:</u></p> <ul style="list-style-type: none"> <li>• Caboolture</li> <li>• Cairns</li> <li>• Gold Coast</li> <li>• Ipswich</li> <li>• Logan</li> <li>• Mackay</li> <li>• Mount Isa</li> <li>• North Brisbane</li> <li>• Rockhampton</li> <li>• South Brisbane</li> <li>• Toowoomba</li> <li>• Townsville</li> </ul> <p><u>In relation to CBCACs, the QPS has been responsible for:</u></p> <ul style="list-style-type: none"> <li>• The implementation of CBCACs providing a multi-agency, community-based approach to address youth crime; including             <ul style="list-style-type: none"> <li>◦ The establishment of 10 CBCACs and distribution of \$2M in funding in 2020/2021; and</li> <li>◦ Expansion of the CBCAC Program to 12 CBCACs and distribution of \$2.4M in funding in 2021/2022.</li> </ul> </li> </ul> <p><u>Examples of programs funded by CBCACs involving First Nations participants:</u></p> <ul style="list-style-type: none"> <li>• The Walali Bili Mentoring and After-Hours Diversionary Service, Rockhampton at a cost of \$17,510.00 <a href="https://darumbal.org.au/our-programs/walali-bili/">https://darumbal.org.au/our-programs/walali-bili/</a></li> <li>• The Flourish Education – Private Tutoring Program, Gold Coast at a cost of \$4,750.00</li> <li>• The Johnathan Thurston Academy 'You Got This' and 'Lead Like a Girl' Program <a href="https://jtleadlikeagirl.com.au/">https://jtleadlikeagirl.com.au/</a></li> </ul>	Existing	\$2.4 million in 2021-2022 (\$200,000 per CBCAC)	30 June 2022	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible																		
	<table border="1" data-bbox="522 464 1240 732"> <thead> <tr> <th colspan="3" data-bbox="522 464 1240 510">2021-2022 Financial Year (to 12/10/2021)</th> </tr> <tr> <th data-bbox="522 510 765 556">Location</th> <th data-bbox="765 510 1003 556">Program</th> <th data-bbox="1003 510 1240 556">Cost</th> </tr> </thead> <tbody> <tr> <td data-bbox="522 556 765 602">North Brisbane</td> <td data-bbox="765 556 1003 602">You Got This</td> <td data-bbox="1003 556 1240 602">\$22,000</td> </tr> <tr> <td data-bbox="522 602 765 648">Logan</td> <td data-bbox="765 602 1003 648">You Got This</td> <td data-bbox="1003 602 1240 648">\$22,000</td> </tr> <tr> <td data-bbox="522 648 765 695">Logan</td> <td data-bbox="765 648 1003 695">Lead Like a Girl</td> <td data-bbox="1003 648 1240 695">\$22,000</td> </tr> <tr> <td data-bbox="522 695 765 732">Total</td> <td data-bbox="765 695 1003 732"></td> <td data-bbox="1003 695 1240 732">\$66,000</td> </tr> </tbody> </table> <p data-bbox="522 741 1715 842">Resources for further information about CBCACs  <a href="https://statements.qld.gov.au/statements/89510">https://statements.qld.gov.au/statements/89510</a>  <a href="https://mypolice.qld.gov.au/mountisa/2020/12/15/funding-boost-for-community-based-youth-crime-solutions/">https://mypolice.qld.gov.au/mountisa/2020/12/15/funding-boost-for-community-based-youth-crime-solutions/</a></p>	2021-2022 Financial Year (to 12/10/2021)			Location	Program	Cost	North Brisbane	You Got This	\$22,000	Logan	You Got This	\$22,000	Logan	Lead Like a Girl	\$22,000	Total		\$66,000				
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Total		\$66,000																					
Outcome 11 of the National Agreement	<p data-bbox="522 858 893 884"><b>Protected Admissions Scheme</b></p> <p data-bbox="522 894 1792 995">The Protected Admissions Scheme is designed to reduce barriers to youth diversion. Diversion of children from the court system is an important component of reducing recidivism among young people. For a caution or other diversionary option to be offered to a young person, the young person must first:</p> <ol data-bbox="522 1005 1169 1066" style="list-style-type: none"> <li data-bbox="522 1005 1169 1031">1. Admit committing the offence to the police officer and</li> <li data-bbox="522 1041 1169 1066">2. Consent to the caution or other diversionary option.</li> </ol> <p data-bbox="522 1077 1451 1102">If a young person does not admit the offence, diversionary options are not available.</p> <p data-bbox="522 1113 1855 1173">The Protected Admissions Scheme operates where a young person has declined to make an admission, but a caution or other diversionary option is appropriate.</p> <p data-bbox="522 1184 1846 1245"><b>While this group of young offenders may not be large in numbers, anecdotally this group is often made up from Indigenous youth. Indigenous youth are statistically over-represented in the youth justice system.</b></p> <p data-bbox="522 1255 1893 1356">The Protected Admissions scheme allows police (through a legal representative, parent or support person) and a young person to come to an agreement about the young person's eligibility for a court alternative such as a caution or youth justice conference and the use of any admission. The lawyers advising the young person can provide advice to the young person to admit the offence in the confidence that they are acting in the best interests of the young person.</p> <p data-bbox="522 1367 1792 1428">The investigation of an offence by the young person does not change, nor does the cautioning or restorative justice conference schemes.</p> <p data-bbox="522 1438 1884 1518">The Protected Admissions Scheme is designed to remove the potential blockage to cautioning or restorative justice conference options. A protected admission interview allows the young person to make admissions during a police interview, but any admissions made are not admissible in court proceedings.</p> <p data-bbox="522 1528 1519 1554">Disclosures made by a young person in a Protected Admissions interview cannot be used:</p> <ol data-bbox="522 1564 1243 1646" style="list-style-type: none"> <li data-bbox="522 1564 1243 1589">(i) As evidence in a court for offences against the child;</li> <li data-bbox="522 1589 1243 1614">(ii) As evidence in a court for offences against a co-offender; or</li> <li data-bbox="522 1614 1243 1646">(iii) As challenges in a record of interview with co-offenders.</li> </ol> <p data-bbox="522 1656 1715 1682">Note - Introduction of the Protected Admissions Scheme was a key recommendation of the Atkinson Report.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services																		
Outcome 11 of the National Agreement	<p data-bbox="522 1696 1130 1722"><b>Project Booyah, RESPECT, and Framing the Future</b></p> <p data-bbox="522 1732 1863 1877">Project Booyah is a partnership between the Queensland Police Service (QPS) and Police Citizens Youth Club Welfare Association (PCYC). Project Booyah provides a 16-week community inclusive police mentoring program that utilises ABL, leadership skills, decision making, problem solving exercises, resilience training, policing strategies and family inclusive principles to help young people aged 15-17 years to make better life choices! We are a multi-agency project designed to address the needs of identified at risk young people.</p> <p data-bbox="522 1887 1828 1938">Booyah works with local community groups, businesses, Government and NGOs in a common pursuit of reducing and preventing youth crime, and disengagement with the community, education and their family. The mentoring provides</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services																		

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p>pathways for the young person to either reconnect with school, undertake an Apprenticeship or Traineeship (SATs), continue to study via a vocational education and training accredited course, or secure part or full-time employment.</p> <p><u>Project Booyah Eligibility</u>                      A young person who is:</p> <ul style="list-style-type: none"> <li>• 15 - 17 years of age</li> <li>• Disengaged from school</li> <li>• Mild mental health issues</li> <li>• Social isolation</li> <li>• Committing crime</li> <li>• Abusing drugs and/or alcohol Participating in high risk behaviours Family relationship issues</li> </ul> <p>The young person can have some or all of these traits.</p> <p><b><u>RESPECT</u></b>                      At the heart of Project Booyah is the resilience program titled RESPECT and is based on a positive, interpersonal and cognitive behavioural therapy (CBT) approach and it aims to enhance the resilience, self-esteem, anger regression and other key protective factors for at risk youth. RESPECT is underpinned by a strength-based approach that supports the existing strengths and abilities of the young person as opposed to focusing on and staying with the problem or concern. The program aims to support identified disconnected young people to regain a sense of their own self-worth, build resilience and enable them to feel a connection with their local community.</p> <p><u>RESPECT comprises the following sessions:</u></p> <ul style="list-style-type: none"> <li>• Goal Setting</li> <li>• Resilience</li> <li>• Introduction to CBT</li> <li>• Positive Image and Behaviour</li> <li>• Communication Skills</li> <li>• Introduction to Life Skills</li> <li>• Drug and Alcohol Awareness</li> <li>• Problem Solving</li> <li>• CBT</li> <li>• Impulse Control</li> <li>• Anger Management</li> <li>• Conflict Management</li> <li>• Moral Reasoning</li> <li>• Cyber safety</li> <li>• Suicide Prevention</li> <li>• Self Esteem</li> <li>• Healthy Relationships</li> </ul> <p>From a Queensland Police Service perspective, Booyah and more specifically RESPECT, drives innovation and forward thinking whilst skilling our members in youth mentoring, early intervention and community engagement and policing, all of which are seen as being so crucial in driving change and confidence within our community. RESPECT is helping to respond to young people who are overrepresented in our criminal justice system, who are victims of crime and domestic and family violence.</p> <p><b><u>Framing the Future Intent (FTF)</u></b>                      FTF sites directly after the initial 16 week Booyah Program and provides support for a further 18 months, through support. The intent of 'Framing the Future' is to support the other important people in the lives of at-risk young people, their families and significant others. The program is a value add to the parents, siblings and extended families and communities. This program will link families and significant others into vocational courses running across the region such as Skilling Queenslanders for Work and courses run by Job Active providers and link those connected with the young people with vocational skills and/or employment.</p>				

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	<p>In collaboration with DET, the vocational programs on offer have been designed with the purpose of preparing students for work preparation and employment. To ensure their skills correlate with realistic job outcomes, courses in Engineering, Automotive, Construction, Hospitality, and Hair and Beauty have been included.</p> <p><b>RESPECT in schools</b> With the successful creation and establishment of RESPECT in mainstream BOOYAH, RESPECT was adapted for high school students, through dedicated RESPECT facilitators from Booyah. However, as part of a State Government initiative, RESPECT training was rolled out to Regional Police, with over 180 officers trained by June 2022.</p> <p><b>Aboriginal and Torres Strait Islander young people</b> Project Booyah and RESPECT both link strongly to Outcome 11 of the National Agreement on Closing the Gap. Although Project Booyah and RESPECT are not Indigenous-specific programs, certain areas of the state have high participation rates for Aboriginal and Torres Strait Islander young people. <b>For example, from 2019 to 2021, 85% of Project Booyah and RESPECT participants in Cairns and 60% of participants in Townsville were Aboriginal and Torres Strait Islander young people. Currently in Townsville, 100% of participants are Aboriginal and Torres Strait Islander young people.</b> From January 2019 to February 2021, 39% of Project Booyah and RESPECT participants state-wide were Aboriginal and Torres Strait Islander young people. Further information on Project Booyah and RESPECT: <a href="https://projectbooyah.com.au/">https://projectbooyah.com.au/</a></p>				
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p>The <b>Respected Persons Youth Cautioning (Townsville First Nations Trial)</b> is a partnership between QPS Townsville District (operational officers) and Townsville Justice Group.</p> <p>The partnership co-delivers youth cautions to support Outcome 11 of the National Agreement.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p>The <b>Elders Cautioning Program</b> in Rockhampton is a partnership between QPS and Darumbal Community Youth Service. Darumbal Community Youth Service Inc. is liaising with the Queensland Police Service and Aboriginal and Torres Strait Islander Elders to support young people within the community facing Youth Justice interventions. Participants will be connected with a suitable Elder who will administer a caution in a culturally safe way. An Elders Caution is a formal warning given instead of charging the young person.</p> <p>In order for a caution to be given the participant must:</p> <ol style="list-style-type: none"> <li>1. admit to committing the offence, and</li> <li>2. agree to be given a caution.</li> </ol> <p>The Elders Cautioning Program is a program that targets those offenders aged between 10-17 years of age. It is aimed to divert young people away from further offending and contact with the Youth Justice system.</p> <p>Cautioning was interrupted in 2021-2022 (due mainly to concerns about Elders' health due to COVID) but the partnership remains in place, and it is hoped that cautions will increase over 2022-2023.</p> <p>A detailed partnership stocktake has not been provided for this partnership, as First Nations partners are yet to provide input to the partnership assessment.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p>QPS and Sunshine Coast Police-Citizens Youth Club (PCYC) work in partnership with <b>Sunshine Coast First Nations Network Group (SC1NG)</b> to support Outcome 11 of the National Agreement.</p> <p>SC1NG was a strong advocate for the introduction of Police Liaison Officers (PLOs) to the Sunshine Coast Police District, with SC1NG's vision for this role to be "our 'deadly champion' for a SAFER community". Two PLO positions have been allocated to the Sunshine Coast District and these officers will contribute to developing relationships and awareness. One element of their duties within the Sunshine Coast will be to work within the PCYC programs to further develop the partnership through cultural engagement.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p>The partnership with SC1NG improves community access to policing services and utilises PLO positions to liaise with culturally specific communities (particularly First Nations communities) to assist in prevention strategies and foster cooperation and understanding.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>				
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p>The annual <b>QPS First Nations Mayor’s Summit</b> contributes to Outcome 11. For example, an action item from the 2021 summit was for policy setting around the QPS Youth Justice Taskforce.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing – annual event	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR 1</b> – Formal partnerships and shared decision-making</p>	<p>As per 15.1</p> <p>The <b>QPS donation of two decommissioned vehicles to Woorabinda Aboriginal Shire Council (WASC)</b> supports Outcome 11 by helping Council to introduce the ‘Redbank’ Junior Ranger Program, which will help divert local young people from anti-social behaviour.</p> <p>A detailed partnership stocktake has not been completed for this partnership in 2021-2022, because further work is needed to complete a joint partnership assessment that involves Woorabinda Aboriginal Shire Council as equals in the assessment process.</p>	Working relationship between QPS and WASC is existing and ongoing. Donation of two vehicles is a new initiative in 2022.	Funding of policing services in Woorabinda is within existing resources and ongoing. Donation of two decommissioned QPS vehicles is one-off and completed.	Police services: ongoing. Vehicle donations: one-off event (complete)	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p>Outcome 11 of the National Agreement</p>	<p><b>PCYC Indigenous Programs</b></p> <p>Police-Citizens Youth Clubs (PCYC) Queensland runs six Indigenous focused clubs. A QPS police officer manages each facility and runs programs for local Aboriginal and Torres Strait Islander young people. Programs are varied and can include sports and fitness, art, computer skills, career development, daily drop-ins, school holiday programs, leadership skills, breakfast club, discos, and community events. Programs are provided in safe environments with the focus on helping young people develop their potential.</p> <p>The clubs are:</p> <ul style="list-style-type: none"> <li>• PCYC Aurukun</li> <li>• PCYC Mornington Island</li> <li>• PCYC Napranum</li> <li>• PCYC Palm Island</li> <li>• PCYC Yarrabah</li> <li>• PCYC Woorabinda</li> </ul> <p>Additional information: <a href="https://www.pcyq.org.au/youth-and-community/indigenous-programs/">https://www.pcyq.org.au/youth-and-community/indigenous-programs/</a></p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

**Target 12:** By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children (0-17 years) in out-of-home care by 45 per cent

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Children, Youth Justice and Multicultural Affairs					
PR 1 and 4	The <b>Queensland First Children and Families Board</b> continues to provide oversight to the Our Way strategy which drives DCYJMA contribution to SOE12 – reducing overrepresentation. DCYJMA will provide a regular performance report to the board which includes datasets which enable the monitoring of progress towards key Our Way targets. These reports will include time series information in graphics, disaggregation by region and Aboriginal and Torres Strait Islander status, as well as information regarding actions underway to improve performance.	Changed	Within existing resources	2037	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 2	<b>The Our Way strategy and Changing Tracks action plans</b> provide a foundation for DCYJMA to continue addressing the drivers of the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system through coalitions at intake; continued implementation of delegated authority; and transition of funding to Aboriginal and Torres Strait Islander organisations. <i>The Our Way Strategic Interagency Partnership</i> has also been established to improve cross government collaboration to address the broad range of causal factors which lead to families' interaction with the child protection system.	Existing	Within existing resources	2037	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1 and 2	<b>Co-design the Breaking Cycles 2023-2025 action plan</b> with an increased focus on community-identified actions. A joint project team has been established between DCYJMA and Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) to lead the co-design of the next phase of Our Way. Significant consultation across government, the sector and 20 communities in Queensland will be undertaken to inform priority actions which contribute for the next action plan, to be launched in 2023.	New	Within existing resources	December 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR2	The <b>Aboriginal and Torres Strait Islander Family Wellbeing Services (FWS)</b> continue to support Aboriginal and Torres Strait Islander families to enhance their capacity to care for and nurture their children, contributing to positive home environments that support the development of children. An evaluation of the FWS program, <i>Final Report Aboriginal and Torres Strait Islander Family Wellbeing Services Evaluation</i> , has found almost all (93 per cent) of children and families who participated in FWS and had a case closed with all or majority of their needs met, required no further investigation by child protection within six months.	Existing	Funding of \$42.1 million per annum is allocated to the Aboriginal and Torres Strait Islander community-controlled services across the state.	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 2 and 3	<b>The Evaluation of Our Way: Changing Tracks</b> continues and will examine the impacts and outcomes achieved under the first phase of the <i>Our Way</i> strategy, the findings of which will inform development of future action plans, and includes: <ul style="list-style-type: none"> <li>establishing a baseline and examining early indicators of progress of the Our Way strategy to ascertain if the policy settings are beginning to shift to realise the long-term goals and vision of Our Way, and</li> <li>a final outcomes evaluation of the Changing Tracks phase of Our Way, along with a revised evaluation framework and plan to inform future monitoring, reporting and evaluation priorities for Our Way.</li> <li>Extensive consultation has occurred with community, the Aboriginal and Torres Strait Islander community-controlled sector and government to inform the evaluation findings.</li> <li>Information collected aims to highlight the experiences and community perspectives of Aboriginal and Torres Strait Islander children, families and communities and how they are faring in key wellbeing domains.</li> </ul>	Existing	\$0.6 million over four years	Late 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 3	<b>Implementation of the Wellbeing Outcomes Framework for Aboriginal and Torres Strait Islander Children and Young People</b> in Queensland to inform government investment, policies, programs and services.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1 and 3	DCYJMA continues to <b>implement and embed Aboriginal and Torres Strait Islander family led decision making</b> to enhance Aboriginal and Torres Strait Islander self-determination and ensure that Aboriginal and Torres Strait Islander children and families are involved in all decisions across the child protection system that affect them.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for

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

**Target 12:** By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children (0-17 years) in out-of-home care by 45 per cent

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Multicultural Affairs
PR 1 and 2	Partner with QATSICPP to develop and implement an <b>Aboriginal and Torres Strait Islander Kinship program</b> , inclusive of relevant services, that: <ul style="list-style-type: none"> <li>connect children in care with kin and culture.</li> <li>enable and support kin to care for children to prevent ongoing statutory intervention.</li> <li>enable children who require ongoing statutory intervention to be cared for by kin wherever possible and safe to do so.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1, 2 and 3	In partnership with two Aboriginal and Torres Strait Islander entities on the Sunshine Coast and Central Queensland, <b>continue to implement Delegated Authority</b> for a child through the transfer of powers and functions of the Chief Executive of the Department to the CEO of an Aboriginal and Torres Strait Islander entity.	Existing	\$1.8 million	30 June 2023	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1, 2 and 3	DCYJMA has partnered with QATSICPP to develop a <b>blueprint for the state-wide implementation of delegated authority</b> . The blueprint will leverage implementation lessons from Central Queensland & Sunshine Coast region, action research led by QATSICPP, sector readiness work, and the experiences of other jurisdictions in implementing delegated authority.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1 and 2	<b>The Family Participation Program</b> supports Aboriginal and Torres Strait Islander families to lead decision making when they come into contact with the child protection system. The services facilitate family-led decision-making and less structured forms of support to give effect to the principle of self-determination.	Existing	\$14.2 million	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 1 and 3	<b>Implement the Queensland Aboriginal and Torres Strait Islander healing strategy in DCYJMA</b> to address the impact of intergenerational trauma, grief and loss, violence and abuse. DCYJMA continues to work closely with the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships to ensure alignment between healing strategy implementation and the Truth Telling and Healing priority areas of Path to Treaty.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 3	<b>Embed active efforts</b> to implement and give full effect to all five elements of the <b>Aboriginal and Torres Strait Islander Child Placement Principle</b> across the five system elements of the family support system (legislation, policy, programs, processes and practice). <b>Unify</b> – new, contemporary and coordinated case management system for vulnerable children, young people and families will include application of the Aboriginal and Torres Strait Islander Child Placement Principles through system design, development and implementation.	Changed	Within existing resources	This action is throughout all stages of the Unify Program through to December 2024	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 2	<b>Continue and expand investment in the Aboriginal and Torres Strait Islander community-controlled sector to deliver culturally sound responses</b> to the needs of Aboriginal and Torres Strait Islander children and families	Existing	\$67.5 million in 2021-2022	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
PR 3	A collaborative partnership between Child Safety, Griffith University and QATSICPP is underway to <b>review the Family Risk Evaluation tool</b> as it relates to risk assessment and decision-making for Aboriginal and Torres Strait Islander children and families.	Existing	Within existing resources	July 2022	Minister for Children and Youth Justice and Minister for

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

**Target 12:** By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children (0-17 years) in out-of-home care by 45 per cent

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
					Multicultural Affairs
<b>PR 3</b>	An <b>Intake Reform Project</b> which includes a focus on responses for Aboriginal and Torres Strait Islander children and families across the intake service delivery system.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	The Family Responsibilities Commission (FRC) addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by improving child and maternal health care, supporting good parenting and care through early intervention. The FRC receives notifications for child safety and welfare matters in the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

Outcome 13: Aboriginal and Torres Strait Islander families and households are safe					
Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Justice and Attorney-General					
PR 1-3	<p><u>Queensland's framework for action—Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence (PDF)</u> (the framework)</p> <ul style="list-style-type: none"> <li>• Strategy 1 – working in partnerships with Aboriginal and Torres Strait Islander people</li> <li>• Strategy 2 – deliver wrap-around services that stress and trauma-informed</li> <li>• Strategy 3 – engage Aboriginal and Torres Strait Islander community-controlled organisations</li> <li>• Strategy 4 – monitoring and evaluation</li> </ul>	Existing, with new actions under development 2022-onwards	Within existing resources	2022-2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
PR 1, 2 and 3	The <b>CJG Domestic and Family Violence (DFV) Enhancement Program</b> aims to build the capacity of CJGs in 18 discrete Aboriginal and Torres Strait Islander communities to respond effectively to Domestic and Family Violence through local responses developed through a co-design process.	Existing	2016-2017 Budget \$11 million over four years with \$3.5 million per annum ongoing.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
PR 1 – Partnership and shared decision-making PR 2 – Building the community-controlled sector	CJGs in four <b>Specialist Domestic and Family Violence Courts</b> (Beenleigh, Townsville, Mount Isa and Palm Island) provide culturally appropriate support for people involved in proceedings.	Existing	Part of total CJG funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	<p>The Family Responsibilities Commission (FRC) addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by addressing the problem of violence, alcohol, criminal and anti-social behaviours.</p> <p>The FRC also receives notifications for Domestic and Family Violence orders and breaches in the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments	Memorandum of Understanding to 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1 – Formal partnerships and shared decision-making	<p>Queensland is contributing to actions and initiatives under the <i>National Plan to Respond to the Abuse of Older People (Elder Abuse) 2019-2023</i> and its five target areas:</p> <ul style="list-style-type: none"> <li>• Build our understanding of abuse of older people, so we can better target our responses</li> <li>• Build community awareness to create the momentum for change</li> <li>• Continue to strengthen our service responses</li> <li>• Help people better plan for their future</li> <li>• Strengthen safeguards for vulnerable older people.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
PR1 – Formal partnerships and shared decision-making	The Queensland Government is committed to preventing and responding to elder abuse and raising awareness of this issue in our communities. Budget 2022-2023 announces a \$2.845 million annual increase in funding for the Seniors Legal and Support Service as part of significant ongoing investment of \$7.7 million (in 2022-2023) for elder abuse awareness, prevention and intervention. Seniors Legal and Support Services will be extended to Logan/Beaudesert, Ipswich and Moreton Bay – North areas. Outreach services will target the Outback and the Torres and Cape region to address elder abuse in areas where there are currently no services available. This is expected to benefit First Nations seniors. Increased funding will ensure that all older Queenslanders, including senior First Nations people, will have equitable access to these important services.	New	\$2.845 million per annum	Commencing in 2022-2023 and ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Queensland Police Service					
PR1 – Formal partnerships and shared decision-making	The purpose of the <b>Justice Policy Partnership</b> (JPP) is to develop a joined-up approach to Aboriginal and Torres Strait Islander justice policy, with a focus on Outcomes 10 and 11 of the National Agreement, to reduce over-incarceration of Aboriginal and Torres Strait Islander adults and youths. A key focus for the JPP for the next period is the co-design of a whole-of-government community justice strategy, which is consistent with, and will also deliver on Recommendation 1 of the first report of the Women’s Safety and Justice Taskforce. A detailed partnership stocktake template has also been completed for this partnership.	New	Within existing resources	Initially 3 years (2021-2024), to be reviewed before the end of the initial term with a view to being extended or renewed to drive ongoing progress	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence (lead)  The Queensland partnership is led by DJAG, with multiple other agencies (including QPS) supporting.
PR3 – Transforming Government Organisations	Implementation of recommendations from Report 1 of the <b>Women’s Safety and Justice Taskforce</b> . QPS is lead agency for implementation of Recommendations 31, 32, 33, 34, 35, 36, and 61 from Report 1. QPS is co-lead agency with the Department of Justice and Attorney-General (DJAG) for Recommendation 83, and co-lead with DJAG and Legal Aid Queensland for Recommendation 41. QPS is also a support agency for implementation or otherwise impacted by a number of other Recommendations from Report 1.	New	\$363 million funding package announced to support the implementation of all WSJTF recommend-dations (across all agencies)	Phased approach over four years (2022-2023 to 2025-2026)	Minister for Police and Corrective Services and Minister for Fire and Emergency Services  Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence  Multiple other agencies

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<p><b>PR3</b> – Transforming Government Organisations</p>	<p><b>High Risk Teams</b> provide integrated, culturally appropriate responses to victims and children of Domestic and Family Violence (DFV) at high risk of harm or lethality.</p> <p>High Risk Teams are a core component of Queensland's Integrated Service Response and operate in eight (8) locations across Queensland (Logan/Beenleigh, Mount Isa/Gulf, Cherbourg, Brisbane, Ipswich, Cairns, Mackay and Caboolture).</p> <p>Each High Risk Team has a Coordinator from a specialist non-government DFV service and comprises representatives from government agencies such as Queensland Police Service, Department of Health, Queensland Courts, Queensland Corrective Services, Department of Housing and Public Works, and Department of Children, Youth Justice and Multicultural Affairs (Child Safety Services). Recognised Entities (Aboriginal and Torres Strait Islander organisations funded by Child Safety Services to provide culturally appropriate and family advice regarding Aboriginal and Torres Strait Islander children) are also invited to attend the HRT to assist with cases involving First Nations people.</p> <p>The responsibility of the QPS High Risk Teams is to coordinate QPS identified high risk DFV referrals into the multi-agency HRT; provide QPS held information on non-QPS referrals and coordinate any QPS actions arising from developed safety plans.</p> <p>QPS High Risk Teams respond to DFV across all areas of Queensland society and all cultural identities, however it is noted that a significant proportion of this cohort identify as Aboriginal or Torres Strait Islander persons.</p>	Existing	Within existing resources	Ongoing	<p>Minister for Police and Corrective Services and Minister for Fire and Emergency Services</p> <p>Multiple other agencies</p>
<p><b>PR1</b> – Formal partnerships and shared decision-making</p>	<p>The annual <b>QPS First Nations Mayor's Summit</b> contributes to Outcome 13. For example, an action item from the 2021 summit was for local QPS Domestic and Family Violence (DFV) Plans to be completed in collaboration with the Mayors.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing (annual event)	<p>Minister for Police and Corrective Services and Minister for Fire and Emergency Services</p>

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
	Implementation and monitoring of initiatives funded through Local Thriving Communities Social and Emotional Wellbeing Program, which have been codesigned with local leadership to improve mental health and social and emotional wellbeing outcomes, respond to substance misuse, and reduce rates of suicide in Aboriginal and Torres Strait Islander communities.	Existing	Within existing resources	June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Queensland Health					
	The <b>First Nations health equity reform agenda</b> .	Existing	No	Ongoing	Minister for Health and Ambulance Services
<a href="https://www.qmhc.qld.gov.au/sites/default/files/every_life_the_queensland_suicide_prevention_plan_2019-2029_web.pdf">https://www.qmhc.qld.gov.au/sites/default/files/every_life_the_queensland_suicide_prevention_plan_2019-2029_web.pdf</a>	The <b>burden of disease and injury in Queensland's Aboriginal and Torres Strait Islander people 2017 report</b> highlighted that mental health disorders were the leading contributor to the burden of disease in Aboriginal peoples and Torres Strait Islander peoples in 2011, accounting for 20 per cent of the total burden. It further highlights that Aboriginal and Torres Strait Islander Queenslanders experience higher rates of psychological distress, mental disorders, assault and suicide than other Queenslanders. As such, efforts under the <b>Making Tracks Investment Strategy</b> to improve mental health outcomes and support First Nations peoples with mental illness is a key area of focus across the life course and in all five priority areas. Building on effort under the <i>Making Tracks Investment Strategy 2018-2021</i> , actions to address First Nations peoples' social and emotional wellbeing, mental health and suicide will continue to be a priority, with targeted effort for Aboriginal peoples and Torres Strait Islander peoples under the <b>Better Care Together: a plan for Queensland's state-funded mental health, alcohol and other drug services to 2027</b> and <b>Every life: The Queensland Suicide Prevention Plan deliverables under the Interim Investment Strategy 2021-2022</b> .	New (proceeding expired strategy)	Yes	2021-2022	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability">https://www.health.qld.gov.au/public-health/groups/atsihealth/cultural-capability</a>	The <b>Aboriginal and Torres Strait Islander Cultural Practice Program</b> provides data and information to staff regarding the health status of children and young people in the Queensland health system.	Existing	\$3.4 million in 2022-2023	To 2033	Minister for Health and Ambulance Services
<a href="https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy">https://www.health.qld.gov.au/system-governance/strategic-direction/plans/health-workforce-strategy</a>	The <b>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</b> .	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
	Continue funding <b>Aboriginal and Torres Strait Islander Mental Health Liaison Officer</b> positions.	Existing	\$750,000 ongoing	Ongoing	Minister for Health and Ambulance Services
	Continue the provision of the <b>Specialist Mental Health Community Support Services (social and emotional wellbeing and mental health) program</b> .	Existing	\$2.6 million per annum	Ongoing	Minister for Health and Ambulance Services
	Ensuring Aboriginal and Torres Strait Islander youth in corrective services have access to wrap-around services to support transition back into the community, the <b>Mental Health Transition Service</b> provides post-release support services for Aboriginal and Torres Strait Islander young people experiencing severe and complex mental health issues transitioning from the Brisbane Youth Detention Centre into the community.	Existing	\$0.4 million in 2022-2023	2022-2023	Minister for Health and Ambulance Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	Providing <b>mental health coordination services</b> in Townsville and Brisbane to increase support and service coordination for young Aboriginal peoples and Torres Strait Islander peoples with complex mental health needs to transition from hospital back to community.	Existing	\$0.26 million in 2021-2022	2021-2022	Minister for Health and Ambulance Services
	The government is implementing universal aftercare for people with suicidality supported by strong local partnerships between Queensland Health, Primary Health Networks, community service providers and community-controlled health organisations which deliver integrated care pathways for First Nations people.	New	Queensland Govt \$39.3 million over four years Commonwealth \$39.3 million over four years	Full implementation of universal aftercare by 2023-2024	Minister for Health and Ambulance Services
Queensland Police Service					
<p><b>PR1</b> – Formal partnerships and shared decision-making</p> <p><b>PR2</b> – Building the community-controlled sector</p>	<p>The annual <b>QPS First Nations Mayor's Summit</b> contributes to Outcome 14. For example, an action item from the 2021 summit was for QPS to send information about culturally appropriate referral services to the Mayors. 43 service providers were identified as specifically for First Nations peoples. This information was provided to the Mayors, along with additional information about the process to become a service provider for the QPS Referral System, with specific advice given about local community-driven programs.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing – annual event	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR3</b> – Transforming Government Organisations</p>	<p><b>Yarrie Yarns</b> is a social media project led by QPS in partnership with the Yarrabah Shire Council and Wugu Nyambil Employment Services. Yarrie Yarns shares First Nations stories, otherwise known as yarns, to inspire, motivate, educate, empower and promote reconciliation.</p> <p>The project commenced in Yarrabah in 2017 to celebrate the community, people, culture and the connections throughout Australia whilst highlighting achievements, opportunities, reconciliation, challenges and issues. It initially began to combat the negative portrayal of the community and to foster a sense of empowerment for the community. Throughout 2020 and 2021, Yarrie Yarns promoted a series of 250 yarns for 250 years of reconciliation in Australia where achievements, culture, communities, connections and reconciliation were highlighted and celebrated. Yarrie Yarns recently won the <b>2022 Premier's Reconciliation Award</b> and the <b>2022 Queensland Reconciliation Award (Partnership category)</b>.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR3</b> – Transforming Government Organisations</p>	<p><b>Reconciliation Through Sport – Townsville</b> supports Outcome 14 by facilitating grassroots reconciliation between members of the Queensland Police Service and First Nations communities, helping to build relationships and support Aboriginal and Torres Strait Islander cultures.</p> <p>Reconciliation Through Sport - Townsville recently won a <b>Highly Commended</b> award at the <b>2022 Queensland Reconciliation Awards (Partnership category)</b>.</p> <p>A detailed partnership stocktake template has also been completed for this partnership.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<p><b>PR3</b> – Transforming Government Organisations</p>	<p><b>Queensland Police Service First Nations Network</b> supports Outcome 14 by supporting inclusion of Aboriginal and Torres Strait Islander QPS employees and respect for First Nations culture within the QPS.</p> <p>The Network is open to QPS personnel, is organisationally inward-facing and assists both QPS personnel and the Service.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters					
Target 15A: By 2030, a 15 per cent increase in Australia's land mass subject to Aboriginal and Torres Strait Islander people's legal rights or interests					
Target 15B: By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the sea					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Environment and Science					
	Working with Traditional Owners on Cape York Peninsula to transfer land to Aboriginal ownership and create jointly managed national park (Cape York Peninsula Aboriginal land) through the agreement of an Indigenous Land Use Agreements and Indigenous Management Agreements. This means that the Aboriginal corporation owns the land and have legal access to practice culture, reconnect with Country and use land ownership to kick start economic opportunities. To date 3.86 million hectares of land has been transferred to Aboriginal ownership as a result of this Program.	Changed	\$31.8 million over three years	Funded to 2025-2026	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
	Partnering with Aboriginal and Torres Strait Islander people to undertake <b>protected area management planning</b> . Planning instruments are being co-designed with Aboriginal and Torres Strait Islander peoples, to ensure that ongoing commitments and cultural obligations form a strong part of managing protected areas.	Changed	Within existing resources	Ongoing annual program	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
Department of Resources					
	<u>2021 Plan content reviewed (pp 39-40)</u> The Queensland Government acknowledges that Aboriginal peoples and Torres Strait Islander peoples have a deep cultural connection to their lands and waters, and that the knowledge and cultural values of Traditional Owners needs to be maintained and enhanced. Queensland's Land Rights legislation, the <i>Aboriginal Land Act 1991</i> and <i>Torres Strait Islander Land Act 1991</i> , provides for the grant of inalienable (cannot be sold) freehold land to be held in trust for the benefit of Aboriginal peoples and Torres Strait Islander peoples. Since enactment of these Acts approximately 6.64 million hectares have been granted. Queensland remains committed to recognising native title where it continues to exist and where the requirements of the Commonwealth's <i>Native Title Act 1993</i> can be met. Queensland continues to lead other Australian jurisdictions in the settlement of native title claims.		Within existing resources		Minister for Resources
	The Queensland Government is continuing to promote <b>Native Title Consent determinations</b> across Queensland and, wherever possible, to resolve native title claims through agreement between parties. The Department of Resources is committed to supporting Traditional Owners' rights and interests in land and land management by resolving native title claims and granting Aboriginal and Torres Strait Islander freehold.	Existing	Within existing resources	Ongoing	Minister for Resources
	Natural Resource Investment Program specifically fosters partnerships with First Nation Queenslanders by promoting project collaboration, delivery and capacity building. The Natural Resource Investment Program principles specifically involve partnerships with traditional owner groups: <ul style="list-style-type: none"> <li>• Collaboration – the Program provides a framework that promotes effective collaboration between landholders, communities, First Nations Queenslanders, delivery partners, stakeholders and agencies, to harness the knowledge and energy of people committed to building resilient natural landscapes</li> <li>• DoR partners with others, such as Natural Resource Management regional bodies to build the capacity of Aboriginal peoples and Torres Strait Islander peoples to conduct land maintenance activities on state land, with First Nations peoples successfully providing future contracted services to the department and other parties.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Resources
Queensland Police Service					
<b>PR1</b> – Formal partnerships and shared decision-making	The <b>QPS and Woorabinda Aboriginal Shire Council</b> (WASC) work together on an ongoing basis to build community resilience and capability and improve community safety and harmony through locally inspired initiatives. For example, in April 2022 QPS donated two decommissioned four-wheel drive vehicles to WASC to support Council introducing the 'Redbank' Junior Ranger Program. The Junior Ranger program will provide opportunities for local young people to gain qualifications	Working relationship between QPS and WASC is	Funding of policing services in Woorabinda is within existing	Police services: ongoing. Vehicle donations: one-off event (complete)	Minister for Police and Corrective Services and Minister for Fire

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

**Target 15A:** By 2030, a 15 per cent increase in Australia's land mass subject to Aboriginal and Torres Strait Islander people's legal rights or interests

**Target 15B:** By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the sea

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p>and employment pathways, learn Indigenous language and culture, care for their land and divert them from anti-social behaviour.</p> <p>Ministerial media statement: <a href="https://statements.qld.gov.au/statements/94897#:~:text=In%20collaboration%20with%20PCYC%2C%20WASC,care%2C%20and%20divert%20them%20from">https://statements.qld.gov.au/statements/94897#:~:text=In%20collaboration%20with%20PCYC%2C%20WASC,care%2C%20and%20divert%20them%20from</a></p> <p><u>Supporting information</u></p> <p>WASC has an existing (adult) Ranger program: <a href="https://www.qld.gov.au/environment/plants-animals/conservation/community/land-sea-rangers/locations/woorabinda">https://www.qld.gov.au/environment/plants-animals/conservation/community/land-sea-rangers/locations/woorabinda</a></p> <p>Vehicles donated by the QPS will support WASC to introduce a Junior Ranger program. Junior Ranger information: <a href="https://www.qld.gov.au/environment/plants-animals/conservation/community/land-sea-rangers/junior-rangers">https://www.qld.gov.au/environment/plants-animals/conservation/community/land-sea-rangers/junior-rangers</a></p> <p>A detailed partnership stocktake has not been completed for this partnership in 2021-2022, because further work is needed to complete a joint partnership assessment that involves Woorabinda Aboriginal Shire Council as equals in the assessment process.</p>	<p>existing and ongoing.</p> <p>Donation of two vehicles is a new initiative in 2022.</p>	<p>resources and ongoing.</p> <p>Donation of two decommissioned QPS vehicles is one-off and completed.</p>		<p>and Emergency Services</p>

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Communities, Housing and Digital Economy					
	Through the implementation of the <i>Grow 2022-2026</i> , the second action plan for <i>Creative Together 2020-2030: A 10-Year Roadmap for arts, culture and creativity in Queensland</i> will deliver against the key priority to elevate First Nations arts by: <ul style="list-style-type: none"> <li>• leading a whole-of-Government approach to supporting employment and building ethical distribution pipelines to grow First Nations arts</li> <li>• enabling First Nations community-led approaches to supporting local thriving arts and cultural communities</li> <li>• supporting First Nations-led programming and activation of cultural infrastructure and events</li> <li>• strengthening First Nations creative businesses and ensuring sector growth to meet current and future demand.</li> <li>• supporting employment and career development for First Nations arts and cultural workers</li> </ul>	Existing, changed and new	\$12.6 million BIA funding over four years (2019-2020 to 2022-2023) – reform piece.  Additional funding to be allocated from the new investment of \$50 million over four-years for <i>Grow 2022-2026</i>	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	QSA <i>First Nations First 2022–2025</i> – Language promotion and preservation	Changed	From within existing resources	2022-2025	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	Continue the First Nations Arts and Cultures Panel to lead strategy and guide investment in Aboriginal and Torres Strait Islander arts, cultures and heritage.  Embed Aboriginal and Torres Strait Islander peoples’ leadership in arts and cultural policy and investment decision making.	Existing	From within existing budget	2022-2025	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
	Implement and review the Cultural Engagement Framework to increase arts and cultural sector’s respectful engagement with First Nations arts, cultures and communities	New	Within existing budget	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
Department of Education					
<b>PR1 and PR3</b> – through co-designing language programs with community that support the continuation and revitalisation of Aboriginal and Torres Strait Islander languages, histories, cultures and knowledge.	Continuing to support schools to develop and deliver Aboriginal language programs and Torres Strait Islander language programs in collaboration with their local communities with a goal of working towards implementing these programs into the Australian Curriculum <i>Framework for Aboriginal languages and Torres Strait Islander languages</i> by: <ul style="list-style-type: none"> <li>• providing internal language grants (First Nations Languages Program),</li> <li>• developing a departmental Indigenous Cultural and Intellectual Property Protocol (ICIP Protocol) for the teaching Aboriginal Languages and Torres Strait Islander Languages in Queensland state schools,</li> <li>• developing a departmental Culture and Knowledge Remuneration Framework, and</li> <li>• building the capacity of language teachers through the engagement of an Indigenous owned Registered Training Organisation to develop language teacher training Cert II, III, IV courses.</li> </ul>	Existing	\$200,000 for internal language grants \$85,000 for the ICIP Protocol and Remuneration Framework \$300,000 for training	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
Department of Resources					
	<u>Indigenous Language - Place Names Scoping Exercise</u> Department of Resources is, in conjunction with Central Queensland Language Centre, First Languages Australia, undertaking a scoping exercise, using a real example, on protocols for the Department to follow for the collection and entry of Indigenous place names materials into public databases. Central Queensland Language Centre will lead the project.	New	Within existing resources	Not finalised – 2022-2023	Minister for Resources

Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing					
Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken					
Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing	Strengthen, acknowledge, maintain and increase accessibility for all Queenslanders to Aboriginal and Torres Strait Islander languages, through the implementation of the <i>Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy, First Action Plan 2020-2022</i> . Supporting a range of activities across Queensland through the annual Queensland Government Indigenous Languages Grants 2020 program. Jointly funded and implemented by DSDSATSIP and the Department of Education.	Existing	\$153,000  \$50,000 (DSDSATSIP contribution) \$100,000 (Department of Education contribution in 2020) \$200,000 (Department of Education contribution in 2021)	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships  Minister for Education, Minister for Industrial Relations and Minister for Racing
Department of the Premier and Cabinet					
	Brisbane 2032 is to provide opportunities to honour, embrace and showcase the rich and ancient cultural history of the earth's two oldest living cultures, our First Nations people, to the world.	New	From within existing resources	Ongoing	Premier and Minister for the Olympics
Queensland Curriculum and Assessment Authority					
<b>PR1 and PR3</b> – involving Aboriginal and Torres Strait Islander educators and community in the design of the syllabuses that support the promotion of their histories, cultures and languages.	Continuing to promote the study of Aboriginal and Torres Strait Islander histories, cultures and languages through the Aboriginal and Torres Strait Islander Languages and Aboriginal and Torres Strait Islander Studies syllabuses, and the Ancient History and Modern History syllabuses which include opportunities for students to study complementary units.	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>PR3</b> – assisting schools to embed the Aboriginal and Torres Strait Islander Histories and Cultures CCP within P–10 curriculum and assessment.	Providing professional learning and resources that show the value of the Aboriginal and Torres Strait Islander Histories and Culture cross-curriculum priority (CCP) within the Australian Curriculum and how schools may effectively embed this CCP within P–10 curriculum and assessment programs.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
Queensland Police Service					
<b>PR1</b> – Formal partnerships and shared decision-making	As per 15.1 The <b>QPS donation of two decommissioned vehicles to Woorabinda Aboriginal Shire Council (WASC)</b> supports Outcome 16 by helping Council to introduce the 'Redbank' Junior Ranger Program, which will provide opportunities for local young people to learn Indigenous language and culture. A detailed partnership stocktake has not been completed for this partnership in 2021-2022, because further work is needed to complete a joint partnership assessment that involves Woorabinda Aboriginal Shire Council as equals in the assessment process.	Working relationship between QPS and WASC is existing and ongoing. Donation of two vehicles is a new initiative in 2022.	Funding of policing services in Woorabinda is within existing resources and ongoing. Donation of two decommissioned QPS vehicles is one-off and completed.	Police services: ongoing. Vehicle donations: one-off event (complete)	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
<p><b>PR3 – Transforming government organisations</b></p>	<p><b>Police Liaison Officers (PLOs) and Torres Strait Islander Police Liaison Officers (TSIPLOs)</b></p> <p>Police Liaison Officers (PLOs) are employed by the Queensland Police Service to establish and maintain a positive rapport between culturally specific communities and the QPS. The role of Police Liaison Officers is to promote trust and understanding by assisting the community and police to:</p> <ul style="list-style-type: none"> <li>• reduce and prevent crime</li> <li>• divert people from the criminal justice system</li> <li>• advise and educate police officers on culture and cultural issues, and</li> <li>• improve community knowledge of law and order issues and policing services.</li> </ul> <p>The specialist 'liaison role' performed by a Police Liaison Officer does not require powers of a police officer. However, they may be called upon to assist police officers with law enforcement tasks in certain circumstances. Police Liaison Officers have a duty to:</p> <ul style="list-style-type: none"> <li>• Liaise with culturally specific communities to foster co-operation and understanding</li> <li>• Advise police officers on the cultural beliefs, needs and protocols of the community in which they work</li> <li>• Identify potential crime or disorder problems in the community and advise and assist in prevention strategies</li> <li>• Establish and maintain communication between the community and police</li> <li>• Improve community access to policing services and refer to other services where necessary.</li> </ul> <p>These activities assist the Queensland Police Service to be more effective by improving client services, preventing or reducing crime and maintaining community partnerships. Importantly, the PLO and TSIPLO program also supports respect for and preservation of local Aboriginal and Torres Strait Islander cultures and languages.</p>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Department of Communities, Housing and Digital Economy					
	DCHDE will continue to deliver initiatives that promote digital access, affordability, and ability, so that everyone can enjoy the economic and social benefits of a digitally enabled economy. This includes improving digital opportunities for Aboriginal and Torres Strait Islander peoples across Queensland, and supporting improved access to services, employment and community connections, to provide for enhanced digital inclusion.	Existing	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
Department of Justice and Attorney-General					
<b>PR 3</b> – Transforming Government Organisations	Through the Closing the Registration Gap strategy and action plan, the Registry of Birth, Deaths and Marriages will create culturally safe digital spaces for Aboriginal peoples and Torres Strait Islander peoples to access information and engage with the Registry’s services.	Existing	Within existing resources	2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships					
<b>PR 1</b> – Partnership and shared decision making	First Nations Disability Peak body to be identified and funded via Disability Peak Body Funding grant program to provide information and referral advice for this cohort.	New	\$450,000 (excluding GST) for three-year period.	2022-2025	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>PR 1</b> – Partnership and shared decision making	The Queensland Disability Advocacy Program has allocated funds to Aboriginal & Torres Strait Islander Disability Network of Queensland (hosted by Aged and Disability Advocacy Australia) to provide specialist individual advocacy to First Nations people with disability, their family members and carers	New	\$450,000 (excluding GST)	1 January 2022 – 30 June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
	The Celebrating Reconciliation Small Grants Program provides funding to celebrate and build on respectful relationships shared by Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Australians during National Reconciliation Week.	Existing	\$100,000	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
Department of Tourism, Innovation and Sport					
<b>PR 1</b> – Partnership and shared decision making	<b>Digital Transformation of First Nations Communities project</b>	New	Within existing resources	Three years	Minister for Tourism, Innovation and

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

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

Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
	<p>Queensland’s Aboriginal and Torres Strait Islander (First Nations) communities are digitally isolated. Standard connectivity solutions are proving to be slow and prohibitively expensive in many of these communities. Access to reliable and affordable high speed internet connectivity is a critical factor in delivering education outcomes, income potential and skilled jobs.</p> <p>The Digital Transformation of First Nations Communities project is an initiative under the Deadly Innovation Strategy which involves working with Queensland First Nations Communities to generate new community owned and operated enterprises to create industries and jobs on Community with pathways into higher skilled career opportunities and broader community benefits and empowerment through improved education, digital inclusion and self-determination.</p> <p>The first activation of this initiative is the Cherbourg contact centre which is utilising a StarLink connection to provide the bandwidth required to deliver services. The new Cherbourg Digital Trust commenced operations in March 2022 with Fujitsu as its foundation customer for a three-year pilot project</p>				<p>Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement (partners): Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts</p>
<p><b>PR 1</b> – Partnership and shared decision making</p>	<p><b>Deadly Digits</b></p> <p>Deadly Digits is an initiative of the Advance Queensland Deadly Innovation Strategy developed as a COVID-19 response project. Digital financial literacy was a key support need of Queensland Indigenous businesses identified through the OPEN for Business support service and hotline that Advance Queensland stood up specifically for Indigenous businesses for three months during the height of the lockdowns between April and June 2020.</p> <p>The initiative is a collaboration with Sydney-based accounting software firm, Reckon, to white label its accounting software platform for Indigenous businesses – the product launched as Deadly Digits in October 2020.</p> <p>Under the agreement with Reckon, there is capacity for up to 1000 Queensland Indigenous businesses to access the subsidised rates for the Deadly Digits system.</p>	<p>Existing</p>	<p>\$119,000 (ex GST)</p>	<p>1 October 2020 to 31 December 2023</p>	<p>Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement</p>

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Embedding of Priority Reforms (PR)	Action	Status (New, changed or existing)	Funding	Timeframe for completion	Minister/s responsible
Queensland Police Service					
<p><b>PR 4</b> – Sharing access to data and information at a regional level</p>	<p><b>Alcohol Management Plans – transition to Community Safety Plans</b>                      QPS, with other government agencies and local mayors from the discrete Aboriginal communities, have established and are participating in the Sly Grog Working Group.                      As part of this work, government agencies build data collation reports in line with Queensland Government Statistician's Office parameters, for sharing with discrete communities. QPS data collation reports are made available to local QPS Management (Officers in Charge) for sharing with the communities.</p>	New	Within existing resources	Ongoing	<p>Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (lead)</p> <p>Interagency partnership involving multiple agencies:                      Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence                      Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships                      Minister for Police and Corrective Services and Minister for Fire and Emergency Services                      Minister for Health and Ambulance Services</p>