

Queensland Closing the Gap Implementation Plan 2023

Acknowledgement

We pay our respects to the Aboriginal and Torres Strait Islander Elders past, present, and emerging and acknowledge the ancestors for their legacy and the foundations laid that gives us strength, inspiration, and courage to create a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities, and governments to continue to care for the lands and waters of Queensland and the Torres Strait that we all call home, that Aboriginal and Torres Strait Islander peoples have stewarded and protected for millennia.

On behalf of the Queensland Government, we offer a genuine commitment to work in partnership with First Nations peoples to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

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

Statement on use of terms

Throughout the document, Aboriginal and Torres Strait Islander peoples, First Nations peoples and Indigenous peoples are used interchangeably. The definition for Indigenous peoples is Australian Aboriginal peoples and Australian Torres Strait Islander peoples.

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Contents

Message from the Minister	1
Message from Queensland Aboriginal and Torres Strait Islander Coalition	2
Purpose of this Implementation Plan	3
About this Implementation Plan	3
Structure of this Implementation Plan	3
Working in genuine partnership	4
Queensland's Closing the Gap Communication Strategy	4
Sector Strengthening Plans	5
Justice Policy Partnership	6
Housing Policy Partnership	6
Aboriginal and Torres Strait Islander Languages Policy Partnership	6
Social and Emotional Wellbeing Policy Partnership	6
Early Childhood Care and Development Policy Partnership	7
Doomadgee Place-based Partnership	7
Overarching Queensland Government reforms	8
Queensland Public Sector Reforms	8
Path to Treaty	8
Queensland Government's Reconciliation Action Plan	9
Queensland Cabinet Handbook	9
Chapter one: Overview of reforms, outcomes, and targets	10
Priority Reform One: Formal Partnerships and Shared Decision Making	11
Priority Reform Two: Building the Community-Controlled Sector	12
Priority Reform Three: Transforming Government Organisations	13
Priority Reform Four: Shared Access to Data and Information at a Regional Level	14
Overview of Socio-Economic Outcomes and Targets	15
Next steps	21
Chapter two: Comprehensive report of Queensland Government initiatives	22
Detailed Priority Reforms	23
Priority Reform One: Formal Partnerships and Shared Decision Making	23
Priority Reform Two: Building the Community-Controlled Sector	40
Priority Reform Three: Transforming Government Organisations	46
Priority Reform Four: Shared Access to Data and Information at a Regional Level	66

Detailed Socio-Economic Outcomes and Targets	70
Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives.	70
Outcome 2: Aboriginal and Torres Strait Islander children are born health and strong.	79
Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years.	81
Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years.	83
Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential.	85
Outcome 6: Aboriginal and Torres Strait Islander students achieve their full potential through further education pathways.	86
Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education.	91
Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities.	97
Outcome 9: Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need.	107
Outcome 10: Aboriginal and Torres Strait Islander adults are not over-represented in the criminal justice system.	109
Outcome 11: Aboriginal and Torres Strait Islander young people are not over-represented in the criminal justice system.	113
Outcome 12: Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.	122
Outcome 13: Aboriginal and Torres Strait Islander families and households are safe.	132
Outcome 14: Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.	135
Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.	139
Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing.	144
Outcome 17: Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives.	150
Glossary	152

Message from the Minister

The Queensland Government is pleased to release the *Queensland Closing the Gap Implementation Plan 2023* (Implementation Plan), which outlines collective efforts to drive transformational change for Aboriginal and Torres Strait Islander peoples in Queensland.

Created in partnership with the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC), this Implementation Plan outlines how the Queensland Government and communities can work together to refine and implement initiatives and strategies to close the gap in life outcomes.

It builds on previous plans and demonstrates the Queensland Government's commitment to reframing the relationship with Aboriginal and Torres Strait Islander peoples and achieving the ambitious aims of the *National Agreement on Closing the Gap*.

In partnership with QATSIC, the Queensland Government has developed a *Queensland First Nations Governance Framework* with a focus on whole-of-government, cross-portfolio collaboration that will position Queensland to effectively contribute to Closing the Gap.

The framework seeks to integrate existing First Nations governance groups and networks into a partnership approach that reflects the four priority areas in the National Agreement.

The Queensland Government is committed to listening to the expertise, perspectives and aspirations of Aboriginal and Torres Strait Islander peoples and communities to shape reforms, policies, programs and services, and bring about positive change.

Through strengthened partnerships – within government and with First Nations organisations and communities – we can achieve considerable change by designing and implementing policy and program reforms together, to ensure we are doing all we can collectively to close the gap.

Through our partnership with QATSIC, we will continue to hear the voices of First Nations peoples as we co-design a more comprehensive, refreshed approach to implementation planning in 2024.



The Honourable Leeanne Enoch MP

Minister for Treaty,
Minister for Aboriginal and Torres Strait Islander Partnerships,
Minister for Communities and Minister for the Arts



Message from Queensland Aboriginal and Torres Strait Islander Coalition

The promise of Closing the Gap to reduce disparities in life outcomes for Aboriginal and Torres Strait Islander children, young people and families is more important than ever.

The National Agreement on Closing the Gap (National Agreement) is the historic bringing together of all levels of government in Australia and the Coalition of Peaks of over 80 Aboriginal and Torres Strait Islander peak organisations to work in a fundamentally new way of developing and implementing policies and programs that impact on the lives of Aboriginal and Torres Strait Islander peoples.

The Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) is formed to work collectively in partnership with the Queensland Government. The members of QATSIC work nationally through the Coalition of Peaks, and on a state and local level in partnership with the Queensland Government to deliver on the joint commitments made in the National Agreement.

Central to the National Agreement is the recognition that when Aboriginal and Torres Strait Islander peoples have a genuine say in the design, development and delivery of services that affect them, better life outcomes are achieved.

The extensive expertise and experience of the Coalition of Peaks and its membership have been central to the commitments contained in the National Agreement which also recognises that central guidance to the Coalition of Peaks and Australian Governments will continue to be provided by the views and expertise of Aboriginal and Torres Strait Islander peoples, including Elders, Traditional Owners and Native Title holders, communities, and organisations.

QATSIC and the Queensland Government are committed to building a strong partnership that is underpinned by the four priority reform areas in the National Agreement. In 2023 there has been important foundational pieces of work achieved that is in line with these priority reform areas.

We look forward to a continued partnership with the Queensland Government, informed by a holistic and strength-based approach as we forge ahead to make real change in Closing the Gap outcomes to improve the lives of Aboriginal and Torres Strait Islander peoples.

Queensland Aboriginal and Torres Strait Islander Coalition

Purpose of this Implementation Plan

The purpose of the *Queensland Closing the Gap Implementation Plan 2023* (Implementation Plan 2023) is to guide the Queensland Government implementation of the National Agreement on Closing the Gap (the National Agreement) and is part of the Queensland Government's commitment to reframe the relationship and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders.

About this Implementation Plan

This Implementation Plan 2023 builds on previous plans and achievements, continuing to mature and strengthen relationships with Queensland's peak Aboriginal and Torres Strait Islander organisations and refining decision-making architecture necessary to implement the National Agreement.

The Implementation Plan 2023 is a product of the partnership between the Queensland Government and the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC), with a focus on hearing the voices of First Nations communities across the state, to co-design strategies and ensure progress is made in closing the gap outcomes.

Structure of this Implementation Plan

The Implementation Plan 2023 has two chapters: a summary of actions to deliver against the Priority Reforms and socio-economic Targets; and a detailed report of Queensland Government initiatives that contribute to the implementation of the National Agreement.

Chapter one – overview of reforms and targets

[Chapter one](#) of this report provides an overview of Priority Reforms and targets being achieved across Queensland Government.

Embedding the Priority Reforms in Queensland Government structures is vital to driving improved outcomes for Aboriginal and Torres Strait Islander communities. Many of the Queensland Government initiatives in this Implementation Plan cut across the four Priority Reforms and aim to drive improvement across each individual Priority Reform.

Chapter two – comprehensive report of Queensland Government initiatives

[Chapter two](#) of this report details Queensland Government initiatives, delivered by each agency, that are contributing to the implementation of the National Agreement.

Working in genuine partnership

The initiatives outlined in this document demonstrate the principles of a partnership approach with Aboriginal and Torres Strait Islander community-controlled organisations and the local community.

The Queensland Government provided funding of \$2.43 million over four years to QATSIC, for engagement in the implementation of the National Agreement. QATSIC members are:

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

In partnership with QATSIC, implementation strategies identified the need for a new and strengthened governance structure with clear Closing the Gap responsibilities that strengthen shared decision making and genuine partnerships to close the gap in Queensland.

Queensland's Closing the Gap new governance arrangements are being finalised in consultation with key stakeholders to elevate the focus, coordinate efforts and shared decision-making, and to enhance accountability.

Queensland's Closing the Gap Communication Strategy

As part of the National Agreement and under the *National Agreement on Closing the Gap Ongoing Joint Communications Strategy*, development of a First Nations Closing the Gap Communication Strategy is required to achieve the objectives of the National Strategy and ensure ongoing engagement with Aboriginal and Torres Strait Islander people.

Queensland Government is exploring partnering with a First Nations organisation to co-design a community awareness and educational communication and engagement strategy.

QATSIC and Queensland Aboriginal and Torres Strait Islander community-controlled organisations identified areas in disability, health and housing where enhanced communications are sought. The actions Queensland Government is taking in response to the communication needs identified include a variety of methods such as:

- media statements
- partnering with Indigenous representatives on media releases, announcements and marketing
- awareness campaigns
- exploring options to fund a partner to develop a Queensland Communication Strategy
- discussions with the First Nations Media Alliance, and
- joint communications strategies with partners.

The Queensland Government intends for all communications that are developed to be widely accessible and to help preserve Aboriginal and Torres Strait Islander languages under the National Agreement.

Underpinned by Priority Reform Four, communication tactics will focus on partnering, collaborating, and engaging with Aboriginal and Torres Strait Islander people, organisations and communities to take ownership of and engage in the implementation of the National Agreement.

Sector Strengthening Plans

Priority Reform Two of the National Agreement commits government and Coalition of Peaks parties to identify sectors for joint national strengthening efforts every three years through Sector Strengthening Plans. The initial sectors identified are early childhood care and development, health, housing and disability.

Plans at the national level have been developed for each sector, providing a national framework for jurisdictions to deliver on a joined-up approach to sector-specific actions. Plans require the strong community-controlled sector elements as outlined in the National Agreement:

- sustained capacity building and investment in Aboriginal and Torres Strait Islander community-controlled organisations
- dedicated and identified Aboriginal and Torres Strait Islander workforce (that complements a range of other professions and expertise) with wage parity
- strong governance and policy development influencing capability supported by a Peak Body, and
- a dedicated, reliable and consistent funding model.

The Queensland Government has commenced work with QATSIC and sector strengthening lead agencies to agree on Queensland's sector-strengthening priorities and co-design initiatives and cross-cutting opportunities to address these priorities. Some of those initiatives underway are highlighted below.

- Early Childhood Care and Development Sector Strengthening Plan—the Early Childhood Workforce Strategy contains initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector and align with those in the National Children's Education and Care Workforce Strategy. Initiatives include ongoing support for the Aboriginal and Torres Strait Islander workforce through mentoring, on the job staff development and avenues for career development and progression and qualification pathways for Aboriginal and Torres Strait Islander early childhood educators and teachers.
- Health Sector Strengthening Plan—expansion of sites under the Growing Deadly Families Program, based on needs as identified by community. The current 12 sites across Queensland Hospital and Health Services and Aboriginal and Torres Strait Islander community-controlled organisations is part of the Growing Deadly Families Strategy, which invests in the establishment and growth of First Nations models of care with an aim to improve access to timely, culturally safe maternity and birthing services to support improved maternal pregnancy and birth outcomes. A majority of the current sites employ First Nations health workers across a range of professions in alignment with the Strategy's priorities and recognition of the need to increase the First Nations midwifery and nursing workforces.
- Disability Sector Strengthening Plan—the *Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023-2026* was launched in January 2023 and supports key areas for action of the Plan. This includes knowledge sharing for Aboriginal and Torres Strait Islander people and organisations and reducing reporting burdens of the Queensland First Child and Families Board, which provides independent oversight and reports annually to the Queensland Government on the implementation of the Our Way strategy and supporting action plans.

Justice Policy Partnership

The Justice Policy Partnership, established in late 2021, aims to reduce the over-representation of Aboriginal and Torres Strait Islander adults and young people in adult corrections and in youth detention and address the two targets in the National Agreement:

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

Led by Queensland's Department of Justice and Attorney-General, the Justice Policy Partnership Executive Governance Group, co-chaired by the Chief Executive Officer, ATSILS, also includes senior executive representatives from across government.

The work of the Justice Policy Partnership Executive Governance Group, in supporting the Queensland Government's commitment to the Closing the Gap targets, acknowledges that solutions to incarceration rates lie across the service system and cannot be isolated to the criminal justice sector. Pro-social connections such as education, employment and training, appropriate housing and community belonging are central to reducing poverty and increasing social capital. A broad and effective public service system, along with an engaged partnership with the community, non-government organisations (particularly Aboriginal and Torres Strait Islander community-controlled organisations) and individuals, is the means to reduce Aboriginal and Torres Strait Islander peoples, over-representation in the justice system to achieve the Closing the Gap targets.

Housing Policy Partnership

As lead agency for Queensland's Housing Policy Partnership, the Department of Housing, Local Government, Planning and Public Works is partnering with Aboriginal and Torres Strait Islander Housing Queensland to establish governance arrangements for the partnership through an approach that enables shared decision making and equal footing resourcing.

The establishment of the Housing Policy Partnership in Queensland will strengthen partnerships with Aboriginal and Torres Strait Islander people, governments and communities through community-led outcomes.

Aboriginal and Torres Strait Islander Languages Policy Partnership

The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA) is lead agency for the *Queensland Aboriginal and Torres Strait Islander Languages Policy*.

The *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2023-2025* is underpinned by the guiding principles of self-determination, recognition of diversity, truth-telling and healing, and urgency and action. It outlines government action across the following four priority areas of Pathways, Action and activation, Restoration and transmission, and Recognition and promotion, to ensure that Aboriginal and Torres Strait Islander languages in Queensland are strong, acknowledged, maintained and accessible.

Social and Emotional Wellbeing Policy Partnership

Queensland Health, as Queensland's lead agency and member of the Social and Emotional Wellbeing (SEWB) policy partnership is driving the partnership, which is aimed at addressing issues and actions to accelerate progress towards Target 14. The next steps include formation of a small working group of SEWB Policy Partnership members to progress the refresh of the *National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017-2023*, and development of an associated implementation plan.

Some of Queensland Government's key initiatives to drive this work include Queensland Health's Health Equity Strategies and *Better Care Together: a plan for Queensland's state-funded mental health, alcohol and other drug services to 2027*.

Early Childhood Care and Development Policy Partnership

The Early Childhood Care and Development (ECCD) Policy Partnership addresses Targets 2, 3, 4, 12, and 13 of the National Agreement. In addressing these targets, the Department of Education, as Queensland's lead agency is currently focusing on initiatives such as implementation of the Kindy for all program, a new funding program with a focus on reducing families' out of pocket costs and maximising participation in kindergarten.

The Department of Child Safety, Seniors and Disability Services, as a supporting lead agency to the ECCD Policy Partnership in Queensland, is also contributing the partnership by committing to transitioning investment to the Aboriginal and Torres Strait Islander community-controlled sector to ensure that First Nations children and families can obtain their support and care through Aboriginal and Torres Strait Islander community-controlled organisations.

Doomadgee Place-based Partnership

Queensland's Doomadgee Place-based Partnership is a commitment under Clause 39 of the National Agreement, established to empower Aboriginal and Torres Strait Islander people and communities to work with governments to set their priorities to accelerate progress against Closing the Gap outcomes.

Gunawuna Jungai Limited, the community led body in Doomadgee, has been established as the interim local decision-making body and is working alongside government at the local level to design and implement Queensland's first Closing the Gap place-based partnership through a place-based partnership working group which includes members from Gunawuna Jungai, QATSIC and DTATSIPCA.

In 2022-23, funding of \$563,000 was allocated to the partnership with Gunawuna Jungai, and a unique Cooperation Agreement to embed the place-based partnership, was signed.

Approaches towards supporting data capability building, will be decided in partnership between the Doomadgee community and the Queensland Government once community-led priorities and data requirements are determined by the Doomadgee community.

Overarching Queensland Government reforms

The Queensland Government, is committed to building a reframed relationship with Aboriginal peoples and Torres Strait Islander peoples that acknowledges, embraces and celebrates the humanity of First Nations peoples as a basis for closing the gap.

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

Below are some of the significant Queensland Government reforms that support Queensland's commitments to the National Agreement and are aligned with the *Human Rights Act 2019 (Qld)*, in particular section 28 regarding the distinct cultural rights of Aboriginal peoples and Torres Strait Islander peoples.

Queensland Public Sector Reforms

The *Public Sector Act 2022 (Qld)* came into effect in March 2023, providing a modern, employee focused framework for the Queensland public sector. It supports the government's commitment to being fair, responsive and a leader in public administration. Part of this is the acknowledgment that public sector organisations providing public services have a unique role and obligation to reframe relationships and recognise the importance of the right to self-determination for First Nations peoples.

The Act requires public sector organisations to take steps to ensure they create a culturally capable workforce and culturally safe workplaces. This capability is built by learning about the experiences and aspirations of Aboriginal peoples and Torres Strait Islander peoples, and integrating this knowledge into workplace standards, policies, practices and attitudes.

Implementation of this new framework provides that certain public sector organisations, including public service departments, Hospital and Health Services, and the Queensland Police Service, must develop and publish a Reframing the relationship plan. This plan should identify measures for developing the cultural capability of these entities as they provide advice to the government and deliver services to the community.

Using the co-design process with First Nations stakeholders, these public sector reforms were guided by principles of self-determination, locally led decision-making, and a strengths-based approach engraining elements of the National Agreement Priority Reforms into Queensland's public sector.

Path to Treaty

Queensland's Path to Treaty journey began with the release of the *Statement of Commitment in 2019, to reframe the relationship between Aboriginal and Torres Strait Islander peoples and the Queensland Government*. This was followed by public consultations across the state on what a treaty or treaties might mean to all Queenslanders.

In May 2023, the *Path to Treaty Act 2023* was passed in Queensland Parliament. The legislation was co-designed with the Interim Truth and Treaty Body and provides for:

- a Truth-telling and Healing Inquiry — which will hear from Aboriginal and Torres Strait Islander peoples, and non-Indigenous Queenslanders, and chronicle the experiences of colonisation and the impacts both historically and still felt today; and
- a First Nations Treaty Institute — an independent statutory body that will support Aboriginal and Torres Strait Islander peoples to prepare for treaty making and co-develop a Treaty Making Framework with the Queensland Government.

Treaty and truth-telling are essential elements to ensure healing and reconciliation. The Path to Treaty is an opportunity for Queensland to build a strong future together based on truth, respect and equity.

Queensland Government's Reconciliation Action Plan

In May 2023, the Queensland Government launched the *Queensland Government Reconciliation Action Plan 2023–2025* which outlines actions in the four key areas of relationships, respect, opportunities, accountability, and governance. Over the next two years, the Queensland Government will monitor and regularly report on progress of the 24 actions to advance reconciliation across the public sector.

Queensland Cabinet Handbook

The *Queensland Cabinet Handbook* supports the role of Cabinet in deciding government policy, by guiding Ministers and departmental officers in the development and presentation of Cabinet submissions. The processes and procedures outlined in the Handbook are designed to guide departments in developing submissions to provide Ministers with contestable proposals for their collective decision-making needs.

In September 2023, the Handbook was updated to emphasise the requirement for matters proposed for Cabinet consideration to include an Aboriginal and Torres Strait Islander impact assessment – under the *Human Rights Act 2019* – considering how the proposals impact and support government's effort to reframe the relationship with First Nations peoples, and how Queensland Government is meeting obligations under the National Agreement.

Chapter one: Overview of reforms, outcomes, and targets

Embedding the Priority Reforms in Queensland Government structures is vital to driving improved outcomes for Aboriginal and Torres Strait Islander peoples.

In this section you will find an overview of Queensland Government initiatives that cut across the four Priority Reforms Areas to drive improvement across each individual Priority Reform.

Priority Reform One: Formal Partnerships and Shared Decision Making

The outcome sought from Priority Reform One is that 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.

In line with the target of Priority Reform One, to enshrine joint decision-making roles and responsibilities, this is to be achieved through establishing formal partnership arrangements between Queensland Government and Queensland Aboriginal and Torres Strait Islander peoples and organisations as chosen by the Aboriginal and Torres Strait Islander community.

A key driver to achieving this is the establishment of five Policy Partnerships and Doomadgee's Place-based Partnership. Some of Queensland's examples of additional established partnerships being delivered or developed to drive improved outcomes through shared decision-making are below, with a more comprehensive list provided in [Chapter two](#).

- **Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee (QATSIETAC)** — the Department of Education (DoE) has reconstituted QATSIETAC until September 2024 to enable continued advice on First Nations early childhood education, education, training and higher education matters to respective Ministers. DoE has investigated opportunities to support the establishment of an independent, community-led and managed Queensland Aboriginal and Torres Strait Islander early childhood education, education and training consultative body.
- **Boodjamulla National Park and partnership with the Waanyi People** — Resolution of the 2016 Aboriginal Land Act Claim over Boodjamulla National Park through a cooperative management agreement, which established a formal partnership between the Department of Environment, Science and Innovation (DESI) and the Waanyi People to manage Country. The partnership agreement with Waanyi Prescribed Body Corporate (PBC) is the first in Queensland which created a new class of tenure in Queensland and established shared decision-making. DESI will continue to review opportunities for partnerships and finalise the Agreement Making Framework which will assist in building those partnerships.
- **Respected Persons Youth Cautioning (Townsville First Nations Trial)** — a program delivering culturally-based youth cautions to First Nations young people in partnership with the Townsville Justice Group, which comprises of eight members made up of respected First Nations Elders and young people, trained in Respected Persons co-cautioning.
- **Children's Health Queensland Service Level Agreement with the Institute for Urban Indigenous Health (IUIH)** — governed by a shared steering committee with equal decision-making power, the Agreement is approaching its third-year anniversary and has sourced over \$2 million in funding for IUIH through co-designed models of care and shared commissioning.
- **Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025** — focusing on co-designing models of care for maternity between Health and Hospital Services and the Aboriginal and Torres Strait Islander Community-Controlled Health Organisations, the Strategy continues to deliver significant initiatives in partnership such as a redesign of maternity service models and investment into a culturally capable First Nations workforce.
- **Formal partnership agreement with Queensland First Children and Families Board (QFCFB), QATSICPP, Family Matters Queensland** — will be negotiated to support implementation and oversight of Breaking Cycles, the second implementation phase of the Our Way Strategy. Following the launch of Breaking Cycles 2023–2025, governance arrangements for Our Way will be revisited across the QFCFB and Queensland Government strategic partnership to commence drafting the agreement.

[See Chapter two for a detailed report of initiatives](#)

Priority Reform Two: Building the Community-Controlled Sector

Priority Reform Two's projected outcome is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of First Nations peoples across the country.

The target to achieving this is increasing the amount of government funding for programs and services through Aboriginal and Torres Strait Islander community-controlled organisations.

A significant component of meeting this outcome and target is the work of the Sector Strengthening Plans (see page 4 for more information). Further examples contributing to Priority Reform Two, through initiatives across the Queensland Government are included below, with further detail and initiatives included at [Chapter two](#).

- **Disability Peak Funding Program Framework** — First Nations community-controlled support has been included in the sector capacity and capability component of the Department of Child Safety, Seniors and Disability Services' peak funding framework and expands the role of Aboriginal and Torres Strait Islander community-controlled organisations, providing seed funding and a future grants process.
- **DoE's First Nations Procurement Plan** — The Plan includes annually incremented targets for direct expenditure with First Nations businesses. DoE is undertaking capability development workshops in partnership with Indigenous firms in the ICT and Building & Construction sectors with an aim to increase capability and capacity to respond to government and win work through competitive tendering opportunities, resulting in enhanced employment outcomes in the community-controlled sector.
- **Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ)** — Department of Housing, Local Government, Planning and Public Works is building on its work with the peak body ATSIHQ to deliver and support active, structured, and supported collaboration with the Indigenous Community Housing sector.
- **Backing Indigenous Arts** — this 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.
- **Deadly Choices Healthy Lifestyle programs** — Health and Wellbeing Queensland is extending funding for IUIH to deliver the widely recognised program to engage First Nations Queenslanders to undertake health checks and encouraging health and wellbeing in a holistic way.
- **Queensland Aboriginal and Torres Strait Islander Community Controlled Organisations (QATSICCO) re-designing programs and services** — independently designed by QATSICPP, ensuring responses are tailored to meet the needs of their community and adopt a culturally safe, holistic prevention and early intervention approach. This is part of the investment and commissioning reform and transition of investment processes of Actions 1.4 and 2.3 of the Breaking Cycles Action Plan 2023–25.
- **Our Way vision, Breaking Cycles 2023–2025** — implementation supported by a range of government agencies and bodies including QATSICPP and Queensland Family and Child Commission will significantly contribute to the Our Way goals and targets through actions structured around eight priority areas (including transformative systems change, investment in QATSICCO and Delegated Authority).

[See Chapter two for a detailed report of initiatives](#)

Priority Reform Three: Transforming Government Organisations

The outcome for Priority Reform Three is to improve mainstream institutions by having Governments, their organisations, and their institutions accountable for Closing the Gap, culturally safe and responsive to the needs of Aboriginal peoples and Torres Strait Islander peoples, including through the services they fund.

This priority reform's target is to decrease the proportion of Aboriginal and Torres Strait Islander people experiencing racism.

In addition to the key reforms to the *Public Sector Act 2022* mentioned on page 7, below are some other examples where the Queensland Government is delivering culturally safe and responsive services to Aboriginal and Torres Strait Islander people to improve outcomes. [Chapter two](#) lists more Queensland Government initiatives supporting Priority Reform Three.

- **Recruit Cultural Capability Training Package, Queensland Police Services (QPS)** — three days of training courses that are developed and delivered by Multicultural Australia, First Nations Police Liaison Officers, First Nations Police Officers and a First Nations Working Group.
- **First Nations and Cultural Capability Training Team, QPS** — now permanently established and dedicated to the centralised design, development and delivery of ongoing First Nations, Police Liaison Officer, and Culturally and Linguistically Diverse training for QPS.
- **Queensland Health First Nations Workforce Enhancement Incentive** — investment of \$3.5 million over two years to sustainably develop the First Nations health workforce to improve First Nations consumers' experience in the health system.
- **Children's Health Queensland partnering with Queensland University of Technology** — to develop an anti-racism learning and development framework led by Aboriginal and Torres Strait Islander peoples experience within the health system.
- **Department of Transport and Main Roads' Indigenous Strategy Roadmap and Action Plan** — including actions towards increasing the number of cultural capability training options, making it mandatory for all staff to complete, explore place-based training, and require Executive Leadership to participate in immersive cultural capability training.
- **Investing in Cultural Capability Training** — Driven by the enactment of the *Public Sector Act 2022*, \$345,000 has been allocated to review and improve cultural capability training and resources across the whole-of-government.
- **Walk the Talk – Reframing the Relationship and Path to Treaty Readiness Plan 2023-2026** — launched by Department of Resources, has a focus on Closing the Gap as a strategic driver of the key priorities and the elimination of racism in all its forms is a priority in the Plan.
- **Building on the Strengths of Our Stories Cultural Agility Program** — 36 two-day sessions delivered to 900 Queensland public servants, focusing on truth telling and legislation enacted on First Nations Queenslanders and the ongoing impacts for First Nations peoples.

[See Chapter two for a detailed report of initiatives](#)

Priority Reform Four: Shared Access to Data and Information at a Regional Level

The outcome sought from Priority Reform Four is that Aboriginal peoples and Torres Strait Islander peoples have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

The target to achieve this outcome is an increase in the number of regional data projects to provide support to Aboriginal and Torres Strait Islander communities in making decisions about 'Closing the Gap' through the sharing, improving and transparency of data in partnership with Aboriginal and Torres Strait Islander organisations and communities and through a capacity building and self-determination approach.

Queensland has progressed its commitment towards this priority reform through establishment of a place-based data project to enable Aboriginal and Torres Strait Islander communities and organisations to access and use location-specific data on the Closing the Gap outcome areas. [Chapter two](#) incorporates further detail on Queensland Government initiatives progressing this reform.

- **Local Thriving Communities dashboard** — a broader community data project part of Queensland Government's ongoing commitment to improving community access to government administrative data.
- **Rebuilding the Rheumatic Heart Disease Register** — Queensland Health, Queensland Public Health, and Scientific Services commenced a multi-phased project in May 2023 aiming to deliver a contemporary Clinical Management System as the infrastructure for improved information on Acute Rheumatic Fever and Rheumatic Heart Disease.
- **Breaking Cycles 2023 2025, Priority area 8: Voice, accountability and oversight** — actions co-designed with community, Family Matters Queensland and QATSICPP include: Develop and implement a Child Rights monitoring and reporting framework to ensure the application of a child rights approach to systemic accountability across the child protection system; Continue to expand and develop through technology, policy and legislation, the data sharing and ownership capabilities delivered through Unify to the Aboriginal and Torres Strait Islander community-controlled sector to achieve data sovereignty; and Continue to support the QATSICPP Centre of Excellence to ensure Aboriginal and Torres Strait Islander evidence is at the forefront of driving change in the Queensland child protection system and to ensure culturally strong evidence is utilised in delivering outcomes for Aboriginal and Torres Strait Islander children and families.
- **Investment Mapping Profiles** — being developed in 11 remote and discrete communities to support Local Decision Making Bodies and Local Council in making decisions in partnership with government about investment in service delivery within the relevant community, as part of the Local Thriving Communities reform.
- **Queensland's Remote Food Security Action Plan** — to improve accessibility and availability of healthy food by creating supportive settings for sustainable local food production highlighted as a goal of the Action Plan, with agriculture, horticulture, aquaculture and fishing have been identified as playing a key role in the economies and cultures of remote Queensland regions.

[See Chapter two for a detailed report of initiatives](#)

Overview of Socio-Economic Outcomes and Targets

The National Agreement sets out 17 Socio-Economic Outcomes to be achieved through 19 Targets.

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

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

- **First Nations Health Workforce Strategy for Action** — 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.
- **Gindaja Treatment and Healing Indigenous Corporation** — funded to develop a Residential Rehabilitation - Capital Infrastructure Upgrade, improving provision of culturally appropriate Residential Rehabilitation for Aboriginal and Torres Strait Islander communities.
- **Partnership on delivering the Torres and Cape Health Care Commissioning Fund** — to codesign and establish an independent regional healthcare commissioning entity, envisaged to be community-controlled and over the next 10 years will commission health services in the Torres and Cape region, using pooled funding from both Federal and State health service funding.

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.

- **Funding through the Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025** — for five Aboriginal and Torres Strait Islander Community-Controlled Health Organisations to improve the health outcomes for Aboriginal and Torres Strait Islander women and their families during the pregnancy care continuum.
- **Review of current and future state of First Nations maternity services** — state-wide scoping initiative to establish gap analysis that will provide direction to target expansion into priority areas and progress further development of contemporary maternity models of care to enable implementation of the Growing Deadly Families Strategy.

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.

- **A great start to kindergarten** — continuing to support the successful transition of children aged three years, who were not currently attending an early childhood education and care program, into an approved kindergarten program the following year.
- **Aboriginal and Torres Strait Islander project officers to develop and deliver cultural capability training** — for internal early childhood staff based across Queensland, helping to build positive relationships between DoE staff and kindergarten services.

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 Childhood Census to 55 per cent.

- **Review of the Queensland kindergarten learning guideline** — by the Queensland Curriculum and Assessment Authority to align to the new national Early Years Learning Framework: Belonging, Being and Becoming.
- **Engagement with Aboriginal and Torres Strait Islander Community-Controlled Organisations** — to learn from expertise and knowledge on how to grow a larger, stronger and sustainable education sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community.

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.

- **Implementing the Department of Education 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.

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.

- **Scholarships for Queensland Aboriginal and Torres Strait Islander undergraduate and postgraduate students** — currently enrolled in midwifery, child health, perinatal mental health courses aligned to the Growing Deadly Families workforce, funded through the Growing Deadly Families Program.
- **Indigenous Capacity Building Project** — funding provided to the Local Government Association of Queensland under the Paving the Way – the First Nations Training Strategy, to work with remote First Nations councils to build capability and grow the local workforce.
- **Aboriginal and Torres Strait Islander Primary Health Care certificates** — Queensland Health is working with the Queensland Ambulance Service's Registered Training Organisation to develop and deliver the Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice to increase the number of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners providing care across the state.

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.

- **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 with Link and Launch officers focussing on strengthening numbers of Aboriginal and Torres Strait Islander students accessing the service.
- **Vocational and Education Training Investment for Youth Detention Centres** — supporting First Nations young people who are in contact with the justice system, with funding to support training participation in Youth Detention Centres.
- **Children's Health Queensland's Footprints Project** — supporting School Based Trainees and Indigenous Cadets to achieve careers in health, increasing access and diversify streams of intake.

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.

- **Establishment of the Queensland Indigenous Business Network** — independent and led by First Nations people to represent the needs and interests of all Queensland Indigenous businesses and provide support and advocacy for the growth of First Nations businesses.
- **Indigenous Workforce and Skills Development Grant Program** — Indigenous designed and led projects that support or respond to local training and workforce needs are funded up to a maximum of \$250,000 per project, for 12 months of delivery with an aim to create training and employment pathways for up to 800 Aboriginal and Torres Strait Islander people to increase their likelihood of greater economic and social participation.
- **Locally led Employment and Economic Development Plans** — to support Queensland's remote and discrete Aboriginal and Torres Strait Islander communities to undertake employment and economic development planning and activities.

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

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

Target 9B: By 2031, all Aboriginal and Torres Strait Islander households: (i) within discrete Aboriginal and Torres Strait Islander communities receive essential services that meet or exceed the relevant jurisdictional standard.

- **Our Place: A First Nations Housing and Homelessness Action Plan 2024-2027** — co-designed in partnership with Aboriginal and Torres Strait Islander Housing Queensland, informed by consultations with Aboriginal and Torres Strait Islander stakeholders and communities which have been finalised.
- **Delivery of new housing in partnership with Aboriginal and Torres Strait Islander communities** — as jointly agreed with communities, the delivery of 641 new home, 80 extensions, 297 newly developed lots of land and \$77 million committed to continue the work and increase the supply of homes in remote and discrete Aboriginal and Torres Strait Islander communities.

Outcome 10: Aboriginal and Torres Strait Islander adults are not over-represented 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.

- **Expansion of the Police Drug Diversion Program** — legislative reform to enhance the program through introducing drug diversion warnings, allowing an eligible person an opportunity to participate in a subsequent drug diversion assessment program and the expansion of minor drug offences to include the possession of prescribed quantities of any type of dangerous drug and certain pharmaceuticals.
- **Justice Reinvestment Framework** — co-led by the First Nations Justice Office and the Justice Reform Office, developing a framework to inform opportunities in Queensland, including how it will operate, assessing community readiness, how initiatives and investments are supported beyond the allocation of initial funding, and how initiatives are monitored and evaluated.
- **Decriminalisation of public intoxication and begging, and amendment to the offence of public urination** — legislative reform to decriminalise and amend laws that have a disproportionate impact on First Nations peoples and those suffering from chronic ill health or disability, poverty and/or homelessness.
- **First Nations Justice Strategy** — the First Nations Justice Office is leading the development and implementation of a co-designed whole of government and community strategy to reduce over-

representation of First Nations peoples in the justice system and meet Queensland's Closing the Gap justice targets.

Outcome 11: Aboriginal and Torres Strait Islander young people are not over-represented 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.

- **Youth Justice Neurodevelopmental Framework and Practice Standards** — developing a framework and practice standards to ensure that young people within the Youth Justice system have the opportunity for fair, equitable, and appropriate assessment to ensure that their specific needs are understood, accommodated and supported within the context of a community and family-focused support.
- **The Yidaki Program** — a newly introduced program within Project Booyah, initiated by the Sunshine Coast District Police Liaison Officers teaching disengaged male youth how to make a didgeridoo.
- **First Nations Justice Strategy** — to reduce over-representation of First Nations peoples in the justice system, led by First Nations Justice Office.

Outcome 12: Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.

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

- **Strengthening Our Way vision, Breaking Cycles 2023–2025** — co-designed in partnership with QATSICPP on behalf of Family Matters Queensland, *Breaking Cycles 2023-2025* actions are structured around eight priority areas identified through community and stakeholder consultation and engagement:
 1. transformative systems change
 2. investment in Aboriginal and Torres Strait Islander community-controlled sector
 3. delegated authority
 4. prevention and early intervention
 5. family participation and control of decision making
 6. Aboriginal and Torres Strait Islander workforce
 7. cross-government commitment to address over-representation and improve wellbeing outcomes, and
 8. voice, accountability, and oversight.
- **Culturally safe and responsive intake and investigation and assessment policy, processes and practice** — to reduce the number of Aboriginal and Torres Strait Islander children entering the child protection system, the enhanced intake and assessment approach will establish new and contemporary responses to increasing intake demand and over-representation of First Nations children in the child protection system.
- **Transition Investment to Aboriginal and Torres Strait Islander Community-Controlled Organisations** — a strategy to transition investment in services for Aboriginal and Torres Strait Islander children and families to the community-controlled sector within 10 years.
- **The Family Caring for Family model of care** — develop, resource, implement and evaluate the model to identify and support family to care for their children in community and maintain connections to family, culture and country.

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.

- **Domestic and Family Violence High Risk Teams** — provide integrated, culturally appropriate responses to victims and children of domestic and family violence at high risk of harm or lethality, operating in eight locations across Queensland.
- **First Nations Cultural Advisors embedded into High Risk Teams** — engagement of a community-controlled organisation to provide tailored advice around the specific needs of First Nations individuals impacted by domestic and family violence, with consideration of local protocols, languages, and family or kinship groups.
- **First Nations Justice Office** — domestic and family violence is an official key priority of the Office in response to Recommendations 65-67 of the Commission of Inquiry into Queensland Police Service Responses to Domestic and Family Violence.

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.

- **Funding for Aboriginal and Torres Strait Islander Community Controlled Health Organisations** — to support implementation of Social and Emotional Wellbeing Community Support Services, including providing culturally safe mental health non-clinical psychosocial and emotional wellbeing services within a continuum of care model that exist within Aboriginal and Torres Strait Islander Community Controlled Health Organisation structures.
- **Funding for Institute of Urban Indigenous Health** — to implement the Mental Health, Social and Emotional Wellbeing, Indigenous Mental Health Intervention Program Transitional Care Service for Men and Women.
- **Slow the Flow, Stop the Harm Sly Grog and Home Brew Prevention Strategy** — co-designed and with governance to be established in partnership with the Torres and Cape Indigenous Council Alliance.

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.

- **Establish the new Closing the Gap Inland Waters Target 15c** — Queensland's contribution led by the Department of Regional Development, Manufacturing and Water (DRDMW) to accelerate progress towards securing Aboriginal and Torres Strait Islander legal rights and interests in inland water bodies under state and territory water rights regimes.
- **Review of Queensland's Place Naming Framework** — with a view to implementing reforms that ensure that the framework is contemporary, proactive, values the collective heritage and culture of Queensland and its people, and meets changing community expectations and needs.

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.

- **Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy and Action Plan 2023-2025** — launch of the second action plan to strengthen, acknowledge, maintain and increase accessibility for all Queenslanders to Aboriginal and Torres Strait Islander languages.
- **Exploring options to strengthen First Nations Languages Policy to promote Aboriginal peoples and Torres Strait Islander peoples' language rights** — including exploring legislative approaches, community-led governance and funding options in partnership with Queensland Indigenous Languages Advisory Council and other First Nations peak representatives and stakeholders.
- **Investment in Queensland's First Nations Arts sector** — funding for programs and initiatives that strengthen organisations and support the First Nations arts sector to create and present new arts and cultural work.

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.

- **QR Code reporting option in the Torres Strait** — the new QR reporting option has been launched on Badu Island, Saibai Island and in Northern Peninsula Area and was developed in consultation with communities to address challenges when contacting Policelink included language barriers, technological frustration and cultural issues.
- **First Nations-led pilot program promoting digital inclusion** — Located at the TAFE Queensland Nurunderi campus on Wakka Country, the Cherbourg First Nations Service Centre is designed to boost the economic development of Queensland First Nations communities through digital skills training and employment opportunities. Part of a three-year pilot program, between Cherbourg Aboriginal Shire Council, Queensland Department of Environment, Science and Innovation and TAFE Queensland, similar programs at Palm Island and Jumbun are now also operating.

[For a detailed report on Queensland Government initiatives, see Chapter two](#)

Next steps

This year's shift in approach to developing the Implementation Plan 2023, in partnership with QATSIC has further highlighted the importance of government's need to reframe the relationship with Aboriginal and Torres Strait Islander peoples, so that collectively, we can work towards improving social and economic outcomes for First Nations communities.

Some of the priorities of this important work for Queensland Government are:

- Continuing to leverage and build on the partnership with QATSIC
- Implementing the new Reframing the Relationship Closing the Gap Governance Framework
- Progressing the Policy Partnerships across the five priority areas
- Developing implementation of the Sector Strengthening Plans
- Continuing to engage and support the Queensland's Aboriginal and Torres Strait Islander community-controlled sector
- Developing a Communication Strategy to support implementation of the National Agreement
- Progressing the Local Thriving Communities data dashboard, investment mapping and expenditure reporting.

In future years, the Queensland Government looks forward to strengthening this reformed approach and renewed effort, with the Queensland Closing the Gap Partnership maintaining its role in shaping and refining the commitments of future longer term Implementation Plans, for the duration of the National Agreement.

Chapter two: Comprehensive report of Queensland Government initiatives

The Queensland Government agency initiatives detailed in this section of the report cover across the four Priority Reforms and aim to drive improvement across each individual Priority Reform.

Detailed Priority Reforms

Priority Reform One: Formal Partnerships 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 place 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.

Indicators:

- Partnerships reviewed (new or existing) meeting the 'strong partnership elements' (as defined by the National Agreement) (Clause 32 and 33):
 - Partnerships are accountable and representative (Clause 32.a.).
 - Partnerships having a written formal agreement (Clause 32.b.).
 - Partnerships having clear provisions of shared decision-making between government and Aboriginal and Torres Strait Islander partners (Clause 33)
- Number of partnerships by function, such as decision-making or strategic.

Outcome indicators:

- Proportion of Aboriginal and Torres Strait Islander people reporting they are able to have a say in their community on issues important to them.
- Proportion of Aboriginal and Torres Strait Islander people reporting improvements in their communities.

National Agreement Clauses: [Clauses 28-41](#)

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Native Timber Action Plan</p> <p>Establish a Native Timber Advisory Panel. The panel included representation from a cross-section of stakeholders, including Traditional Owners, to ensure that wide-ranging views are considered. Its role was to advise the government on policy options and implications for the native timber industry in order to support regional Queensland timber industry jobs. The Panel has presented its views to Government.</p>	<p>Native forestry presents opportunity for Indigenous communities, including:</p> <ul style="list-style-type: none"> • Employment and economic value • Partnerships between communities and government • Involvement in rehabilitation of mine sites • Recognition of Indigenous interests (including access to native timber resources) in tenure transfer processes. 	<p>Release a paper for public consultation which outlines government's proposed future policy direction for native forestry in Queensland.</p>	<p>Continuing program</p>	<p>DAF</p>
<p>CHANGED</p> <p>Biosecurity Risks In the Torres Strait and Northern Peninsula Area</p> <p>This project develops local First Nations capacity in the Torres Strait and northern Cape York to be the 'first responders' to biosecurity pest and disease incursions through training, response exercises and continual practical application of surveillance and response skills.</p>	<p>Employed a First Nations Project Officer.</p> <p>Negotiated and commenced fee-for-service contracts with:</p> <ul style="list-style-type: none"> • Torres Strait Islands Regional Council for the delivery of biosecurity services including compliance inspections and surveillance of high-risk biosecurity matters • Northern Peninsula Area Regional Council for the supply and servicing of mango quarantine bins at Jardine River. <p>Provided training in the following areas to local government environmental health workers, sustainability officers, rangers (Council and Torres Straits Regional Authority):</p> <ul style="list-style-type: none"> • Authorised officer under the <i>Biosecurity Act 2014</i> • Plant health and weed identification • Marine pest surveillance • Trapping of pest animals 	<p>NA</p>	<p>Funding due to expire June 2024 – further funding has been requested.</p>	<p>DAF</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<ul style="list-style-type: none"> • Provide specialist support services such as expert advice on biosecurity management and eradication • Undertake surveillance and compliance inspections on vessels moving freight in to and around the Torres Strait • Undertake surveillance on various biosecurity matters. <p>Provide community awareness and education engagement activities in the public arena, in language.</p> <p>Development and distribution of culturally appropriate biosecurity communications materials in language.</p>			
<p>NEW</p> <p>Safe and Supported: the National Framework for Protecting Australia's Children 2021-2031 (National Framework)</p> <p>Worked closely with the all state and territory governments, the Aboriginal and Torres Strait Islander Leadership Group (Leadership Group) and the National Coalition on Child Safety and Wellbeing to develop the first set of action plans under safe and supported.</p> <p>In January 2023 the two Safe and Supported Action Plans were launched:</p> <ul style="list-style-type: none"> • Safe and Supported: First Action Plan (2023-2026) • Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan (2023-2026). 	<p>Worked closely with the Leadership Group, states and territories, and the Commonwealth Government (Department of Social Services) to enable shared decision-making and formal partnership to co-develop and implement Safe and Supported shared decision-making governance structure.</p> <p>Queensland Minister for Child Safety, other state, territory and federal Community Services Ministers and the Leadership Group approved a shared decision-making governance structure to ensure parity in decision making and genuine partnership in the oversight and implementation of Safe and Supported.</p> <p>The commitment to the Partnership Agreement between the Commonwealth, state and territory governments and the Leadership Group (Partnership Agreement) was reaffirmed in July 2023 and scheduled to be endorsed by all parties.</p>	<p>Work in partnership with state and territory governments, the Commonwealth Government and the Leadership Group to finalise the Partnership Agreement and co-develop the monitoring and evaluation strategy and to implement actions under the Aboriginal and Torres Strait Islander First Action Plan.</p> <p>Implement the Safe and Supported working groups including:</p> <ul style="list-style-type: none"> • Systems Leadership • Workforce • Accountability and Data development • Working Together to support children and families. 	2023 – 2026	DCSSDS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Resolved the 2016 Aboriginal Land Act Claim over Boodjamulla National Park through a cooperative management agreement, which established a formal partnership with the Waanyi People to manage Country with the Department.</p>	<p>The partnership agreement between the department and the Waanyi PBC, is the first in Queensland which created a new class of tenure in Queensland, and established shared decision- making.</p>	<p>The department will continue to review opportunities for partnerships and will aim to finalise supporting documents such as the Agreement Making Framework which will assist the Department with building partnerships.</p>	<p>12 months</p>	<p>DESI</p>
<p>NEW</p> <p>Respecting Country – A Sustainable Waste Strategy for First Nations Communities (the Strategy)</p> <p>The Strategy guides the way Aboriginal and Torres Strait Islander Council's, government and industry manage waste and recycling activities across First Nations Communities.</p>	<p>All First Nations Councils were engaged in co-development of the Strategy.</p>	<p>The Strategy is approved and released and is being implemented through development and implementation of First Nations Regional Waste Plans.</p>	<p>Regional Plans will be finalised in Q1/2 of FY24</p>	<p>DESI</p>
<p>NEW</p> <p>Yarrabah Positive & Respectful Relationships Project</p> <p>The Queensland Government has allocated \$964,000 over four years to 2025-26 for the Yarrabah Positive and Respectful Relationships Project.</p> <p>The project involves a partnership between the Yarrabah community, DJAG and DTATSIPCA.</p> <p>The key aims of the project are to:</p> <ul style="list-style-type: none"> • promote safe and respectful relationships • strengthen personal and online safety • reduce the risk of Domestic and Family Violence and Youth Sexual Violence and Abuse. 	<p>A local Project Governance Group has been established in Yarrabah to provide oversight and cultural advice for the project.</p> <p>The project team have worked closely with the Project Governance Group to develop the project plan, guiding principles, governance arrangements and the co-design approach.</p> <p>A Young People's Committee will lead the youth decision making for the project and promote youth engagement.</p> <p>Community co-design will be undertaken using a culturally safe model developed with community input.</p> <p>The Project Governance Group have provided input into procurement (e.g., required expertise for co-design, evaluation criteria and market research).</p>	<p>During the next stage of the project, young people, community members and local organisations will decide what types of prevention strategies they would like to see in their community.</p> <p>The implementation and evaluation of prevention strategies will be informed by shared decision making with community stakeholders.</p>	<p>2021–22 to 2025–26</p>	<p>DJAG</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>The project involves young people (12-25 years) and community stakeholders co-designing and implementing an innovative prevention campaign to promote positive and respectful relationships, prevent violence, and help build a safer community.</p> <p>The project is guided by a positive, strengths-based approach. Culture and community knowledge are at the heart of the project.</p>	<p>Community representatives will participate on tender evaluation panels and receive probity training and support from DJAG.</p>			
<p>CHANGED</p> <p>Justice Policy Partnership (JPP)</p> <p>Queensland Government is an active participant.</p> <p>DJAG is the lead agency.</p>	<p>The Deputy Director-General, Justice Services, DJAG is the Queensland Government representative with support from the First Nations Justice Officer.</p>	<p>Inform development of the implementation plan for the JPP Strategic Framework.</p>	<p>On-going</p>	<p>DJAG</p>
<p>CHANGED</p> <p>Strong Governance Frameworks have been established in partnership with the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC).</p>	<p>The Executive Governance Group is co-chaired by the DDG, Justice Services and CEO of Aboriginal and Torres Strait Islander Legal Services.</p>	<p>Lead and oversee the implementation of the JPP Strategic Framework within Queensland.</p>	<p>On-going</p>	<p>DJAG</p>
<p>CHANGED</p> <p>Justice Policy Partnership (JPP) Cross-Agency Working Group, to support the JPP Executive Governance Group consisting of officer-level representatives across government, established.</p>	<p>The Cross-Agency Working Group is co-chaired by the First Nations Justice Officer and Principal Legal Officer of the Queensland Indigenous Family Violence Legal Service.</p>	<p>Support implementation of the JPP Strategic Framework within Queensland</p>	<p>On-going</p>	<p>DJAG</p>
<p>NEW</p> <p>Kindergarten Funding Scheme funding to all eligible kindergarten providers, including community-controlled organisations in some First Nations and Rural communities.</p>	<p>Implemented a new Kindergarten Funding Scheme, Kindy For All, which has evolved into a launch of a more extensive program in 2024, Free Kindy.</p>	<p>Conduct stakeholder engagement to ready the sector and families for the changes to the new Kindergarten Funding Scheme. All stakeholders, including Approved Providers operating in First Nations</p>	<p>On-going</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
		<p>Communities and Rural Communities.</p> <p>Launch new Kindergarten funding scheme, Free Kindy, in January 2024.</p>		
<p>NEW</p> <p>Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee (QATSIETAC)</p> <p>Provide advice on First Nations early childhood education, education, training and higher education matters to the Minister for Education, Minister for Industrial Relations and Minister for Racing, and the Minister for Employment and Small Business, Minister for Training and Skills Development and Minister for Youth Justice and their departments.</p>	<p>Developed a Statement of Shared Commitment between DoE and QATSIETAC, outlining the support that DoE will provide QATSIETAC to pursue their priorities.</p> <p>Investigate opportunities to support the establishment of an independent, community-led and managed Queensland Aboriginal and Torres Strait Islander Early Childhood Education, Education and Training consultative body that may choose to seek membership of QATSIC and the National Aboriginal and Torres Strait Islander Education Council.</p>	<p>Seek QATSIETAC's expert advice as members of project boards and panels on priority initiatives and activities including:</p> <ul style="list-style-type: none"> • Reframing the relationship plans and Path to Treaty • Queensland Aboriginal and Torres Strait Islander Early Childhood Education, Education and Training Consultative Body. <p>Establish the Queensland Aboriginal and Torres Strait Islander Early Childhood Education, Education and Training Consultative Body:</p> <ul style="list-style-type: none"> • establishing a Joint Project Board comprising equal numbers of QATSIETAC members and senior public servants to oversee support to establish the body • engaging Queensland Family and Child Commission to consult First Nations children, young people, families 	<p>September 2024</p> <p>April 2024</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
		<p>and carers and significant stakeholders across Queensland to seek views on the structure, membership and functions of the body</p> <ul style="list-style-type: none"> investigate options to engage an auspicing organisation for the body. 		
<p>NEW</p> <p>Discrete Communities Renewal Program focuses on providing better and culturally appropriate learning infrastructure for children located in Queensland’s discrete communities.</p> <p>This investment will support educational facilities servicing 18 Aboriginal and Torres Strait Islander communities from the Torres Strait to Cherbourg.</p> <p>DoE supports the economic development and outcomes of these communities, through supporting policies and procedures to engage local suppliers as preferred or part of the service provider network.</p>	<p>Community engagement seeking infrastructure investment supports outcomes for Indigenous students so they can reach their potential.</p> <p>The co-design approach will be based on established connections with the Aboriginal and Torres Strait Islander people in each community.</p>	<p>Communities will be actively engaged following the finalisation of an appropriate co-design methodology that aims to integrate maximum impact by aligning with a range of initiatives underway across Government.</p>	<p>December 2024</p>	<p>DoE</p>
<p>NEW</p> <p>Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCO) early engagement to learn from their expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable the community to design and deliver early childhood learning and development services that meet the community need.</p>	<p>DoE is working with ATSICCOs from the initial stages of information gathering, to ensure that the right knowledge and expertise informs the work that government will need to undertake to support building capability and capacity of the ATSICCO sector.</p>	<p>Based on outcomes of consultation with ATSICCO, Early Childhood division within DoE will continue to partner with the ATSICCO sector to grow capability into the future.</p>	<p>Given this is early consultation work, it is currently unknown what further actions will be decided to support the ATSICCO sector. The work will be ongoing.</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Housing Policy Partnership (HPP)</p>		<p>Establish Queensland's HPP governance arrangements through an approach that enables shared decision making and equal footing resourcing.</p>	<p>HPP governance established by end of 2023</p>	<p>DHLGPPW</p>
<p>CHANGED</p> <p>Rookwood Weir Project Indigenous Land Use Agreements with Darumbal People Aboriginal Corporation (DPAC) and Gaangalu Nations People (GNP)</p>	<p>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.</p>	<ul style="list-style-type: none"> • Bi-annual project governance meetings between DRDMW, Sunwater, DPAC and GNP to provide updates on the project and raise matters of interest. • Co-naming of new infrastructure by DPAC and GNP traditional languages are currently being finalised. 	<p>Next project governance meeting planned for November 2023.</p>	<p>DRDMW</p>
<p>INNOVATED</p> <p>First Nations Arts and Cultures Panel (FNACP)</p> <p>The Panel advises Arts Queensland on the necessary actions to support delivery of Creative Together's key priority to Elevate First Nations arts.</p> <p>As the FNACP focuses on First Nations arts and cultures, the current composition of the FNACP does not include representation of any of the QATSIC peak representative bodies.</p>	<p>The Panel has met 15 times over the past two and half years with outputs including:</p> <ul style="list-style-type: none"> • Develop and launch the Cultural Engagement Framework to guide the arts and cultural sector's work with First Nations arts, cultures and communities. • Co-design a new approach to peer assessment for contestable funding programs including 50% First Nations representation on all assessment panels and 100% representation on panels assessing First Nations-specific funds. • Developed a delivery framework for key Grow Elevate First Nations actions. • Advised on Queensland Government response to the Productivity Commission's. inquiry into Aboriginal 	<p>The panel will determine work priorities for 2024.</p>	<p>Panel members are contracted for periods of 12 months with possibility of extension.</p>	<p>DTATSIPCA</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>and Torres Strait Islander visual arts and crafts.</p> <ul style="list-style-type: none"> • Co-designed new funding programs for the First Nations arts and cultural sector. • Informed the review and reform of existing funding initiatives including Backing Indigenous Arts. 			
<p>NEW Arts Statutory Bodies (ASBs) legislation is currently being refreshed.</p> <p>Arts Queensland in collaboration with the First Nations Arts and Cultures Panel is overseeing the drafting of a revised ASB Bill to strengthen the roles of formal, remunerated First Nations advisory committees.</p> <p>All Arts Statutory Bodies and arts owned corporations now have a minimum of 25% First Nations representation on boards and governing bodies.</p>	<p>All Arts Statutory Bodies currently have Indigenous advisory bodies.</p> <p>These bodies are formed through current legislation which enables the respective boards to establish subordinate advisory bodies to inform decision making.</p>	<p>Establish Indigenous advisory bodies.</p>	<p>Draft ASB legislation is expected to progress between November 2023 and March 2024.</p>	<p>DTATSIPCA</p>
<p>NEW Cultural Heritage Service Agreements and Whole-of-Country Cultural Heritage Agreements</p> <p>The purpose is to set out processes for cultural heritage management of DTMR projects on each group's Country.</p>	<p>These collective partnerships achieved the following during 2022-23:</p> <ul style="list-style-type: none"> • Maintenance of access track into Deebing Creek Aboriginal Cemetery with Yuggera Ugarapul People. • In Darling Downs District, on the Canal Creek project, DTMR did a pre-works site inspection with the Githabul party. The outcome was the protection of several artefact scatters and the building of a strong DTMR-Traditional Owner relationship. • On the Mooloolah River Interchange (MRI) Project the North Coast Region undertook an extensive 	<p>Include action in Indigenous Strategy Roadmap and Action Plan to carry out a detailed review of existing partnership agreements to determine where strengthening could be required.</p>	<p>Mid-2024</p>	<p>DTMR</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>consultation and archaeological investigation program to inform the Project of the significance of the Aboriginal cultural heritage within the area and highlight the significance of the area to the Kabi Kabi People.</p> <ul style="list-style-type: none"> • At the Queensland Train Manufacturing Program site at Ormeau, DTMR consulted with Danggan Balun People and Jabree to complete surveys and a 6-week archaeological excavation program, from which over 400 artefacts were salvaged. An exclusion zone has also been installed around a culturally sensitive area. • On the Marlborough – Sarina Road timber bridges upgrade project, DTMR worked with the Barada Kabalbara Yetimarala People to install fencing around large artefact scatter. 			
<p>INNOVATED</p> <p>First Nations Health Equity Strategies by all Hospital and Health Services (HHS) is a legislative requirement under the <i>Hospital and Health Boards Act 2011</i> (HHB Act) and the Hospital and Health Boards Regulation 2012 (HHB Regulation).</p> <p>Amendments were made to the HHB Act and the HHB Regulation in 2020 and 2021 respectively as part of a broader suite of reforms being introduced across QH to achieve health equity with First Nations peoples, eliminate institutional racism and racial discrimination across the public health</p>	<p>Hospital and Health Services First Nations Health Equity Strategies have been co-designed in partnership with Aboriginal and Torres Strait Islander communities and organisations.</p>	<p>The initial 3-year cycle has commenced, and HHS have legislated requirements to report on Key Performance Measures that are aligned to Closing the Gap targets.</p>	<p>2023-2025</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
system, and attain the national goal of life expectancy parity by 2031.				
<p>NEW</p> <p>Queensland Aboriginal and Torres Strait Islander Health Partnership (QATSIHP).</p> <p>The re-established QATSIHP will focus on delivering outcomes on:</p> <ul style="list-style-type: none"> • System Reform • System Integration • Casual factors • Strong Workforce • Future Impact. 	<p>Re-established QATSIHP will be a genuine, strong, and tripartite partnership between QAIHC, Commonwealth Department of Health and Aged Care and Queensland Health to co-design, co-implement, and co-evaluate policies and programs impacting First Nations peoples in Queensland.</p> <p>A three-tier governance structure has been identified to ensure partnership and shared decision making:</p> <p>Tier 1 - Oversight & Accountability Membership includes:</p> <ul style="list-style-type: none"> • the Commonwealth, Assistant Minister for Indigenous Australians, and Assistant Minister for Indigenous Health • Queensland Government Minister for Health and Ambulance Services • QAIHC: Chair. <p>Tier 2 - Strategic Leadership - set work plan, ensure progress, and remove barriers. Membership includes:</p> <ul style="list-style-type: none"> • Commonwealth: Dept Health and Aged Care First Assistant Secretary & Assistant Secretaries • Queensland Government: Deputy Directors General • QAIHC: Chair and CEO. <p>Tier 3 – Working Groups.</p>	<p>Queensland Health will lead following Working Groups and contribute on the development of a realistic and achievable initial workplan for the next 12 months:</p> <ul style="list-style-type: none"> • System Reform • System Integration 	2023-2024 ongoing	QH
<p>NEW</p> <p>Children’s Health Queensland (CHQ) has a Service Level Agreement with the Institute for Urban Indigenous Health (IUIH) governed</p>	<p>The Service Level Agreement commits to co-designed models of care, shared workforce and shared workforce initiatives, co-</p>	<p>A new Agreement will need to be drafted to build upon successful projects and increase activity.</p>	6 months to develop a new agreement	QH

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
by a shared steering committee with equal decision-making power. The Agreement is approaching its three-year anniversary.	commissioning of services and joint education opportunities.			
<p>CHANGED</p> <p>Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025 (GDF) has a focus on codesigning models of care for maternity between Hospital and Health Services (HHS) and the Aboriginal and Torres Strait Islander Community-Controlled Health Organisations (A&TSICCHO).</p>	<p>Growing Deadly Families Strategy has provided:</p> <ul style="list-style-type: none"> Placed based partnerships between five ATSIICCHO and six HHS. Co-design that includes First Nations Voice's, with formal governance that aligns to the GDF Strategy. A&TSICCHO are the epicentre of the co-design within the GDF Strategy Increasing the First Nations workforce is a priority within the GDF Strategy and supporting sustainability of a culturally capable workforce. 	<p>In 2023 and 2024, implementation of the GDF Strategy will see expansion of current sites and the expansion of new sites:</p> <ul style="list-style-type: none"> Redesign of maternity service models. Investment into culturally capable First Nations workforce. Strengthen families by increasing continuity of care during pregnancy so Queensland Aboriginal and or Torres Strait Islander babies are born into strong resilient families Embedding Aboriginal and or Torres Strait Islander community investment into governance. 	<p>Ongoing through to June 2024: recurrent funding has been secured to support ongoing implementation of the GDF Strategy to assist in improving health outcomes for Aboriginal and or Torres Strait Islander women and their families by Closing the Gap.</p>	QH
<p>CHANGED</p> <p>Children's Health Queensland Health Equity Strategy 2021 – 2024 was co-designed with Aboriginal and Torres Strait Islander communities and their representative organisations.</p>	<p>Children's Health Queensland (CHQ) is committed to working in collaboration with Aboriginal and Torres Strait Islander communities to reshape CHQ service delivery. The priorities set out in the Strategy were sourced directly from the voice of the communities that are impacted by our services.</p>	<p>The UIIH are partners on the CHQ Health Equity Strategy Steering Committee and are co-leads in its implementation.</p> <p>UIIH will be co-design partners in the next iteration of the Health Equity Strategy with co-design consultations commencing early in 2024.</p>	End 2024	QH

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED Equity Framework draft.</p> <p>The framework could be of assistance in guiding joint decision-making processes and roles within partnership agreement development.</p> <p>The draft Equity Framework embeds the action of listening and learning to diverse perspectives as a vital mechanism for addressing inequity.</p> <p>The framework also embeds the mechanism of rebalancing and remediating structures. This includes recognising the change needed in current decision-making processes, policies and structures to enable the voice of Aboriginal and Torres Strait Islander peoples and communities to have comparable power in design, decisions, and measurement of impact. The action of listening to and learning from diverse perspectives as a vital mechanism for addressing inequity within the model.</p>	<p>A Community Governance Group was established consisting of members with lived expertise which enables engagement with those who have knowledge, insights, understanding and wisdom gathered through lived experience.</p> <p>Members represent a range of characteristics and identities typically associated with disadvantaged population groups, however it is the wisdom gained from the intersectionality of experiences of oppression that may play out in member's lives that is most valued. Members who do not have access to organisational support are remunerated for their participation.</p> <p>The Community Governance group has comparable power in framework decision-making and design processes as the government voice.</p>	<p>The Community Governance Group continues to provide data, insights and recommendations from a lived expertise perspective to inform processes of applying the Equity Framework.</p> <p>The Equity framework is not government policy. A decision will be required once finalised.</p>	<p>First half 2024 for consideration of application</p>	<p>HWQ</p>
<p>CHANGED Queensland Remote Food Security Strategy and Action Plan</p> <p>Consultation occurred from mid-2019 to early 2023 across the Torres Strait, Cape York and Lower Gulf communities to identify and validate food security priorities and solutions. As part of this consultation, HWQ also specifically engaged with Queensland Aboriginal and Islander Health Council (QAIHC), which is one of the 5 QATSIC members.</p> <p>The governance surrounding this strategy and its implementation is the Gather + Grow</p>	<p>Engaging and working with Aboriginal and Torres Strait Islander communities in the Torres Strait, Cape York and Lower Gulf communities, which will progress the Closing the Gap agenda.</p> <p>Establish policy partnerships with Aboriginal and Torres Strait Islander community bodies, as well as government departments across all three levels to work on discrete policy areas, such as logistics and supply chain, local food production, and health across communities and housing.</p>	<p>Not Government policy, strategy is pending Government consideration.</p> <p>Implementation planning and consultation with Aboriginal and Torres Strait Islander communities and government agencies over the next 12 months.</p>	<p>Pending Government consideration</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Steering Committee, which is co-chaired with DTATSIPCA along with representatives from Aboriginal and Torres Strait Islander community bodies, the committee consists of the following government departments: QH, DPC, DTMR, DAF, DHLGPPW.</p>				
<p>NEW Making Healthy Happen 2023-2032 Whole-of-system approach to prevent, reduce and treat obesity. It outlines the Queensland Government’s response to the National Obesity Strategy 2022-2032. The Making Healthy Happen 2023–2032 and Making Healthy Happen Action Plan 2023-2026 are currently under Government consideration. The development of the Strategy and Action Plan incorporated the insights of 1,296 individuals and organisations gathered through a variety of means including workshops, webinars, focus groups, and online surveys. Through these formal mechanisms, HWQ consulted with local, state and federal government agencies, as well as Aboriginal and Torres Strait Islander community members, and stakeholders across industry, universities and not-for-profit. Making Healthy Happen 2023-2032 will support the Queensland Government’s commitment to improving outcomes against the targets of the National Agreement on Closing the Gap.</p>	<p>Focus groups included consultations with Aboriginal and Torres Strait Islander people, exploring sensitive conversations around obesity, body image and weight stigma among this population group.</p> <p>A Steering Committee has been established, consisting of key state government agencies, including DTATSIPCA. This committee will provide governance across the Strategy, informing implementation of the Strategy and Action Plan.</p>	<p>Not Government policy, strategy is pending Government consideration.</p>	<p>Pending Government consideration</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>First Nations Partnerships in 2021-22</p> <p>Continuing the ongoing process of identifying, assessing and developing First Nations partnerships.</p>	<p>Since the initial partnership stocktake in 2021-22, QPS has identified a number of reasons why a working relationship between QPS and another organisation may not be a First Nations partnership. Reasons include:</p> <ul style="list-style-type: none"> • if there is no consistent First Nations membership in a partner organisation • if the relationship is informal and the First Nations partner does not seek a formal agreement • if the relationship only involves business-as-usual (BAU) QPS activities. <p>This has enabled the QPS to:</p> <ul style="list-style-type: none"> • revisit the initial partnership stocktake and exclude some working relationships that were originally thought to be partnerships, but are actually BAU policing • more readily recognise the strong partnership elements to identify potential new partnerships, and strengthen existing partnerships. 	<p>Continue to identify, assess, and develop First Nations Partnerships.</p>	<p>Ongoing</p>	<p>QPS</p>
<p>CHANGED</p> <p>First Nations Mayors Summits provide a platform to Mayors and Chief Executive Officers (CEOs) of discrete communities to discuss:</p> <ul style="list-style-type: none"> • community issues relating to policing strategies with the Commissioner of Police • solutions and strategies the QPS can support or assist with implementation • make recommendations to the Commissioner of Police in relation to 	<p>This partnership has been strengthened against partnership elements, including through the development of a formal Terms of Reference for the Mayors Summits, which may serve as a preliminary governance structure for further discussions about formal partnership through:</p> <ul style="list-style-type: none"> • setting of the agenda for each Summit by the Mayors • creation of an Action Item list after each summit, where QPS completion 	<p>A Summit partnership assessment, involving all Mayors, is to be requested in 2023-2024.</p> <p>Continue to engage in all future Summits and undertake out-of-session actions through annual planning, event management, and addressing action items raised by the Mayors at the Summits.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>the coordination/review of recommendations made in the meetings.</p> <p>Two Mayors Summits held per year for regular face-to-face contact with the Commissioner of Police.</p>	<p>of each action item must be reported back to the Mayors.</p>			
<p>NEW</p> <p>Respected Persons Youth Cautioning (Townsville First Nations Trial)</p> <p>This program co-delivers culturally-based youth cautions to First Nations young people, to support Outcome 11 of the National Agreement.</p>	<p>Achievements:</p> <ul style="list-style-type: none"> • Eight Townsville Justice Group members, mixture of respected First Nations Elders and young people, trained in Respected Persons co-cautioning • 15 co-cautions offered, six accepted and completed • Limited trial area (scope) established initially to establish governance, now expanded in Townsville District to increase the number of co-cautions • Formal partnership agreement being considered for development • Formal evaluation underway, due for completion October 2023 • Partnership has been used as a model to trial Respected Persons co-cautions in two other police districts (in early stages). <p>This partnership has been strengthened against partnership elements through:</p> <ul style="list-style-type: none"> • participation of the Townsville Justice Group (TJG) in the partnership and involvement of Justice Group members in decision-making • QPS and TJG members working collaboratively to adapt co-cautioning practices and processes as lessons are learned 	<p>The QPS will explore opportunities to expand this model to other police districts</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<ul style="list-style-type: none"> • formal evaluation of the initiative • inclusion of young and elder Respected Persons • establishment of the initiative at the request of the Justice Group • administration of culturally based co-cautions to First Nations young people • training for Justice Group members to become Justices of the Peace, and QPS training in co-cautioning. 			

Priority Reform Two: 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

Indicators:

- Number of Aboriginal and Torres Strait Islander Community Controlled organisations (ATSICCOs) contracted by governments across the Closing the Gap socio-economic outcome areas of the Agreement.
- Number of government contracts awarded to ATSICCOs:
 - By agency with funding prioritisation policies across all Closing the Gap outcomes (Clause 55.a.)
 - Under new funding initiatives decided by government which are intended to service the broader population across socio-economic outcome areas (Clause 55.b.)
- Number of sectors with elements of a strong sector (Clause 45), by element:
 - Number with sustained investment in capacity building
 - Number with a dedicated workforce and wage parity
 - Number supported by a peak organisation with strong governance and policy development capability
 - Number with consistent and sustained funding arrangements to support agreed service delivery standards.

Outcome indicators:

- Proportion of Aboriginal and Torres Strait Islander people reporting fewer barriers in accessing service.

National Agreement Clauses: [Clauses 42-57](#)

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
NEW Queensland Sustainable Fisheries Strategy: 2017 – 2027 Queensland Community Fishing Grants Establish a special fisheries working group, working closely with key stakeholders, to identify new economic pathways through	Each year the Queensland Government will provide up to \$250,000 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 Queensland.	An Indigenous Fishing Permit (IFP) allows an Aboriginal or Torres Strait Islander person or community to trial a commercial fishing activity. Successful applicants awarded an IFP receive between \$40,000	2027	DAF

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>charter fisheries and tourism operations while ensuring sustainable fisheries are maintained in Cape York.</p> <p>The working group will take the opportunity to consider a broader range of economic initiatives related to fishing and fisheries resources.</p> <p>In 2022-2023 a total of \$182,000 was allocated against staffing (FTE) and program funding for the Cape York Special Fisheries Working Group (CYSFWG).</p>		<p>- \$60,000 worth of permit allocation to activate up to 10 tonnes of mixed species in Queensland waters.</p> <p>In 2022 - 2023, Fisheries Queensland awarded an IFP to the communities of NPA and a \$40,000 funding grant to assist with business administration/ logistics auspiced by Balkanu, Cape York Land Council.</p>		
<p>NEW</p> <p>First Nations Community Controlled Support has been included in the sector capacity and capability component of the Disability Peak Funding Program Framework.</p>	<p>In addition to expanding the role of ATSIcco in the Disability Peak Funding Program Framework, DCCSDS provided seed funding to two organisations to build their capacity as ATSIcco.</p>	<p>A grants process will be undertaken to identify a provider to deliver peak services for First Nations Community Controlled Support.</p>	<p>Early 2024</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Public Works Social Procurement Framework</p> <p>Procurement Action Plan</p>	<p>On approval the EPW Procurement Action Plan will ensure accountability and measurable outcomes to meet the objectives of the Queensland Indigenous Procurement Policy</p>	<p>On approval the EPW Procurement Action Plan will be published and expectations will be communicated to all divisions and business units</p>	<p>2023-24</p>	<p>DHLGPPW</p>
<p>CHANGED</p> <p>Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ)</p> <p>Deliver and support active, structured, and supported collaboration between the Indigenous Community Housing sector and government.</p> <p>This includes a \$5.5M investment over five years to support sector development for Indigenous Community Housing Organisations to improve housing outcomes for First Nations Queenslanders.</p>	<p>There has been sustained investment into the sector through the establishment of ATSIHQ and the execution of a multi-year service agreement until 2025.</p> <p>ATSIHQ has a majority Aboriginal and Torres Strait Islander governing body that has representations of members from community controlled and operated Aboriginal and Torres Strait Islander Housing Organisations.</p>	<p>DHLGPPW will continue to work in partnership with ATSIHQ to support capability uplift and sustained investment and support sector strengthening of the Indigenous Community Housing sector.</p> <p>Strategic Partnership Working Group (SPWG) and bi-monthly meetings will continue with the peak to review workplan progress and identify solutions to</p>	<p>Final review report on the Annual Workplan 2022-2023 following submission by the peak.</p>	<p>DHLGPPW</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Through Annual Workplans, DHLGPPW is working in partnership with the peak body and the sector to better support housing outcomes for Aboriginal and Torres Strait Islander peoples and the Indigenous Community Housing sector.</p>		<p>emerging priorities and needs in the sector.</p>		
<p>NEW</p> <p>Agency Procurement Plan includes objectives and strategies around increasing spend with Aboriginal and Torres Strait Islander owned suppliers as well as improved usage of Black Business Finder.</p> <p>DPC Procurement has committed to providing Aboriginal and Torres Strait Islander owned businesses who have unsuccessfully participated in procurement processes with a referral to DTATSIPCA for linking to programs to build the capability of these business to better respond to Government procurement processes including improving, where relevant, Capability Statement and Tender Submissions.</p>	<p>Clause 55 - Government Parties agree to implement measures to increase the proportion of services delivered by Aboriginal and Torres Strait Islander organisations, particularly community-controlled organisations.</p>	<p>DPC is working on updating its Procurement and Contract Management Policy and Guidelines to include new QPP provisions including set-asides and other methods which may help increase spend with First Nations suppliers.</p>	<p>New policy in place by 30 June 2024</p>	<p>DPC</p>
<p>NEW</p> <p>Indigenous Council Funding Program</p> <p>Indigenous Local Governments through the Local Government Division (LGD) offer support and grant funding.</p> <p>One of LGD's key priorities is to identify opportunities for improving Indigenous Local Government sustainability. A key principle of this project is to support local employment through building capability and capacity at the local level rather than simply seeking financial efficiencies.</p>	<p>The Indigenous Council Funding Program (ICFP) is a significant investment in Queensland's Indigenous communities and will help Indigenous councils provide the local services that are essential to supporting liveable communities.</p>	<p>ICFP will provide \$69.8 million in funding to Queensland's 16 Indigenous councils.</p>	<p>Ongoing</p>	<p>DHLGPPW</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Arts Queensland adheres to Queensland Indigenous Procurement Policy and prioritises self-determined First Nations suppliers where possible.</p>	<p>Arts Queensland prioritises supporting First Nations suppliers where possible.</p>	<p>Consider options available to directly appoint First Nations suppliers in line with Queensland Government procurement principles.</p>	<p>As required and new suppliers are sought</p>	<p>DTATSIPCA</p>
<p>NEW</p> <p>Community Road Safety Education Grants provide an opportunity for not-for-profit groups to support local road safety initiatives that drive a change in behaviours and attitudes to road safety in local communities.</p>	<p>Support Queensland communities with the development and delivery of effective road safety education initiatives that support people to be safer road users.</p> <p>Funding is available up to \$40,000.</p> <p>Initiatives must be delivered within 12 months of when funding is awarded.</p>	<p>Continuation of the Community Road Safety Education Grant program.</p>	<p>Ongoing</p>	<p>DTMR</p>
<p>CHANGED</p> <p>Making Tracks Interim Investment Strategy 2022–2023</p> <p>\$40.97 million was allocated to non-government organisations for the delivery of First Nations-specific health and wellbeing services, an increase of \$4.71 million on the prior year allocation of \$36.26 million.</p>	<p>Aligned internal planning processes to strengthen our commitment to achieving Priority Reform 2 – Building the Community Controlled Sector.</p>	<p>Continue to monitor and review Making Tracks Investment to achieve outcomes under Priority Reform 2.</p>	<p>Ongoing</p>	<p>QH</p>
<p>NEW</p> <p>Reconciliation Action Plan</p>	<p>Relevant actions from our RAP include:</p> <ul style="list-style-type: none"> Improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. Increasing Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. 	<p>Implementing these RAP actions during 2023-2024.</p>	<p>October 2024</p>	<p>HWQ</p>
<p>NEW</p> <p>Gather + Grow Healthy Communities seeks to engage Aboriginal and Torres Strait Islander peoples in identifying community priorities and implementing community</p>	<p>Through this partnership, HWQ is working to build capacity of the Aboriginal and Torres Strait Islander community-controlled sectors to deliver services to support Closing the Gap.</p>	<p>The extension of funding for the program until June 2024.</p>	<p>July 2024</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
actions to improve access to healthy food and drinks by building the capacity of the sector via investment of positions.	Next steps for this piece of work are the implementation of the Local Food Security Community Action Plans, as well as the continued 6-monthly Healthy Store Action Plan development and implementation.			
<p>NEW</p> <p>Deadly Choices Healthy Lifestyle programs funding</p> <p>Institute for Urban Indigenous Health (IUIH) funding to deliver Deadly Choices Healthy Lifestyle programs, a widely recognised campaign supported by programs and initiatives that engage First Nations Queenslanders to undertake 715 health checks and encouraging health and wellbeing in a holistic way.</p>	<p>Through the delivery of this program, there have been 510 Deadly Choices Healthy Lifestyle Programs which resulted in 5,930 participants completing the program. In addition, 206 community and sporting events were conducted, and 90 Deadly Choices Fit programs were delivered. A total of 4,012 Health Checks were also completed because of Deadly Choices Healthy Lifestyle Program activities.</p> <p>In the last 12-24 months HWQ have supported:</p> <ul style="list-style-type: none"> • A series of eight Olympic community activation events in collaboration with the Queensland Academy of Sport and aligned with the Queensland Government's 2032 Go for Gold initiative. • The official launch of the 2023 Queensland Murri carnival (22–30 September 2023) on 17 March 2023. • The formation of new partnerships for Deadly Choices with the National Rugby League (NRL) club, the Redcliffe Dolphins in 2023. • The Queensland Firebirds netball franchise in 2023. 	The extension of funding for the program until June 2024.	June 2024	HWQ
<p>NEW</p> <p>First Nations Procurement Plan which includes annually incremented targets for</p>	DoE has undertaken a number of capability development workshops in partnership with Indigenous firms in the ICT and Building & Construction sectors with the aim of increasing capability and capacity to respond	Continued focus on workshops and development / mentoring actions to help meet the increased opportunity for partnership and contracting.	July 2024	DoE

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
direct expenditure with First Nations businesses.	to government and win work through competitive tendering opportunities, resulting in enhanced employment outcomes in the community-controlled sector.	Raise targets for economic engagement with genuine Indigenous firms and businesses in the community-controlled sector.		

Priority Reform Three: 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.

Indicators:

- Aboriginal and Torres Strait Islander people employed in government mainstream institutions and agencies:
 - Total number, by level and agency
 - Number of identified Indigenous Australian positions by level and agency.
- Aboriginal and Torres Strait Islander representation in governance positions in government mainstream institutions and agencies:
 - Proportion of Aboriginal and Torres Strait Islander advisory bodies.
- Number and proportion of government mainstream institutions and agencies with Reconciliation Actions Plan (RAP) in place, by RAP type
- Government mainstream institutions and agencies reporting actions to implement the transformation elements:
 - Identify and eliminate racism
 - Embed and practice meaningful cultural safety
 - Deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
 - Increase accountability through transparent funding allocations
 - Support Aboriginal and Torres Strait Islander cultures
 - Improve engagement with Aboriginal and Torres Strait Islander people.

Outcome indicators:

- Proportion of Aboriginal and Torres Strait Islander people reporting experiences of racism.
- Proportion of Aboriginal and Torres Strait Islander people who identify as feeling culturally safe in dealing with government mainstream institutions and agencies.

National Agreement Clauses: [Clauses 58-68](#)

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW Respectfully Journey Together Aboriginal and Torres Strait Islander Cultural Capability Action Plan</p> <p>The DCSSDS Cultural Capability Framework has the vision for the department to be the most culturally capable government agency.</p> <p>To implement and embed the 15 aspirational goals within the department's Respectfully Journey Together Aboriginal and Torres Strait Islander Cultural Capability Action Plan developed in 2015, the department identified 12 actions which are tangible, achievable activities.</p> <p>Every region and work group (directorates) are to develop their Cultural Capability Implementation Plan detailing how they will meet these 12 Actions.</p> <p>All staff are encouraged to embrace the opportunity for growth, to move forward and take pride in what we do every day. We aim to be more thoughtful and culturally responsive in our approaches and display respectful behaviours to all Aboriginal and Torres Strait Islander Peoples.</p>	<p>The Cultural Capability team has commenced the provision of workshops to program areas and regions on the implementation of the 12 Actions; Cultural Safety; Cultural Load and Cultural Authority; and Inclusion and Diversity in Practice. All which aim to build the understanding of DCSSDS staff and build a culturally safe workforce.</p>	<p>The Cultural Capability team will continue to roll the workshops out to the remainder of the state.</p>	<p>2023-2024</p>	<p>DCSSDS</p>
<p>NEW SBS First Nations online module</p> <p>In December 2022, the department approved the introduction of the SBS First Nations online module as the DEC mandatory cultural capability training. This training tool provides a more engaging and contemporary approach to developing awareness and providing relevant cultural insight in a real</p>	<ul style="list-style-type: none"> • 2054 enrolled employees completed mandatory training 2022–2023 • 20 Executive Leadership Team (ELT) members, including the Director-General, and other senior executives completed the Building on the Strength of our stories two day cultural capability training 	<p>Cultural capability programs will continue to be available.</p>	<p>Ongoing</p>	<p>DEC</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
world context. This is achieved through multi-media and the use of a number of short videos featuring First Nations people sharing their thoughts.	facilitated by the Department of Resources.			
<p>CHANGED</p> <p>Cultural Capability training foundational, intermediate and advanced levels, via online, virtual and face to face delivery methods:</p> <ul style="list-style-type: none"> foundational (253 employees completed) intermediate (125 employees completed) advanced (64 employees completed, including 30 Senior Executive Staff (SES) and Senior Officers (SO)). 	The purpose of the training is to build cultural safety within the department for Aboriginal and Torres Strait Islander employees and stakeholders and to support Aboriginal and Torres Strait Islander cultures through education of these cultures.	DESI is currently reviewing the department's Cultural Capability Framework to address gaps as part of the Gurra Gurra Framework, including placed-based offerings, and incorporating requirements of the <i>Public Sector Act 2022</i> .	June 2024.	DESI
<p>CHANGED</p> <p>The Gurra Gurra Framework 2020-2026 will support DESI 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> <p>Cultural Safety Plan</p> <p>A division of DESI has piloted the development of cultural safety plan blueprint and supporting artefacts to:</p> <ul style="list-style-type: none"> influence improved policy, service, and program delivery through the inclusion of cultural value in business practice and decision making. increase Aboriginal and Torres Strait Islander representation in the workforce and to develop the cultural capability of the whole workforce to enable a fit for purpose, culturally safe and an inclusive environment 	<p>The pilot has demonstrated a truly inclusive approach to co-develop a cultural safety plan blueprint that addresses individual, team/branch, divisional and departmental actions to embed and practice meaningful cultural safety. The blueprint addresses the need to identify and eliminate racism, support and participate in truth-telling, embed culture in the workplace, improve engagement with First Nations people and deliver culturally responsive services against four key levers for change: Education, Engagement, Workforce & Leadership.</p> <p>The blueprint further identifies the need to address the critical pathway for each lever for change across three key phases: enable, grow and lead and provides statements and complementary goals to guide the development of supporting actions for use by individuals, teams/branches, the ESR</p>	The next phase of this initiative is to implement the use of cultural safety plans at the individual, team/branch and divisional level. The Implementation Plan is currently being developed.	October 2024 + ongoing	DESI

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> promote truth-telling and cultural healing in the workplace support delivery of the Gurra Gurra Initiatives. <p>The development of the blueprint was underpinned by the Gayaa Dhuwl (Proud Spirit) Australia Declaration.</p>	<p>division and where appropriate, the broader department.</p> <p>In devising supporting actions, a roadmap has been developed to prioritise, create and maintain the enabling environment and seeks to guide implementation of best practice approaches.</p>			
<p>CHANGED</p> <p>Gurra Gurra Framework Initiative</p> <p>Regulatory Relationship Framework</p> <p>Co-designed service delivery framework to improve DESI's regulatory relationship with Queensland's 17 Aboriginal and Torres Strait Island Local Government Authorities (LGAs) that enables positive environmental and community outcomes by being fit for purpose, place and people. The program aims to assist LGA's realise their aspirations associated with the management of waste and wastewater operations, and other activities legislated by the <i>Environmental Protection Act 1994</i>.</p>	<p>The establishment of the program serves to:</p> <ul style="list-style-type: none"> takes a place-based, relational approach facilitates opportunities to grow on-ground expertise provides fit for purpose, and fit for place technical expertise and advice connects supporting partners to enable a holistic approach to delivering services supports actions to reduce environmental risk and realise environmental aspirations for Country. 	<p>DESI will continue to deliver this program in partnership with respective Aboriginal and Torres Strait Island LGAs. Support will be tailored to community specific aspirations and in a way that enables self-determination. This may include intensive support work to address a specific matter or working alongside Council to develop their expertise and lead environmental outcomes for community.</p>	<p>Ongoing.</p>	<p>DESI</p>
<p>NEW</p> <p>The Gurra Gurra Framework initiative</p> <p>First Nations Engagement and Partnership Framework</p> <p>Embed the principles and values of The Framework across the business to create permanent and productive relationships with First Nations peoples and communities across Queensland.</p> <p>By implementing the Gurra Gurra and progressing initiative seven (Authorising Environment) the Department is committed to developing an Agreement Making</p>	<ul style="list-style-type: none"> Undertake an independent and culturally safe mid-term review of the Gurra Gurra Framework. Develop these frameworks that support implementation of the initiatives of the Gurra Gurra Framework. 	<p>The mid-term review will provide insights into how the Gurra Gurra Framework is being implemented, and whether it is delivering the intended impact of reframing the department's relationships with First Nations people. It will also provide learnings, including identifying opportunities for improvements as the department prepares for Treaty.</p>	<p>Implementation of the Gurra Gurra Framework is ongoing. The mid-term review is due to be delivered by end of 2023.</p>	<p>DESI</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Framework (AMF) and First Nations Engagement and Partnership Framework. The AMF will support improved partnerships arrangements with First Nations people, ensuring consistent, repeatable and mutually beneficial agreement processes.</p> <p>The Engagement and Partnering Framework is currently being co-developed with First Nations peoples to guide how the Department will work together to care for Country. It will outline the principles and practices that underpin effective engagement and partnerships to support respectful, reciprocal, and meaningful relationships based on self-determination, empowerment, and cultural safety.</p>				
<p>NEW</p> <p>First Nations Strategy and Partnerships (FNSP) Division led by an identified Deputy Director-General, to act as a system steward and ensure that outcomes for First Nations students are embedded across all departmental priorities.</p>	<p>The establishment of the new FNSP Division as a system steward assists DoE to:</p> <ul style="list-style-type: none"> • support Aboriginal and Torres Strait Islander cultures • embed and practice meaningful cultural safety • identify and eliminate racism; increase accountability through transparent funding allocations • improve engagement with Aboriginal and Torres Strait Islander people. 	<p>FNSP will lead DoE’s contribution to the whole of Government commitment to Path to Treaty and the Truth Telling and Healing Inquiry.</p> <p>Develop an investment framework to guide decisions regarding future funding and priorities.</p> <p>Establish a whole-of-agency ‘Reframing the Relationship Steering Committee’ to guide DoE to continuously improve its cultural capability and treaty readiness.</p>	<p>December 2023</p> <p>June 2024</p> <p>June 2024</p>	<p>DoE</p>
<p>CHANGED</p> <p>Aboriginal and Torres Strait Islander Workforce Strategy 2019–2021 report findings used to co-design the next workforce strategy.</p>	<p>The report’s key findings will help to support the building of inclusive and culturally safe workplaces. DoE will incorporate the following three recommendations:</p> <ul style="list-style-type: none"> • leadership and performance 	<p>Complete co-designing the Aboriginal and Torres Strait Islander Workforce strategy 2024–2027 and implement.</p>	<p>March 2024</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<ul style="list-style-type: none"> • cultural capability is prioritised as everyone's business and role modelled by leaders • systems, policy and practice reform, for the next workforce strategy. 			
<p>CHANGED</p> <p>Commitment Statement to Aboriginal Peoples and Torres Strait Islander Peoples in the spirit of reconciliation.</p>	<p>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 engagement and outcomes for Aboriginal and Torres Strait Islander families and students.</p>	<p>Promote the Commitment Statement during culturally significant events and dates. Continue to embed and communicate the Commitment Statement in a range of forums and events as part of DoE's commitment to reconciliation</p>	<p>Ongoing</p>	<p>DoE</p>
<p>CHANGED</p> <p>Cultural Capability Framework Action Plan 2022–2024</p> <p>Delivered in-person and online learning sessions to all DoE staff on: Aboriginal and Torres Strait Islander cultural capability awareness; how to use the department's Cultural Capability Framework; and the Commitment Statement.</p>	<p>Co-designed a Cultural Capability Framework in 2021 to provide a common understanding of what cultural capability looks like for the entire workforce and the transformative steps to realise the department's Commitment Statement to Aboriginal Peoples and Torres Strait Islander Peoples in schools, early childhood education and care settings, and workplaces.</p> <p>Delivered cultural knowledge clips on: Welcome to Country and Acknowledgement of Country; How to introduce yourself in a culturally safe way; Yarning circles; and Elders/Aunty/Uncle, Sad/Sorry business. Piloted the People Leader Cultural Capability awareness session.</p> <p>Continued to support and guide divisions across DoE on embedding inclusive and cultural safe practices into their everyday practices and processes through development and promotion of: identified position guidelines for hiring managers; coaching and mentoring guide; self-assessment tool (in progress); and people</p>	<p>Continue implementation</p>	<p>December-2024</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	leaders toolkit. There are three baseline capabilities and one teaching-specific capability.			
<p>NEW</p> <p>We All Belong Learning Suite comprising an Aboriginal and Torres Strait Islander online module as a beginner stage cultural awareness session.</p> <p>Delivery of cultural capability e-learning modules, cultural awareness sessions to improve cultural safety within the workplace.</p> <p>Engage in the Career Pathways Service to improve employment opportunities and career pathways for Aboriginal and Torres Strait Islander employees.</p> <p>Support and promotion of the Australian Human Rights Commission's 'Racism Stops With Me' campaign.</p> <p>Delivery of Unconscious Bias training.</p>	<p>Identify and take action on racism, discrimination and unconscious bias to address these experiences.</p> <ul style="list-style-type: none"> Support Aboriginal and Torres Strait Islander employees career progression into senior leadership roles. Embed approaches to promote cultural safety and awareness recognising the strengths of our Aboriginal and Torres Strait Islander employees. 	<ul style="list-style-type: none"> Delivery of a mandatory cultural capability training program for all staff Implementation of a Cultural Capability Action Plan to achieve better outcomes of Aboriginal and Torres Strait Islander peoples. Ongoing messaging to support 'Racism Stops With Me' campaign. Improve engagement with Aboriginal and Torres Strait Islander people with regard to change within the workplace. 	Ongoing	DoE
<p>NEW</p> <p>Culturally appropriate kindergarten programming under the Queensland kindergarten learning guideline and supported by Foundations for Success within State Delivered Kindergarten (SDK) settings.</p> <p>Curriculum delivery in 136 SDK settings supported by Regional Senior Advisors and Heads of Department.</p> <p>31 SDK programs are delivered in discrete Aboriginal and Torres Strait Islander communities.</p>	Introduced a K-2 branch to support early childhood pedagogy across the early phase of schooling and improve successful transitions.	Work alongside the Education Futures Institute (EFI) to inform evidence based state-wide cultural capability learning for SDK settings and the early phase of learning.	December 2024	DoE

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Walk the Talk - Reframing the Relationship and Path to Treaty Readiness Plan 2023-2026</p> <p>The Plan has a focus on Closing the Gap a strategic driver of our key Priorities and the elimination of racism in all its form is a priority in the Plan.</p>	<p>The Plan was launched in September 2023.</p>	<p>An implementation plan outlining deliverables to actively eliminate racism will be developed.</p>	<p>Implementation Action Plan developed with details of deliverables by late 2023.</p>	<p>DoR</p>
<p>NEW</p> <p>Building on the Strengths of Our Stories Cultural Agility Program</p> <p>Delivered 36 sessions to 900 Queensland public servants.</p> <p>Building on the Strengths of our Stories is a two-day program focusing on truth telling and legislation enacted on First Nations Queenslanders and the ongoing impacts for First Nations peoples.</p>	<p>Building on the Strengths of our Stories has been opened for Queensland government agencies to attend including:</p> <ul style="list-style-type: none"> All DoR staff, Senior Leadership Team inc. DDG level participants SES and most SO) Honourable Minister Enoch, Path to Treaty Office DTATSIPCA Rachel Hunter, former Director-General, DPC and executive team. DESI Senior Leaders Paul Martyn, Director-General, DEC and executive team DPC Graduates DAF Executive and senior leaders DTATSIPCA DTMR, Smart Services Queensland QFES DJAG, Queensland Sentencing Advisory Council 	<p>Continue to deliver Building on the Strengths of our Stories in Department of Resources and across Queensland government with sessions scheduled for:</p> <ul style="list-style-type: none"> DoR DRDMW Executive Leadership Team DTS DJAG Office for Women & Violence Prevention, Justice Reform Office, Queensland Law Reform DTMR First Nations Digital Strategy Unit, Honourable Minister Scott Stewart 	<p>The impact and effectiveness of the program is evidenced by the demand for access to the program across the Queensland Public Sector</p>	<p>DoR</p>
<p>NEW</p> <p>Resources Respectful Language Guide</p>	<p>Endorsed in September and to be implemented in October 2023</p>	<p>Develop a communication plan to introduce this new guide throughout the department.</p>	<p>Ongoing</p>	<p>DoR</p>
<p>INNOVATED</p> <p>Support cultural capability</p> <p>To support cultural capability and to ensure we provide a culturally safe workplace, DPC</p>	<p>During the 2022/2023 financial year the following cultural capability training was undertaken:</p>	<p>DPC will work with DTATSIPCA to provide relevant agency data on the uptake of cultural capability training as required.</p>	<p>Ongoing</p>	<p>DPC</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>engaged a consultancy to conduct a review of our current recruitment and selection practices and cultural safety. This work formally concluded on 30 June 2023. DPC will integrate key recommendations into the 2023-24 planning cycle as well as include in the Reframing the Relationship Plan which is due for publication by December 2023.</p> <p>Sorry Business Guide to build capability and understanding when supporting First Nations employees. DPC has also established dedicated intranet pages for Cultural Capability, ensuring easy access to available information for staff and managers.</p>	<ul style="list-style-type: none"> • 196 completed Starting the Journey training within 30 days of commencement, as part of their mandatory induction training. • 35 completed the two day workshop, Building on the Strengths of our Stories(BoTS), including six SES. • 51 completed Unconscious Bias • 13 completed the Aboriginal Walking Tour • One completed BANAAM Cultural Capability training • DG mandated that all SES attend BoTS during 2023 • The Treaty Readiness Working Group also attended the State Archives to support our treaty readiness and truth telling. 	<p>DPC continues to explore additional training providers to meet our evolving needs to build cultural capability and safety.</p> <p>Leadership forums will be held to support building cultural capability and to identify additional leadership actions to drive improved outcomes.</p> <p>BoTS sessions will continue to be offered each year to employees and leaders.</p>		
<p>CHANGED</p> <p>The Queensland Cabinet Handbook and relevant templates were updated to require submissions to consider any impacts or potential impact, of policies and programs on Queensland's Closing the Gap obligations. The update went live on 4 September 2023.</p>	<p>Submissions will now detail how proposals support government efforts to reframe the relationship including, where applicable, supporting the Queensland Government in meeting obligations under the National Agreement on Closing the Gap. The Handbook also requires early consultation with DTATSIPCA to assist with impact identification.</p>	<p>DPC will work with DTATSIPCA on the preparation of guidance material to assist agencies in meeting these new requirements.</p> <p>DPC Portfolio Contact Officers will work with and support agency policy staff to ensure that the requirement to consider the impacts of policies and programs is addressed in Cabinet submissions.</p>	Ongoing	DPC
<p>NEW</p> <p>Cultural awareness/conversations that matter sessions were conducted with Aboriginal facilitators. This included sessions for Executive Leadership Team including the Director-General for a total of 205 attendees across the organisation:</p>	<p>From the 2022-23 period, DSDILGP made Starting the Journey completion mandatory for all staff.</p> <p>Economic Development Queensland has undertaken two staff surveys to better understand staff cultural maturity. It is</p>	<p>Co-design with Mari Dhiyaan and Aboriginal provider - cultural awareness/conversations that matter for a second module to be offered department wide including regions.</p>	Published internally by December 2023 for delivery 2024.	DSDILGP

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> • Ipswich (25 people) • Toowoomba (25 people) • Executive Leadership Team (28 people) • Local Government Division (82 people) • Mari Dhiiyaan employee network. 	<p>intended that the survey be extended to all DSDILGP staff.</p> <p>Employee Assistance Program (EAP) provider Benestar is providing feedback and requests to tailor support and made available on a case-by-case basis.</p> <ul style="list-style-type: none"> • Benestar Aboriginal and Torres Strait Islander dedicated employee assistance line promoted with cultural awareness communications and events. • Specialist trauma provider engaged to support a vision-setting workshop for Mari Dhiiyaan. • Specialist trauma provider engaged through EAP provider available on call to support employees required to undertake a scoping visit to Queensland Records Archive to prepare for Path to Treaty work. • Procurement underway to engage specialist providers to co-design cultural safety programs and provide additional EAP support. • Draft cultural safety plan in progress. • Engagement of one internal cultural capability position to Corporate to inform development of cultural capability and safety programs. 	<p>Procurement of Torres Strait Islander provider for cultural awareness sessions.</p> <p>Development of internal cultural safety offerings/ program for implementation (in co-design with Mari Dhiiyaan and Aboriginal and Torres Strait islander cultural safety providers (pending procurement processes).</p> <p>Publishing of individual cultural safety plan on 'intranet' with consideration to intersectionality pending engagement of cultural safety specialist and further consultation with key stakeholders.</p> <p>Development of internal cultural safety offerings/ program for implementation (in co-design with Mari Dhiiyaan and Aboriginal and Torres Strait Islander cultural safety providers (pending procurement processes).</p> <p>Publishing of individual cultural safety plan on internal intranet with consideration to intersectionality pending engagement of cultural safety specialist and further consultation with key stakeholders.</p> <p>Implementation of measures including analysis of Working for</p>		

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
		Queensland survey results in 2023 and Pulse surveys.		
<p>NEW</p> <p>Department's Strategic Plan 2023-2027</p> <p>Strengthen capability, innovation and governance to deliver effective, culturally responsive and agile services.</p>	The Cultural Engagement Framework is incorporated into Arts Queensland funding guidelines and agreements.	Arts Queensland as a division of the Department of Treaty, Aboriginal and Torres Strait Islander partnerships, Communities and the Arts will abide by the departmental Cultural Capability Action Plan.	As required	DTATSIPCA
<p>NEW</p> <p>Annual training in Aboriginal and Torres Strait Islander Cultural Competency, workplace behaviour, Health safety and wellbeing at work, code of conduct for the Qld Public service and Workplace bullying and occupational violence.</p>	Arts Queensland (AQ) Staff have mandatory training in cultural capability. Training is delivered by a local, place-based First Nations consultancy deliver training that that is tailored to educate AQ staff in cultural capability in an arts and cultures context.	Cultural Awareness training opportunities will continue to be offered.	Ongoing	DTATSIPCA
<p>INNOVATED</p> <p>Cultural Capability training and resources</p> <p>CBRC approved \$345,000 in 2023-24 to review and improve training and resources.</p>	Driven by the enactment of the <i>Public Sector Act 2022</i> , the review is part of a transformational phase that would see a reframed relationship with Aboriginal and Torres Strait Islander Peoples across the whole of Government.	The review will make recommendations to align the cultural capability training strategy with clauses 58-68 of the National Agreement on Closing the Gap.	June 2024.	DTATSIPCA
<p>NEW</p> <p>Starting the Journey online learning module</p> <p>Mandatory for all employees to complete. Completion rates are monitored and reported to each Divisional Lead.</p>	<p>In July 2023 DTS released its overarching Diversity and Inclusion Policy and a suite of policy documents defining disrespectful and unacceptable Workplace Behaviour (including behaviours which constitute discrimination and workplace harassment).</p> <p>These policy documents are supported by online training modules:</p> <ul style="list-style-type: none"> • Diversity, Equity and Inclusion • Behaviour in the Workplace • Workplace Integrity. 	<p>DTS will work to deliver the desired outcomes of the Strategic Workforce Plan – through year-to-year action plans.</p> <p>DTS is eager to provide new cultural capability training and make it mandatory, once it's made available at a whole of sector level.</p>	2023-2024	DTS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW Place-Based Cultural Capability Training for various levels of employees within the department.</p>	<p>Over the last 18 months, DTMR has been developing its Indigenous Strategy Roadmap and Action Plan which has various actions that speak to increasing the number of cultural capability training options, making it mandatory for all staff to complete, to explore place-based training, and to require Executive Leadership to participate in immersive cultural capability training.</p>	<p>The training needs to be mandatory for all members of DTMR's workforce.</p>	<p>December 2024</p>	<p>DTMR</p>
<p>NEW The Working for Queensland (WfQ) employee survey is conducted annually. In 2022, the survey instrument was refreshed to capture information on key elements of the <i>Public Sector Act 2022</i>. The survey now includes questions that specifically relate to the experience of racism and discrimination in the Queensland public sector. WfQ survey results at the agency and sector-wide level are published by the Public Sector Commission.</p>	<p>When finalised, an analysis of the WfQ survey results, including on racism and discrimination, will be presented to the Cultural Agency Leaders (CAL) group for consideration and discussion. The group will discuss strategies and approaches to address key findings.</p>	<p>High level results from the 2023WfQ survey will be shared with CAL by the end of 2023.</p>	<p>Results of the 2023 survey will be published in 2024.</p>	<p>PSC</p>
<p>CHANGED Cultural capability development through its Leadership and Capability functions.</p>	<p>The Public Service Commission will support the sector to deliver on their responsibilities to community by embedding cultural capability into the Leadership Competencies for Queensland.</p>		<p>December 2025</p>	<p>PSC</p>
<p>CHANGED The Public Sector Act 2022 Introduced the requirement for organisations to undertake an equity and diversity audit, to meet obligations around equity, diversity, inclusion and respect. The equ</p>	<p>The pay gap for Aboriginal and Torres Strait Islander males and females has narrowed since June 2022. The Career Pathways program provides opportunities for Aboriginal and Torres Strait Islander employees to progress their careers by being temporarily or permanently appointed to higher duties.</p>	<p>Equity and diversity audits are undertaken annually, with an action plan to address inequities identified.</p>	<p>Annually</p>	<p>PSC</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>ity and diversity audit requires each organisation to analyse their workforce data, identifying inequities. Organisations are analysing workforce data relating to the representation of their Aboriginal and Torres Strait Islander workforce.</p> <p>Reviewed and introduced a 4% target for Aboriginal and Torres Strait Islander public sector workforce.</p>				
<p>CHANGED</p> <p>Hospital and Health Services (HHS) are legislated through their First Nations Health Equity Strategies to ‘actively eliminate racial discrimination and institutional racism within the Service’ and have actions committed to enabling the achievement of this. Monitoring and evaluation of all First Nations Health Equity Strategies are to be made publicly available.</p>	<p>HHS have developed their own Health Equity Strategy and implementation plan in line with the Health Equity Framework; based on the local priorities and needs to deliver Health Equity outcomes on:</p> <ul style="list-style-type: none"> • Actively eliminating racial discrimination and institutional racism within the service • Increasing access to healthcare services • Delivering sustainable, culturally safe, and responsive healthcare services • Influencing the social, cultural, and economic determinants of health • Working with Aboriginal and Torres Strait Islander peoples, communities, organisations to design, deliver, monitor, and review health services. 	<p>HHS need to monitor progress and evaluate effectiveness of their first tranche of First Nations Health Equity Strategies in partnership with community, which will then help to inform the next three-year cycle.</p>	<p>2023-2025</p>	<p>QH</p>
<p>NEW</p> <p>Anti-Racism Learning And Development Framework</p> <p>Children’s Health Queensland (CHQ) has partnered with QUT’s leading scholar on race and its interaction with health to develop an anti-racism learning and development framework led by Aboriginal and Torres Strait</p>	<p>CHQ has introduced an Institutional Racism audit into our annual risk and governance schedule. The audit reviews:</p> <ul style="list-style-type: none"> • CHQ progress against the “Addressing institutional barriers to health equity for Aboriginal and Torres Strait Islander peoples in Queensland’s public Hospital and Health Services, by Adrian Marrie 	<p>Build the anti-racism learning and development framework as outlined in the first column.</p>	<p>18 – 24 months</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
Islander peoples experience within the health system.	<p>(Bukal Consultancy Services Pty Ltd)" audit</p> <ul style="list-style-type: none"> The experience of Aboriginal and Torres Strait Islander staff according to the Public Service Commission's annual Working for Queensland survey Responses to consultation about progress against CHQ Health Equity Strategy. 			
<p>NEW</p> <p>Aboriginal and Torres Strait Islander Cultural Practice Program (CPP)</p> <p>QH and Hospital and Health Services (HHS) report numbers of staff who complete the mandatory two part Aboriginal and Torres Strait Islander CPP.</p>	Pre and post training survey's provides tools for QH and the HHS to identify and eliminate racism, embed, and practice meaningful cultural safety, and support Aboriginal culture and Torres Strait Islander culture.	A review of the CPP is under consideration to investigate its currency, its alignment to National and State policy direction.	This will be a staged approach with full completion in 12 months.	QH
<p>NEW</p> <p>Cultural Capability training</p> <p>Online and face-to-face (4hrs). Both are currently mandatory for Children's Health Queensland (CHQ) employees. CHQ has recruited two Cultural Capability trainers to represent both Aboriginal culture and Torres Strait Islander culture.</p>	CHQ training provides a safe and open environment where dialogue can happen about how we can work together to achieve Health Equity and our how staff can take responsibility for achieving better health outcomes for Aboriginal and Torres Strait Islander communities by sharing research, reshaping communication, and understanding how race and racism has an impact on the way we deliver care.	The anti-racism framework will be established to create a foundation to the cultural capability program.	12 months	QH
<p>NEW</p> <p>Cultural Practice Program (CPP)</p> <p>The CPP is mandatory for Queensland Health staff and there are 2 components:</p> <ul style="list-style-type: none"> Introductory online Face to face <p>The CPP has capacity to be adjusted</p>	The CPP is being reviewed for its currency, alignment to National and State policy direction, and ability to leverage continuous learning into practical actions, and the inclusion of a performance framework to measure benefits and outcomes.	The review of the CPP will also include research into evidence based appropriate adult learning to maximise outcomes to build a culturally capable workforce.	This will be a staged approach with full completion in 12 months	QH

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
to meet local requirements and expectations.				
NEW IUIH's 'Ways' cultural induction program	A&TSICCHO cultural induction program provides a community-controlled view on cultural safety and introduces staff to the A&TSICCHO model of care and encourages staff to create integrated solutions.	Continue as planned	12 months	QH
NEW Ryan's Rule communication and resources for First Nations peoples Clinical Excellence Queensland in QH is developing culturally appropriate Ryan's Rule communication and resources for First Nations peoples. With the high rate of potentially avoidable deaths in care for Aboriginal and Torres Strait Islander people, revising and promoting the existing resources and developing new materials to promote Ryan's Rule among this audience group is considered a priority.	Engagement with the Ryan's Rule Working group and Hospital and Health Services's communications colleagues for advice on most effective and existing communication channels for Aboriginal and Torres Strait Islander patients, families, and health partners. Aboriginal and Torres Strait Islander liaison officers, Health Workers and Health Practitioners, Patient liaison officers, local patient safety representatives will be consulted. Develop and share endorsed resources and evaluate uptake and engagement by health partners as well as awareness and confidence levels for Aboriginal and Torres Strait Islander patients and families.	Aboriginal and Torres Strait Islander Queenslanders are empowered to use Ryan's Rule when they feel it is necessary to raise their concerns and strengthen the lines of communication between patients and carers admitted in hospital and their care team.	12 months	QH
NEW Queensland Health First Nations Workforce Enhancement Incentive	\$3.5 million over two years to sustainably develop First Nations Health workforce to improve First Nations consumers experience in the Health System.	Actions under development	FY 2023/2024 - FY 2024/2025	QH
CHANGED Equity Framework HWQ has used evidence and community members with lived expertise in inequity to develop the draft Framework. The Framework provides a frame to promote, enable and guide shared action across policy	The draft Framework highlights the interplay of structural power differentials within policy decision-making, practice, resource flows and mindsets that are perpetuating inequity in Queensland. The Framework helps to embed shared or First Nations-centred decision-making across several major action points including what	HWQ consulting on the draft Equity Framework with Government stakeholders. It is not Government policy and a decision on its application and future use will be required.	Mid 2024	HWQ

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>makers to ensure greater equity for Queenslanders and the wellbeing of future generations. It is designed to enact evidence information, future focussed, prevention oriented, systems-based approach to listen, learn and connect supports to eliminate inequity and institutional racism.</p>	<p>and how we measure (links also to Priority reform 4), resourcing, services, equitable policy-making, growing positive social impact and enabling change conditions.</p>			
<p>CHANGED Making Tracks Together Health Equity strategies and implementation plans HWQ as a prescribed stakeholder has continued to provide feedback/input on the Making Tracks Together Health Equity strategies and implementation plans for the Hospital and Health Services.</p>	<p>In the last 12-24 months, HWQ has reviewed 16 strategies and 11 implementation plans. The development and review of these Hospital and Health Service health equity strategies and implementation plans, will be used to inform and/or strengthen system level approaches to reduce inequity both within and outside the health system.</p>	<p>HWQ will continue to review the final five Making Tracks Together Health Equity implementation plans.</p>	<p>2024</p>	<p>HWQ</p>
<p>NEW First Nations Advisory Group The QPS consults the Group on First Nations policy matters. The Group is comprised of a diverse range of First Nations community representatives, to ensure that a broad cross-section of First Nations voices are heard.</p>	<p>The partnership has been strengthened against partnership elements, including through:</p> <ul style="list-style-type: none"> • development of a formal Terms of Reference (ToR) for the Group, which may serve as a preliminary governance structure for further discussions about formal partnership • co-design of the agenda for each meeting • through consensus provisions in the ToR, noting that the Group remains an advisory body • emphasis on transparency in the Guiding Principles and Purpose sections of the ToR • commitment to the safety and wellbeing of the Group stated in the ToR • remuneration for Group members in the form of daily sitting fees. 	<p>The QPS will continue to consult the Group on First Nations policy matters, with a focus on seeking the Group's input at the earliest stages of policy development.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Recruit Cultural Capability Training Package</p> <p>The Recruit Cultural Capability Training Package commenced delivery in April 2023, and is a three day training package consisting of:</p> <ul style="list-style-type: none"> Recruit Training - Multicultural Australia: this one (1) day course is delivered by Multicultural Australia. An Introduction to Cultural Capability: First Nations Peoples: this online learning product was developed and endorsed by First Nations police liaison officers (PLOs), First Nations police officers, First Nations and Multicultural Affairs Unit and the Executive Director, Communications, Culture and Engagement. Recruit Cultural Capability Training: First Nations Peoples: this two day course was co-designed and is co-delivered by a First Nations Working Group consisting of First Nations police officers and PLOs. The working group members were identified through an expression of interest with First Nations police officers and First Nations Elder involvement in the selection process. <p>Establishment of the First Nations and Cultural Capability Training Team</p> <p>Approval was recently given to form a permanent First Nations and Cultural Capability Training Team. This team will be dedicated to the centralised design,</p>	<p>The following course topics, which are part of the two day police recruit cultural capability training, were co-designed and are co-delivered.</p> <p>The course topic Culturally Capable Trauma Informed Practice was co-designed and co-delivered by the Queensland Program of Assistance to Survivors of Torture and Trauma and currently focusses on recognising signs of trauma and practical considerations to apply when interacting with First Nations peoples.</p> <p>The course topics Impacts of colonisation and living under the Act, Role of police as enforcers (including native police), and how ongoing effects of colonisation cause discrimination and disadvantage in contemporary Australia, were co-designed and co-delivered by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA) and focus on:</p> <ul style="list-style-type: none"> the diversity within First Nations peoples discrimination, disadvantage, and challenges experienced due to ongoing effects of colonisation role of police, including Native Police distrust and fear of police due to intergenerational trauma, and key role QPS played in enforcing colonial policies and legislation (dispensing, poisoning of water holes, massacres, stolen wages, stolen generation). <p>The co-delivery of these sessions by DTATSIPCA:</p>	<p>(In-Service) First Nations Peoples Cultural Capability Training Package</p> <p>The First Nations Peoples Cultural Capability Training Package is due to commence rollout from November 2023.</p> <p>This training will aim to strengthen the cultural capability of police officers, as identified in the QPS COI, to improve policing outcomes involving First Nations peoples.</p> <p>The design strategy underpinning First Nations Peoples Cultural Capability Training will be based on the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Training Strategy.</p> <p>The Strategy supports the Australian Public Service Commission's Framework which describes cultural capability as a process of continuous learning across three domains.</p> <p>This training package consists of:</p> <ul style="list-style-type: none"> First Nations Peoples Cultural Capability Online Learning Product. This course is a pre-requisite to the First Nations Cultural 	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>development and delivery of ongoing First Nations, Police Liaison Officer, and CALD training for the QPS.</p> <p>Ongoing Service wide cultural capability training requires centralised coordination with a dedicated training team responsible for the development and coordination of cultural training for the Service. This will ensure such training is designed in collaboration with subject matter experts and in consultation with community members. The ongoing coordination, continuous improvement and delivery of cultural capability training including the co-design and co-delivery with First Nations peoples and communities, requires a dedicated training team to build effective partnerships with QPS delivery networks including Cross Cultural Liaison Officers, Police Liaison Officers and Torres Strait Island Police Liaison Officers to ensure a long- term solution to strengthening QPS cultural capability.</p> <p>Establishment of the First Nations Training Panel – As part of recommendations arising from the Independent Commission of Inquiry (COI) into Queensland Police Service Responses to Domestic and Family Violence (QPS COI), a First Nations Training Panel has been established to provide expertise in relation to new cultural capability training to be delivered to QPS personnel. The panel was formed following public advertising and includes three education professionals who identify as First Nations people. The panel will meet twice-yearly and out-of-session as required. The panel’s advice is provided to the Assistant Commissioner, People Capability Command.</p>	<ul style="list-style-type: none"> ensures messaging is not sanitised and provides true accounts of history and harm caused by the QPS supports QPS members to take ownership as a representative of the organisation to make positive change encourages personal responsibility for each QPS member to improve cultural capability and improve relationships with First Nations peoples, and supports enhancing interactions with First Nations peoples and better policing outcomes. <p>All future cultural capability training will be developed in consultation with the First Nations Training Consultative Panel.</p>	<p>Capability Training face-to-face component.</p> <ul style="list-style-type: none"> The focus of this course is on the knowledge required for cultural capability. It will examine diversity, culture, and history of First Nations Peoples with a brief look at intergenerational trauma. First Nations Peoples Cultural Capability face-to-face Train the Trainer (two days) – delivery July 2024. First Nations Peoples Cultural Capability face-to-face (one day) – delivery August 2024. The focus of this course is on the ‘being’ and ‘doing’ of cultural capability. It will examine how to act and behave in a culturally capable way and create awareness, authenticity and openness to examining personal values and beliefs. This training will be compulsory for all QPS members. The training will be co-designed in consultation with First Nations peoples and communities and will be 		

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
		<p>co-delivered with First Nations peoples and communities. This training package will be developed in consultation with the First Nations Training Consultative Panel.</p>		
<p>NEW New QR Code reporting option - Badu Island, Saibai Island and Northern Peninsula Area</p> <p>In 2022, a Councillor from Saibai Island highlighted challenges faced by Aboriginal people and Torres Strait Islander people when contacting Policelink to report matters to the QPS. Challenges included language barriers, technological frustration and cultural issues.</p> <p>To address these challenges, local police and Policelink developed a new, tailored reporting option for Aboriginal people and Torres Strait Islander people, and established a trial to test the new option. The new reporting option allows individuals within the trial location to request non-urgent police assistance by scanning a QR code that launches a simplified online form to request police contact. Information captured is then processed by a Policelink Client Service Officer who arranges an appropriate police response.</p> <p>Before commencing the trial, Policelink staff attended Badu Island, Saibai Island and Northern Peninsula Area communities in February 2023, to test the new reporting option. Pain points, reporting option</p>	<p>The new QR code reporting option has provided a user-friendly option for Aboriginal people and Torres Strait Islander people in the trial communities to contact the QPS, where previous contact options (telephoning Policelink) were proving too difficult.</p>	<p>In July 2023, an additional four communities requested to be part of the trial (Boigu, Dauan, Mabuiag and Masig Islands). Although the trial is still underway, reception to date has been generally positive. As such, it is likely that the QR code alternative reporting option will be expanded to further communities to reduce the challenges faced by Aboriginal people and Torres Strait Islander people in contacting the QPS.</p>	<p>Additional communities utilising the service by December 2024</p> <p>QR code option ongoing.</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>availability and feedback was sought, with the proposed concept being endorsed by council members and local leaders. As a result of this engagement, several changes were made to the online form.</p> <p>On 13 and 14 March 2023, an official launch occurred within each of the trial communities with face-to-face engagement, user set up assistance, and distribution of promotional material.</p>				

Priority Reform Four: Shared 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.

Indicators:

- Number of formal data sharing partnerships established between government agencies and Aboriginal and Torres Strait Islander people/organisations.
- Number of comprehensive regional data created.
- Number of government initiatives established to make data more accessible and usable for Aboriginal and Torres Strait Islander communities and organisations.
- Number of government agencies working in partnership with Aboriginal and Torres Strait Islander communities and organisations to build expertise in data collection and analysis.

National Agreement Clauses: [Clauses 69-77](#)

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW First Nations workforce data with the Public Service Commission on a monthly basis. First Nations employees are also offered opportunity to participate in the Public Sector Working for Queensland survey.</p> <p>In both instances the information is offered voluntarily by the employee as part of a diversity profile questionnaire. The confidential, deidentified and aggregated data is then used for statistical workforce analysis to inform activities such as recruitment and professional development strategies.</p>	<p>This data helped inform the development of the DEC Equity, Diversity and Inclusion Plan 2023-26.</p>	<p>The department will continue to work towards the sector recruitment target of 4%</p>	<p>2023 - 2026</p>	<p>DEC</p>
<p>NEW A Mental Health, Alcohol and Other Drugs (MHAOD) Information Management</p>	<p>The MHAOD Information Management Framework has been developed with a key focus on information sharing, interoperability of information, consumer led information and input,</p>	<p>Work with First Nations stakeholders to further discuss how the Framework can be used to help close the gap.</p>	<p>Ongoing</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Framework and Roadmap is under development to describe how new information management initiatives will be identified, prioritised, and staged for delivery. The draft MHAOD Information Management Roadmap contains several initiatives around Indigenous data:</p> <ul style="list-style-type: none"> • Sector-wide data sharing guidelines and alignment with interoperability standards which include the incorporation of First Nations data sovereignty • Consumer led information access and input which enables consumers, inclusive of First Nations peoples, to access and input their information into the clinical information system • Standard outcome measures – which involves a review of existing standard outcome measures, with the intent of developing or improving existing standard outcome measures to better reflect meaningful consumer outcomes and inform care planning decisions, inclusive of measures for First Nations peoples. • Workforce monitoring and planning for staffing, potential shortages, and skill gaps – this aims to effectively monitor and plan for MHAOD workforce requirements, including the Aboriginal and Torres Strait Islander workforce. 	<p>workforce monitoring for planning, and standard outcomes for measurement.</p> <p>These focus areas will broadly help support First Nations communities and organisations to support the achievement of the first three Priority Reforms as in Clause 69.</p> <p>The focus on information sharing, First Nations data sovereignty, interoperability and consumer led information within the Information Management Framework will broadly help to enable Aboriginal and Torres Strait Islander organisations and communities to obtain a comprehensive picture of what is happening in their communities and make decisions about their futures as in Clause 70 and in elements of Clause 71.</p>	<p>Take any further national direction required around partnership actions and data projects around Closing the Gap.</p>		
<p>NEW</p> <p>Rheumatic Heart Disease Register</p> <p>Queensland Health, Queensland Public Health, and Scientific Services (QPhaSS)</p>	<p>Completion of Phases 1-3 aims to provide information on cases of ARF/RHD cases, their management and progression of disease.</p>	<p>Phases 4-5 aim to provide health provider access outside of Queensland Health including AMS, and other community-lead health services to the Register to allow</p>	<p>Phases 1-3 planned for March 2024</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>commenced an ICT project in May 2023 to rebuild the outdated Register. This multi-phased project aims to deliver a contemporary Clinical Management System as the infrastructure for improved information on Acute Rheumatic Fever and Rheumatic Heart Disease</p>	<p>This information will allow for improved surveillance and monitoring of cases and trends to guide investment in improvement strategies and activities, including regional areas, A&TSICCHOs and other community-led health services.</p>	<p>timely access to patient information to support optimal care and improved patient outcomes.</p>	<p>Phases 4-5 TBC</p>	
<p>NEW Children’s Health Queensland (CHQ) Health Equity Strategy, performance against the strategy is publicly shared on our website and our First Nations Health data dashboard has been shared for consideration by our stakeholders (including ATSICCOs and consumers).</p>	<p>CHQ holds itself accountable for progress against the CHQ Health Equity Strategy so is open to sharing success and failures. CHQ has launched a First Nations Data dashboard to compliment the performance metrics for the Health Equity Strategy.</p>	<p>Share performance against KPIs of the Health Equity Strategy and its implementation publicly.</p>	<p>6 months</p>	<p>QH</p>
<p>NEW MHAOD Information Management Roadmap draft includes an initiative dedicated to reviewing, refining, and expanding data structures, including data relating to the care provided for Aboriginal and Torres Strait Islander people to promote data standardisation and interoperability in Queensland’s healthcare system.</p>	<p>The draft MHAOD Information Management Roadmap aims to dedicate the organisation to reviewing, refining, and expanding data structures and promoting standardisation and interoperability of data, inclusive of data relating to Aboriginal and Torres Strait Islander people. It also requires consultation and collaboration with Aboriginal and Torres Strait Islander stakeholders.</p> <p>This broadly aligns with Priority Reform 4: Clause 69, Clause 70, all elements of Clause 71, and some elements of Clause 72.</p>	<p>Work with Aboriginal and Torres Strait Islander staff and stakeholders will continue to further review and use existing data collected on the identity indicators of Aboriginal and or Torres Strait Islander children, young people, adults, families, and communities.</p>	<p>Ongoing</p>	<p>QH</p>
<p>NEW The Local Remote Food Security Community Action Plans are designed with community members to drive the development of evidence-based decisions on the design and implementation of actions.</p> <p>HWQ identifies the need for leadership in this area and has established the Communities Research Advisory Group</p>	<p>Through investment in the community-controlled sector and through supporting the development of plans and data about food security at the community/place-based level.</p> <p>The CRAG discusses and agrees upon how the data is collected and the information is shared between government and Aboriginal and Torres Strait Islander communities and organisations, taking a strength-based approach.</p>	<p>Establish a Measuring Change Framework for the Remote Food Security Strategy and Action Plan, which will align with principles of data sovereignty and information sharing practices between Governments and Aboriginal and Torres Strait Islander communities and organisations.</p>	<p>Ongoing</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
(CRAG), which includes Aboriginal and Torres Strait Islander members, who help HWQ design research projects to align with data sovereignty (including the intended application of the Aboriginal and Torres Strait Islander Quality Appraisal Tool).				
NEW Breaking Cycles 2023-25 co-designed actions with community, Family Matters Queensland and QATSI CPP			2025	DCSSDS

Detailed Socio-Economic Outcomes and Targets

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>The Assessment and Referral Team (ART) supports at-risk children and young people aged 7-25 to access the National Disability Insurance Scheme (NDIS), including those who identify as Aboriginal and Torres Strait Islander. Referrals can be made to ART via the online referral hub: www.dsdsatsip.qld.gov.au/art.</p>	<p>During 2022–23, 685 people were supported by ART’s intensive case management approach to access the NDIS. Of these new NDIS participants 23% identified as Aboriginal and Torres Strait Islander peoples.</p>	<p>ART is funded by the Queensland Government to deliver services within its current scope until 31 December 2024.</p>	<p>31 December 2024</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Monitoring of National Disability Insurance Scheme (NDIS) performance and outcomes</p> <p>DCSSDS actively monitors, reviews and considers the implementation, performance and outcomes of the NDIS for Aboriginal and Torres Strait Islander people.</p>	<p>As of 30 June 2023, 13,303 or 10.2% of the 129,989 Queenslanders with funded NDIS supports identify as Aboriginal and Torres Strait Islander people, compared to a national average of 7.6%.</p>	<p>Outcomes for First Nations NDIS participants will continue to be monitored and considered in Queensland’s policy engagement on the state and national level.</p>	<p>Ongoing</p>	<p>DCSSDS</p>
<p>CHANGED</p> <p>Queensland Health to develop housing solutions to support improved health outcomes, including responding to chronic illness with an initial focus in discrete communities.</p> <p>This action recognises the importance of housing as a key determinant of health for First Nations communities.</p> <p>Working in partnership, with QH and QBuild is delivering on this commitment through</p>	<ul style="list-style-type: none"> Since 2022 - supported 884 people in 149 households by developing tailored place-based programs with a focus on health promotion, family support and timely repairs and maintenance to reduce the burden of infectious disease. Program designed and delivered in partnership with local Aboriginal and Torres Strait Islander Councils, stakeholders, QH and QBuild (DHLGPPW). 	<p>Continuing to work in partnership with communities to deliver the program.</p>	<p>By 2024</p>	<p>DHLGPPW</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>DHLGPPW's \$1.1 million investment to the program.</p> <p><i>Underpinned by Priority Reform 1.</i></p>				
<p>CHANGED</p> <p>Torres Strait Community Sport and Recreation Program 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.</p>	<p>The department is continuing to deliver the program with additional approved funding of \$1.14 million for delivery from 1 October 2022 until 30 June 2025.</p>		June 2025	DTS
<p>CHANGED</p> <p>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.</p>	<p>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>	June 2025	DTS
<p>CHANGED</p> <p>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>		June 2025	DTS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>First Nations Health Workforce Strategy for Action draft co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector.</p> <p>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, demand pressures, and leverage new opportunities to increase the First Nations health workforce commensurate to the First Nations population in Queensland (4.7%).</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Implementation of the draft strategy is being considered.</p>	<p>Finalisation and implementation of Queensland Health and Aboriginal and Torres Strait Islander community-controlled health sector workplans.</p>	<p>By 2023</p>	<p>QH</p>
<p>NEW</p> <p>IUIH for Oral Health Services provided funding to provide an integrated model of care, to Aboriginal and Torres Strait Islander peoples and their respective family members of non-Aboriginal and Torres Strait Islander origin who meet adult eligibility criteria for public oral health services (aged 15 years and over).</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Improved delivery of culturally supportive and integrated oral health services for the Aboriginal and Torres Strait Islander communities.</p>	<p>Ongoing delivery of integrated oral health services for Aboriginal and Torres Strait Islander peoples.</p>	<p>2024, pending outcomes</p>	<p>QH</p>
<p>NEW</p> <p>IUIH for First Nations Community Palliative Care Program Services provided funding to provide care coordination and multidisciplinary palliative care wraparound supports for eligible individuals.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Improved coordination and utilisation of a clinical support (Palliative Care GP and Nurse Care Coordinator) and existing Mob Link services or specialist Hospital and Health Services to provide community palliative care services for Aboriginal and Torres Strait Islander peoples.</p>	<p>Ongoing codesign of model of care.</p>	<p>2024, pending outcomes</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW Gindaja Treatment and Healing Indigenous Corporation provided funding to develop a Residential Rehabilitation - Capital Infrastructure Upgrade. <i>Underpinned by Priority Reform 2.</i></p>	<p>Improved provision of culturally appropriate Residential Rehabilitation for Aboriginal and Torres Strait Islander communities.</p>	<p>Ongoing provision of culturally appropriate residential rehabilitation services.</p>	<p>By 2024</p>	<p>QH</p>
<p>NEW QAIHC for a First Nations Community Palliative Care Program Services provided funding to facilitate support and capacity building of the Queensland Aboriginal and Torres Strait Islander Community-Controlled Health Sector in relation to the delivery of culturally appropriate palliative and end of life care. <i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Improved co-design and collaboration between Queensland Health and Aboriginal and Torres Strait Islander Community-Controlled Health sector for the delivery of person centred, integrated and culturally appropriate palliative and end of life care across the state.</p>	<p>Implementation of a sustainable culturally appropriate community based palliative care services.</p>	<p>2023-24 to 2024-25</p>	<p>QH</p>
<p>CHANGED Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025 supports a healthy start to life by improving the first 1000 days of life. Improving the first 1000 days supports healthy birthweights and reduces preterm birth. Long term health outcomes benefit because of this healthy start to life. <i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Reduction in preterm birth, low birth weight and an increase in smoking cessation.</p>	<p>Implement the GDF Strategy.</p>	<p>Ongoing</p>	<p>QH</p>
<p>NEW Connected Community Pathways (CCP) program The CCP program aims to strengthen access to care in the community and closer to home through networked models of care and partnerships.</p>	<p>Several FY23 CCP program initiatives focussed on providing equitable access for First Nations Queenslanders, these include:</p> <ul style="list-style-type: none"> • Expansion of the successful Better Cardiac Care (BCC) for Aboriginal and Torres Strait Islander People model. • Establishment of new partnership arrangements to deliver specialist 	<p>Embed and evaluate FY23 CCP Program initiatives. Commence and implement FY24 CCP Program initiatives.</p>	<p>Ongoing</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>The program, which commenced in FY23, incentivises implementation of innovative and community-based models of care and was designed to support achievement of health system priorities including achieving Health Equity with First Nations Queenslanders. A key objective of the program is to build and strengthen partnership arrangements with primary health care organisations, including Aboriginal and Torres Strait Islander Community Controlled Health Organisations to deliver care closer to home and in a more coordinated manner.</p> <p><i>Unpderinned by Priority Reform 2.</i></p>	<p>services including Respiratory outreach, Cardiac and Pulmonary rehabilitation in-conjunction with the local A&TSICCHOs in South-East Queensland.</p> <ul style="list-style-type: none"> • Establishment and expansion of First Nations models of care focussed on better managing chronic conditions, preventing hospitalisations and presentations to Emergency Department in Mackay, Sunshine Coast and Townsville. 			
<p>NEW</p> <p>Torres and Cape Health Care (TORCH) Commissioning Fund partnership to codesign and establish an independent regional healthcare commissioning entity.</p> <p>The TORCH entity is envisaged to be community-controlled and over the next 10 years will commission health services in the Torres and Cape region, using pooled funding from both Federal and State health service funding. The TORCH entity is aiming to be established from 1 July 2024. The TORCH project is co-managed between Queensland Health, QAIHC and the Commonwealth Department of Health and Aged Care (DoHAC).</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>There is broad regional support for the TORCH project. In the last 12 months, the following has been achieved:</p> <ul style="list-style-type: none"> • Community engagement led by QAIHC through established regional representative forums such as the Torres Cape Indigenous Councils Alliance (TCICA), Torres Strait Regional Authority (TSRA) and Gur A Baradharaw Kod Torres Strait Sea and Land Council (GBK) • Local Council meeting presentations and formal deputations have been sought for the support of the TORCH project, and frequent updates and ongoing support from TCICA solidifies the TORCH project’s stakeholder engagement and partnership with the community. • On 24 and 25 May 2023, QAIHC convened a Community Caucus of Torres Strait and Cape York Aboriginal and Torres Strait Islander community leaders for collective conversation on 	<p>The TORCH work packages will inform the project next steps between now and 1 July 2024. These include:</p> <ul style="list-style-type: none"> • Engagement (community / and other key stakeholder groups) • Legislation and policy • Funding • Entity design • Implementation • Monitoring and evaluation • Project governance. <p>Each of these workstreams will involve partnership and shared decision making between the project partners (QAIHC, Queensland Health and DoHAC) as well as active co-design with the Torres and Cape region community. Further, a mechanism for time-limited working groups will be</p>	<p>July 2024, followed by a 10 year transition period</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>the TORCH project and to advise the TORCH Project Steering Committee.</p> <p>The partnership has identified, agreed to and established multiple work packages to underpin and drive the TORCH project, including:</p> <ul style="list-style-type: none"> • Community codesign and engagement • Legislation and policy review and impact assessment • State and Commonwealth healthcare funding and investment mapping • Entity design and governance • Implementation and transition planning • Monitoring and evaluation. <p>The TORCH Project Steering Committee has been established and membership include the Queensland Department of Health, Commonwealth Department of Health and Aged Care, QAIHC, TCICA, TSRA, GBK (with invitation pending with Cape York Land Council). The Steering committee includes a majority Aboriginal and Torres Strait Islander representative and therefore voting power.</p> <p>On the 31 August to 1 September the TORCH project team convened a regional stakeholder engagement summit to discuss key elements of the TORCH reform, show partnership entity and community support for the reform, and plan for next steps. This summit was a success with 64 participants attending, with a majority from across the Torres and Cape region.</p>	<p>established to drive specific work package activity, embedding community-control and leveraging the skills, experience and expertise of community to shape all elements of the TORCH project; and community/regional champions from the three distinct regions within the TORCH footprint – Torres, Cape York and Northern Peninsular Area – will be engaged to represent the diverse views from across the distinct region, facilitating a shared dialogue between co-design partners and the broader community.</p> <p>The TORCH project team has conducted and will continue to conduct significant consultation with healthcare fund holders, other government agencies, service providers and communities across the region as well.</p>		
<p>NEW</p> <p>Queensland - Commonwealth Partnership between QH, QAIHC, Hospital and Health Services, Primary Health Networks,</p>	<p>The Queensland – Commonwealth Partnership:</p> <ul style="list-style-type: none"> • have met face to face three times over the last 12 months. The Partnership 	<p>In the Working Groups, broader representation, and opportunity for additional representatives from Aboriginal and Torres Strait Islander Community Controlled Health</p>	<p>Ongoing</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Commonwealth Department of Health and Aged Care, Health Consumers Queensland (HCQ) and consumers to work together to provide a shared and coordinated approach to lead a dynamic and responsive health system for all Queenslanders and enable better integrated, patient centred care aimed at improving people's experiences and health outcomes and supporting equitable access to care.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>are taking a 'One health system' view to connecting across the health continuum, driving health equity and person-centred care.</p> <ul style="list-style-type: none"> • a joint Statement has been developed, and whilst it is not physically signed, it represents the partnership's shared objectives and priorities and aims to support current agreements, programs and projects that exist across the health continuum and facilitate future co-commissioning and co-design of health service delivery into the future. • a Steering Committee has been formed to establish an agreed governance structure, and facilitate connection, information and support between priority area working groups and the statewide committee. The Queensland – Commonwealth Partnership priority areas include: <ul style="list-style-type: none"> ○ Data and joint planning ○ Strengthening primary and community care (both Metro and Regional focus and a Rural and Remote focus) ○ Building governance framework. 	<p>Organisations will ensure that the partnership and decision-making opportunities for First Nations organisations grows.</p> <p>Formal governance structure to be established with Director-General, Queensland Health and Deputy Secretary, Commonwealth Department of Health and Aged Care to be leads.</p>		
<p>CHANGED</p> <p>HWQ's evidence and community-informed draft Equity Framework aims to redress inequitable life outcomes across all sub-population groups and intersects, including Aboriginal and Torres Strait Islander peoples. Specifically, evidence reviews demonstrated the social determinants of health inequity (Targets 1, 2 and 14) also act as the drivers of inequity in education (Targets 3, 5, 6 and 7), financial vulnerability (Target 8), housing</p>	<p>Academic literature has provided evidence that the underlying determinants of health inequity are the same drivers of eight other inequitable life outcomes: Child development, Child Protection, Domestic and Family Violence, Education, Employment and work, Financial vulnerability, Housing, and Engagement with the justice system. (Note this finding is based on international and national literature and not specific to Aboriginal or Torres Strait Islander peoples). This finding has driven the development of a</p>	<p>HWQ is consulting on the draft Equity Framework with Government stakeholders.</p> <p>It is not Government policy and a decision on its application and future use will be required.</p>	Mid 2024	QH

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>(Target 9), employment and decent work (Targets 7 and 8), domestic and family violence (Target 12), child development (Targets 2 and 4), child protection (Targets 12 and 13) and engagement with justice system (Targets 10 and 11) outcomes.</p> <p>The draft Equity Framework encourages understanding the problem differently, working together differently and intervening differently to remove systemic barriers that will improve inequities within all these target areas.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>draft Equity Framework designed to guide systemic change and encompass all types of inequity and all sub-population groups.</p>			
<p>UPDATED</p> <p>Gather + Grow program is a multi-strategic approach to address food insecurity in remote First Nations communities in the Torres Strait, Lower Gulf and Cape York.</p> <p>HWQ's Gather + Grow Healthy Stores 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.</p> <p>HWQ is partnering with the Aboriginal and Torres Strait Islander Community Controlled sector to deliver Gather + Grow Healthy Communities 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.</p> <p><i>Underpinned by Priority Reforms 1, 2 and 4.</i></p>	<p>Gather + Grow Healthy Stores is an ongoing research project in partnership with Community Enterprise Queensland (CEQ) and three university partners. To date, 23 out of 24 CEQ stores have had at least one Healthy Store assessment undertaken. This uses the Store Scout App to inform Healthy Stores Action Plans for implementation over the subsequent six months. Participating stores will undertake a total of four action plans over two years, with 18 stores currently having had two Healthy Stores Action Plans and seven stores have had three.</p>	<p>Next steps for this piece of work are the development and implementation of the Local Food Security Community Action Plans, as well as the continued 6-monthly Healthy Store Action Plan development and implementation. Healthy stores data will inform an ongoing research project with the full evaluation scheduled for 2024 (including sales data for ascertaining potential changes in purchasing behaviours).</p>	<p>July 2024</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Institute for Urban Indigenous Health (IUIH) to deliver the Deadly Choices Healthy Lifestyle program, funding a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way. This includes a partnership with Deadly Choices Broncos, Cowboys, Titans including HWQ funding for Redcliffe Dolphins from 1 January 2023.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>A series of Olympic community activation events in 2023 as part of the Queensland Academy of Sport You for 2032 program. The official launch of the 2023 Queensland Murri carnival (22–30 September 2023) on 17 March 2023.</p> <p>The formation of new partnerships for Deadly Choices with the National Rugby League (NRL) club, the Dolphins in 2022; and the Queensland Firebirds netball franchise in 2023.</p> <p>510 Deadly Choices Healthy Lifestyle Programs which resulted in 5,930 participants completing the program. In addition, 206 community and sporting events were conducted, and 90 Deadly Choices Fit programs were delivered. A total of 4,012 Health Checks were also completed because of Deadly Choice Healthy Lifestyle Program activities.</p>	<p>Extension of funding of IUIH for the Deadly Choices Healthy Lifestyle program until June 2024.</p> <p>Continued partnership with IUIH, including affiliated sporting clubs.</p>	<p>July 2024</p>	<p>HWQ</p>

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

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

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Growing Deadly Families</p> <p>Provided funding for the implementation of Growing Deadly Families, Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025 to:</p> <ul style="list-style-type: none"> • Carbal Aboriginal and Torres Strait Islander Health Services Ltd • Mookai Rosie-Bi-Bayan • Nhulundu Health Service • NPA Family and Community Services Aboriginal & Torres Strait Islander Corporation • Palm Island Community Company Limited. The funding strengthens maternity services for Aboriginal and Torres Strait Islander families that are co-designed and delivered with the community, in partnership with primary, secondary, and tertiary services. <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Funding awarded to support Closing the Gap for Aboriginal and Torres Strait Islander women and their families during the first 1000 days.</p>	<p>Expansion of the GDF program.</p>	<p>2023 to 2024</p>	<p>QH</p>
<p>NEW</p> <p>First Nations maternity services</p> <p>State-wide Scoping initiative to review current and future state of First Nations maternity services across Queensland to be undertaken.</p> <p>This gap analysis will provide direction to target expansion into priority areas and progress further development of contemporary maternity models of care to enable implementation of the GDF Strategy.</p> <p><i>Unpderined by Priority Reforms 2 and 3.</i></p>	<p>Project Plan Completed</p>	<p>Site visits and community consultation to enable community led codesigned models of care.</p>	<p>2023 to 2024</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW GDF Strategy</p> <p>Through the GDF Strategy EOI process, five successful A&TSICCHOs were selected to receive funding for their initiatives to improve the health outcomes for Aboriginal and Torres Strait Islander women and their families during the pregnancy care continuum. These sites are valuable new enhancements to the GDF Strategy and follow closely in the footsteps of the innovative models such as the Waijungbah Jarjums in Gold Coast Hospital and Health Service.</p> <p><i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Each site meets with the GDF Strategy team monthly to report on implementation process, financial and clinical outcomes.</p>	<p>Continued support for existing and New Sites. A procurement process is likely to be undertaken to further expand services in priority areas where service gaps are identified to support the continued implementation of the GDF Strategy.</p>	<p>2023 to 2024</p>	<p>QH</p>
<p>NEW Maternity Services Strategy 2019-2025</p> <p>Expansion of the Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</p> <p><i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Recurrent Funding awarded to support Closing the Gap for Aboriginal and Torres Strait Islander women and their families during the first 1000 days.</p>	<p>Ongoing management and expansion</p>	<p>By 2025</p>	<p>QH</p>

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED A great start to kindergarten Continuing 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. <i>Underpinned by Priority Reform 3.</i></p>	<p>Implemented in semester 2, 2022 with children able to successfully transition into kindy from January 2023.</p>	<p>Provide program in semester 2023 to support further children and families to transition into free kindergarten in January 2024.</p>	<p>Ongoing</p>	<p>DoE</p>
<p>CHANGED Queensland Early Childhood Workforce Strategy Finalise the Queensland Early Childhood Workforce Strategy and implement initiatives. Included in the strategy are initiatives that specifically aim to increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care sector. <i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Co-design of actions has occurred with Aboriginal and Torres Strait Islander early childhood workforce. Strategy is currently being finalised.</p>	<p>Planning of individual actions and initiatives contained in the strategy are underway in preparation for implementation.</p>	<p>Ongoing</p>	<p>DoE</p>
<p>CHANGED Cultural capability training Engage Aboriginal and Torres Strait Islander project officers to develop and deliver cultural capability training for internal early childhood staff based across Queensland, helping to build positive relationships between DoE staff and kindergarten services. <i>Underpinned by Priority Reform 3.</i></p>	<p>Cultural capability training has been designed by project officers.</p>	<p>Training to be delivered for DoE staff across Queensland.</p>	<p>2023–24</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Free Kindy campaign</p> <p>Delivering the Free Kindy advertising campaign to communicate free kindy from 2024.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Campaign launched, including consultation with First Nations stakeholder. The campaign will be aired state-wide on TV, cinema, outdoor advertising, social media, online, radio and press from October 2023 to March 2024.</p>	<p>Campaign launched October 2023</p>	<p>Ongoing</p>	<p>DoE</p>

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 Childhood Census to 55 per cent.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED Kindy Uplift program</p> <p>Expanding the Kindy Uplift program to provide additional funding to all approved kindergarten services from January 2024. This will increase the number of services that benefit from approximately 900 to more than 2000 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.</p> <p><i>Underpinned by Priority Reforms 3 and 4.</i></p>	<p>Kindy Uplift has successfully supported over 900 services and around 15,850 children in 2023.</p>	<p>The program will be available to all approved kindergarten services in Queensland from January 2024.</p>	<p>2023–2024 ongoing</p>	<p>DoE</p>
<p>CHANGED Engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations (ATSICCOs) to learn from expertise and knowledge on how to grow a larger, stronger and sustainable ATSICCO sector in Queensland, to enable community to design and deliver early childhood learning and development services that meet the needs of that community.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>ATSICCO Stakeholder Group is currently in the establishment phase and will continue to work on supporting the growth of the ATSICCO sector.</p>	<p>Ongoing consultation will continue to occur with the ATSICCO stakeholder group to utilise and synthesis joint knowledge and expertise of participants to support and grow the ATSICCO sector, and their ability to deliver quality ECEC programs.</p>	<p>2023–24 ongoing</p>	<p>DoE</p>
<p>NEW Queensland kindergarten learning guideline</p>	<p>Established reference group that includes Aboriginal and Torres Strait Islander membership.</p>	<p>The QKLG will be revised and aligned to the EYLF v2.0.</p>	<p>December 2024</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Queensland Curriculum and Assessment Authority reviewing the Queensland kindergarten learning guideline (OKLG) to align to the new national <i>Early Years Learning Framework (EYLF V2.0)</i>, <i>Belonging, Being and Becoming</i>. The EYLF V2.0 includes more explicit embedding of First Nations perspectives.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		<p>Resources will be developed to support teachers to effectively embed these perspectives in their practice.</p>		

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED Improve outcomes for Aboriginal and Torres Strait Islander state school students</p> <p>Supporting regions and schools' systems and processes to improve outcomes for Aboriginal and Torres Strait Islander state school students.</p> <p>Supplying data to regions and schools to support 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.</p> <p><i>Undperinned by Priority Reform 3</i></p>	<p>Nil outcomes to date as the nature of the work is ongoing. Support structures and monitoring ongoing, responding to place-based needs. 2023 attainment outcomes expected for release in 2024.</p>	<p>Work collaboratively with senior schooling leaders to provide individual school support in each region around case management and systematic approaches to improving outcomes for Aboriginal and Torres Strait Islander state school students.</p>	<p>Ongoing</p>	<p>: DoE</p>
<p>CHANGED 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.</p> <p><i>Undperinned by Priority Reform 3</i></p>	<p>The Regional Youth Engagement Services (RYES) connected with and supported 5870 children and young people in 2022. Of these, 2020 (34%) identified as Aboriginal and Torres Strait Islander people.</p> <p>2584 were supported to make transition into education, training or employment. Of these, 762 (29%) identified as Aboriginal and Torres Strait Islander people.</p> <p>Directors, Student, Child and Family Connect (SCFC) appointed in 7 education regions oversee the RYES.</p> <p>In Semester 1 2022, SCFC connected with 301 students and 135 (45%) of these identified as Aboriginal and Torres Strait Islander people.</p> <p>The SCFC Director for the 8th region commenced September 2023.</p>	<p>Establishing SCFC in each region and working side-by-side with the RYES teams.</p> <p>Engagement teams from all regions are coming together in November 2023 in Brisbane to build cultural capability of key staff.</p>	<p>December 2026</p>	<p>DoE</p>

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Australian Training Works (ATW) to recruit for a range of traineeships across Queensland. Applications closed on 10 June 2023.</p> <p>The 12 trainees recruited will join the two-year program that aims to provide opportunities for young Aboriginal and Torres Strait Islander people to join DTMR's workforce while they undertake a Certificate III in Business.</p> <p>They will work in our branches and receive professional upskilling from their DTMR business area. Previous trainees have gone on to permanent employment within the department.</p>	<p>12 trainees recruited in 2023.</p>	<p>Aim for a further intake in 2024.</p>	<p>Ongoing</p>	<p>DTMR</p>
<p>CHANGED</p> <p>Paving the Way – First Nations Training Strategy was released in September 2022 and is supporting the development of Queensland's Aboriginal and Torres Strait Islander workforce and improving job outcomes through training and skills development.</p> <p><i>Underpinned by Priority Reform 3</i></p>	<p>Up to 100 work placements being offered per year to help First Nations trainees kick start their careers in ICT through the First Nations Digital Careers Program.</p> <p>\$3 million to extend the Local Government Association of Queensland led Capacity Building for Indigenous Communities project for a further three years to 2025.</p>	<p>Government funded VET programs continue to be a significant pathway for Aboriginal and Torres Strait Islander peoples.</p>	<p>End 2025</p>	<p>DESBT</p>
<p>CHANGED</p> <p>Accessible and affordable vocational education and training</p> <p>VET Investment DESBT provides accessible and affordable vocational education and training (VET) programs that support individuals to participate in training and develop skills that lead to sustainable</p>	<p>Certificate III Guarantee:</p> <ul style="list-style-type: none"> In 2021-22, 11,173 First Nations students assisted, with \$22,188M invested; In 2022-23, 10,475 First Nations students assisted, with \$22,533M invested. 	<p>Government funded VET programs continue to provide a significant pathway for Aboriginal and Torres Strait Islander peoples.</p>	<p>Ongoing</p>	<p>DESBT</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>employment. VET investment targets key industry areas and priority cohorts to build the collective capacity to meet workforce needs. This includes and not limited to First Nations people, young people, and people with barriers to participation.</p> <p>There are a range of pathway options suited to the different needs of individuals at various stages of their career journey. Key programs include: User Choice (UC) (apprenticeships and traineeships, including school-based apprenticeships and traineeships); the Certificate 3 Guarantee (C3G); Fee-Free TAFE; Free Apprenticeships for Under 25s; Higher level skills (HLS) program; and Skilling Queenslanders for Work.</p> <p>To encourage and support greater participation by Aboriginal and Torres Strait Islander peoples, DESBT's investment in skills and training provides for specific interventions, including:</p> <ul style="list-style-type: none"> • higher concessional government subsidies to enable Skills Assure Suppliers to reduce the co-contribution fee and/or provide increased learning support for the student • location loadings in addition to the government subsidy for training to support the costs of delivery into country and remote areas of Queensland, and Cape York and Torres Strait communities • priority population group subsidy settings – under the User Choice Program, Aboriginal and Torres Strait Islander participants receive 100% of the government contribution for all qualifications • subsidies for specific vocational qualifications, including some with specific relevance for Indigenous Queenslanders such as the Certificate III in Aboriginal and Torres Strait Islander Cultural Arts and the 	<ul style="list-style-type: none"> • Fee-Free TAFE: In 2023, 3,868 First Nations Students have been assisted to date. • HLS: In 2021-22, 2,690 First Nations students assisted, with \$4.9M invested. • In 2022-23, 2,371 First Nations students assisted, with \$4.7M invested. • UC: In 2021-22 5,427 First Nations students assisted with \$15M invested; • In 2022-23, 6,031 First Nations students assisted, with \$16M invested. 			

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care.</p> <p><i>Underpinned by Priority Reform 3</i></p>				
<p>NEW</p> <p>Supports First Nation adults who are in contact with the justice system</p> <p>VET Investment which supports First Nation adults who are in contact with the justice system.</p> <p>Higher concessional government subsidies are also available when the student is an adult prisoner.</p> <p>DESBT partners with Queensland Corrective Services to support the delivery of VET programs in Queensland correctional centres.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		<p>Government funded VET programs continue to be a significant pathway for Aboriginal and Torres Strait Islander peoples.</p>	<p>Ongoing</p>	<p>DESBT</p>
<p>NEW</p> <p>Indigenous Capacity Building (ICB) Project (Action under the First Nations Training Strategy)</p> <p>The Local Government Association of Queensland (LGAQ) has received funding from DESBT since 2015, to work with remote First Nations councils to build capability and grow the local workforce (assisting 17 remote Indigenous communities and five communities with high Indigenous populations). The aim of ICB is to increase workforce capacity and capability in Indigenous communities in Queensland, to help address workforce challenges (e.g. labour shortages, difficulty attracting and retaining skilled staff, access to skills development and training opportunities). ICB incorporates place-based approaches, which inform the development of skills unique to each local community, and a “grow your own” focus. Funding is provided under the Paving the Way – the First Nations Training Strategy.</p>	<p>Overall outcomes achieved since 2015 include 3,700 participants completing a qualification or skill set. Further, LGAQ reported approximately 98% of participants in the 2018-2022 project achieved an employment benefit – either employed as a new council employee, an existing council worker with formal skills for their current position, or an existing council worker with new skills who transitioned to a new role.</p>	<p>LGAQ continues to work closely with eligible councils to promote the program. LGAQ is planning a HR manager workshop in early 2024 to ensure all eligible councils are taking advantage of training and skills development opportunities supported by this program.</p>	<p>By 2025</p>	<p>DESBT</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<i>Underpinned by Priority Reform 3</i>				
<p>NEW</p> <p>The Micro-credentialing Program (MCP) provides an opportunity to support changing workplaces by enabling the provision of focused training for new or transitioning employees in specific skills. This will support businesses and industries to adopt innovations and improve productivity.</p> <p>Institute of Urban Indigenous Health (IUIH) has been funded under both the pilot MCP and the recently announced 2023 MCP. Both projects focus on implementing a suite of culturally tailored micro-credentials to rapidly up-skill its workforce to spearhead an accelerated effort in meeting Closing the Gap health, employment and training targets.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>IUIH's pilot program supported 1,320 participants. IUIH reported that:</p> <ul style="list-style-type: none"> • 68% of participants had completed one or more micro-credential. • 70% of participants gained an employment benefit, including 45 participants gained employment of more than 25 hours per week, 70 gained employment of less than 25 hours per week, 281 achieved career progression and 924 received a salary increase (noting individual participants may have gained multiple benefits). 	<p>IUIH's second MCP is due to commence late October 2023.</p>	<p>November 2024</p>	<p>DESBT</p>
<p>NEW</p> <p>Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice</p> <p>Queensland Health is working with the Queensland Ambulance Service's Registered Training Organisation to develop and deliver the Certificate III in Aboriginal and Torres Strait Islander Primary Health Care and Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice to increase the number of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners providing care across the state.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Training program has been approved by Australian Skills Quality Authority.</p>	<p>Training program to be piloted in Townsville and West Moreton Hospital and Health Service and Children's Health Queensland.</p>	<p>Ongoing</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Growing Deadly Families Strategy funding has been allocated to First Nations cadetships to grow and support a pipeline of Aboriginal and Torres Strait Islander midwives and health professionals to increase the First Nations workforce.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		Establishment of an administrative approach to the delivery of this initiative.	2023-24	QH
<p>NEW</p> <p>Growing Deadly Families Program is funding scholarships for Queensland Aboriginal and/or Torres Strait Islander undergraduate and postgraduate students currently enrolled in midwifery, child health, perinatal mental health courses aligned to the Growing Deadly Families workforce.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		Implementation, monitoring and evaluation of this new initiative being delivered in partnership with Congress of Aboriginal and Torres Strait Islander Nurses and Midwives.	2023-24	QH
<p>NEW</p> <p>‘Reflect’ Reconciliation Action Plan</p> <p>Two deliverables as part of the HWQ’s ‘Reflect’ Reconciliation Action Plan (RAP):</p> <ul style="list-style-type: none"> • Consider Aboriginal and Torres Strait Islander employment within our HWQ, and explore options including paid employment, short-term placements, internships, and mentoring, while considering an employment ecosystem that supports health outcomes. • Improve pathways for Aboriginal and Torres Strait Islander people into research scholarships, targeted PhD offerings, specialised activities, or groups into health prevention. <p><i>Underpinned by Priority Reform 3.</i></p>	The RAP is going through final endorsement.	Implement actions.	October 2024	HWQ

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED Gap Year Program</p> <p>DESI provides education and employment opportunities for Aboriginal and Torres Strait Islander people through its Gap Year Program.</p> <p>Under the Gap Year program, DESI employs First Nations high school graduates to work across the business, developing a wide range of knowledge and skills. DESI runs an intake every 12-24 months.</p> <p>In February 2022, and February 2023, the 18-month development program commenced with participants undertaking three development blocks, networking with key stakeholders and building networks across the business. Participants were encouraged to work across multiple divisions, receiving broad exposure to the work being undertaken by DESI, 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 DESI or across the sector. Those remaining within DESI are encouraged to support and mentor future participants of the Gap Year program, helping them to adapt to a new work environment.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Onboarding of 15 First Nations young people (school leavers) in 2022 and 2023.</p>	<p>DESI will continue to provide development and support to Gap Year participants to ensure they are building skills for ongoing employment.</p>	<p>Ongoing</p>	<p>DESI</p>
<p>CHANGED Link and Launch</p> <p>Continuing to implement Link and Launch, supporting Year 12 completers not in education,</p>	<p>As of June 2023, Link and Launch is operating in 36 sites across Queensland.</p> <p>As of August 2023, 13% of young people who have accessed the</p>	<p>Consolidating service delivery especially for services that commenced in 2023.</p>	<p>June 2026</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>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> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>service are Aboriginal and Torres Strait Islander.</p> <p>Link and Launch officers focussing on strengthening numbers of Aboriginal and Torres Strait Islanders students accessing the service.</p>	<p>Strengthening links with Aboriginal and Torres Strait Islander partners in schools and communities.</p>		
<p>CHANGED</p> <p>Aboriginal and Torres Strait Islander Traineeship Program</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Since 2019, DHLGPPW has invested \$2.396M to deliver the Aboriginal and Torres Strait Islander Traineeship Program. Out of the 64 trainees recruited to the program, a total of 27 have transitioned into full-time employment within the public service or NGOs and an additional 17 trainees are on track to complete the program this financial year.</p>	<p>DHLGPPW will seek to partner with key government, industry, Aboriginal and Torres Strait Islander Councils and community stakeholders to develop a comprehensive whole-of-government First Nations Building and Construction Industry Training, Employment and Industry Development Strategy.</p>	<p>By 2025</p>	<p>DHLGPPW</p>
<p>CHANGED</p> <p>Policy Futures Graduate program</p> <p>In addition to the general recruitment and selection process for the Policy Futures Graduate program, an alternative pathway for First Nations applicants has been established. The First Nations pathway is a targeted recruitment process that aims to attract more Aboriginal and/or Torres Strait Islander applicants. The process offers applicants a culturally appropriate selection process and the support of a suitable mentor during recruitment and throughout the program. Both pathways provide all applicants with reasonable adjustments during the selection process to support and encourage increased participation of Aboriginal and/or Torres Strait Islander applicants. The program will continue to be</p>	<p>Offered three positions to First Nations peoples as per the 2024 Policy Future Graduate intake.</p>	<p>Continue to refine the pathways program and continue to appoint at least 4% First Nations graduates in the graduate program</p>	<p>Ongoing</p>	<p>DPC</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>promoted through a diverse range of communication channels including Aboriginal and Torres Strait Islander networks and engage directly with specific university units who provide support to Aboriginal and Torres Strait Islander students.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>Aboriginal and Torres Strait Islander trainees</p> <p>DSDILGP undertook a targeted tender process to engage group training organisation providers for engagement of Aboriginal and/or Torres Strait Islander trainees. This tender process was co-designed with Mari Dhiiyaan and current Aboriginal and/or Torres Strait Islander trainees to inform the scope.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Two training providers engaged for business areas to consult. This information is promoted on DSDILGP intranet and available on the Recruitment and Selection page under Aboriginal and/or Torres Strait Islander traineeships, accessible by all hiring managers and employees.</p> <p>To further support, allocated additional funding to target regional advertising channels for Aboriginal and/or Torres Strait applicants where there are very low to no applicant pathways.</p>	<p>Review of successes of the group training organisation procurement process and identify opportunities for continued engagement to build maturity of department towards identified trainee roles through the recruitment and selection processes.</p> <p>Increase retention rate of six current trainees to permanent employment in the department, public sector or other organisations through mentorship, support and internal development opportunities.</p>	Ongoing	DSDILGP
<p>NEW</p> <p>DSDILGP's Grads Growing QLD Graduate program</p> <ul style="list-style-type: none"> • allocated additional funding to target advertising channels to Aboriginal and/or Torres Strait Islander applicants. • developed video testimonial from employees. <p><i>Underpinned by Priority Reform 3.</i></p>	Program recruitment and selection process currently in progress.	Review of outcomes of targeted advertising channels against applicant numbers and engagement with Aboriginal and/or Torres Strait Islander for program improvements in future years.	Ongoing	DSDILGP
<p>NEW</p> <p>Employment and Economic Development plans</p> <p>Develop locally led Employment and Economic Development plans across Queensland's 19 remote and discrete Aboriginal and Torres Strait Islander communities and invest in linked initiatives.</p>	N/A – planned in 2023-24	<p>Grant \$25,000 to each remote and discrete community to collate / develop a Plan.</p> <p>Oversee a grants round with a mix of projects to be funded up to \$1.425M in remote and discrete communities.</p>	June 2024	DTATSIPCA

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<i>Underpinned by Priority Reform 1.</i>		Support monitoring and evaluation.		
<p>NEW</p> <p>Aboriginal or Torres Strait Islander scholarships</p> <p>The Department of Transport and Main Roads is offering six scholarships in 2024 to Aboriginal or Torres Strait Islander peoples, with a traditional or historical connection to country around the Peninsula Developmental Road.</p> <p>Four scholarships are available for students completing Year 10 in 2024.</p> <p>Two scholarships are available for students continuing or commencing tertiary studies in 2024.</p>	<p>Scholarship holders will receive \$10,000 per year, for up to four years, while studying full time.</p> <p>Scholarship holders will receive \$2250 to spend on education expenses: – \$750 for Year 10 expenses – \$750 for Year 11 expenses – \$750 for Year 12 expenses.</p>	Continuation of the scholarship program.	Ongoing	DTMR
<p>CHANGED</p> <p>The Paving the Way – First Nations Training Strategy was released in September 2022 and is supporting the development of Queensland’s Aboriginal and Torres Strait Islander workforce and improving job outcomes through training and skills development.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Additional funding for the Gateway to Industry Schools program to fund targeted projects to improve school to work transitions for Aboriginal and Torres Strait Islander students into work or training.</p> <p>\$4 million Indigenous Workforce and Skills Development Grant program is supporting community-led training and workforce projects.</p>	Implementation of Strategy actions ongoing.	End 2025	DESBT
<p>CHANGED</p> <p>Indigenous Workforce and Skills Development Grant (action under the First Nations Training Strategy)</p> <p>The Indigenous Workforce and Skills Development Grant (IWSDG) program is a key action under focus area one of Paving the Way– the First Nations Training Strategy.</p> <p>Indigenous designed and led projects that support or respond to local training and workforce needs are funded up to a maximum of \$250,000 per project, for 12 months of delivery. The program aims to create training and employment pathways for up to</p>	<p>The 2022-2023 IWSDG funding round opened in February 2023 and closed on 4 May 2023 with 27 applications received, seeking \$6.5M in funding.</p> <p>Ten projects worth \$1.9M have been approved to assist up to 505 Aboriginal and Torres Strait Islander peoples – results announced on 3 August 2023.</p>	The 2023-24 funding round is scheduled to open on 13 November 2023 and close on 22 February 2024.	By June 2025	DESBT

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>800 Aboriginal and Torres Strait Islander peoples to increase their likelihood of greater economic and social participation.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>First Nations young people who are in contact with the justice system</p> <p>VET Investment which supports First Nation young people who are in contact with the justice system DYJ provides \$200,000 per annum to the Department of Education (DoE) to support VET participation in Youth Detention Centres.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		<p>Government funded VET programs continue to be a significant pathway for Aboriginal and Torres Strait Islander peoples.</p>	<p>Ongoing</p>	<p>DYJ</p>
<p>NEW</p> <p>Footprints Project</p> <p>Children's Health Queensland Footprints Project supporting School Based Trainees and Indigenous Cadets to achieve careers in health.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>20 cadets engaged to date (nursing, allied health and corporate) and four School Based Trainees engaged to date.</p>	<p>Increased access and diversify streams of intake.</p>	<p>12months</p>	<p>QH</p>
<p>NEW</p> <p>Aboriginal and Torres Strait Islander Talent Pool launched by Children's Health Queensland (CHQ).</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>60 applications received against five roles; five placements made in CHQ.</p>	<p>Increased awareness and cross-agency interaction to support broader employment opportunities.</p>	<p>12months</p>	<p>QH</p>
<p>NEW</p> <p>'Reflect' Reconciliation Action Plan</p> <p>Three deliverables as part of HWQ's 'Reflect' Reconciliation Action Plan (RAP):</p> <ul style="list-style-type: none"> Consider Aboriginal and Torres Strait Islander employment within our HWQ, and explore options including paid employment, short-term placements, internships, and mentoring, while considering an 	<p>The RAP is going through final endorsement.</p>	<p>Implement actions.</p>	<p>October 2024</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>employment ecosystem that supports health outcomes.</p> <ul style="list-style-type: none"> • Improve pathways for Aboriginal and Torres Strait Islander people into research scholarships, targeted PhD offerings, specialised activities, or groups into health prevention. • Investigate opportunities for an employee exchange program with partner organisations to encourage both cultural capacity building within the team and increased numbers of Aboriginal and Torres Strait Islander employees in HWQ. <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>First Nations Preparatory Pathway Course</p> <p>The QPS commenced its first police recruit preparatory course (since the COVID-19 pandemic) in August 2023.</p> <p>The First Nations preparatory pathway course was conducted in Townsville over six weeks and attracted three participants.</p>	<p>Two participants have accepted offers as police recruits to commence a recruit training program commencing in Townsville on 18 September 2023.</p> <p>A third participant is being supported to achieve the prerequisites to enable a recruit application.</p>	<p>Conduct targeted recruit campaigning within First Nations forums and communities with the intention of offering additional preparatory courses.</p>	<p>Ongoing</p>	<p>QPS</p>

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Public Works Social Procurement Framework</p> <p>To support the Queensland Indigenous Procurement Policy (QIPP), QBuild developed and maintains the Public Works Social Procurement Framework. This framework provides staff with avenues to increase Indigenous business engagement through the use of procurement strategies, non-price criteria and contract clauses. QBuild also has six Social Procurement Champions that meet monthly to discuss any underway, delivered or opportunity projects for Indigenous businesses. Staff share ideas and stories of successful engagement and where further opportunities can be realised.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>QBuild aims to meet or exceed the whole of Government target of 3% of addressable spend with Indigenous Councils and/or businesses. QBuild achieved this in the 2022/23 financial year.</p> <p>Any works that are the responsibility of QBuild to deliver within an Indigenous Council area are offered to the respective Council to undertake the delivery of the work in the first instance utilising their own staff and sub-contracting workforce. Should Council decline, QBuild works with local suppliers to deliver within the Indigenous community. This gives Councils the opportunity to have input into the procurement strategy used.</p>	<p>Actions will be ongoing</p>	<p>Ongoing</p>	<p>DHLGPPW</p>
<p>CHANGED</p> <p>Employment and Development Action Plan</p> <p>DESI has a target of 8% Aboriginal and/or Torres Strait Islander peoples employed in the workforce. The delivery of DESI's Employment and Development Action Plan includes a range of activities and programs to support achieving this target.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>DESI currently has 4.3% Aboriginal and Torres Strait Islander employees.</p> <p>Recruitment roadshow on inclusive recruitment for over 800 employees.</p>	<p>Continue to provide training, coaching and support in recruiting First Nations employees in a culturally safe way, including providing First Nations panel training.</p>	<p>2022, pending update to target and timeframe in 2023</p>	<p>DESI</p>
<p>CHANGED</p> <p>Queensland Indigenous Land and Sea Ranger Program</p> <p>DESI administers the Queensland Indigenous Land and Sea Ranger Program through which grant funding</p>	<p>54 of the additional 100 rangers were allocated in 2021/22.</p>	<p>The remaining 46 of the additional 100 rangers will be allocated by June 2024.</p>	<p>Ongoing</p>	<p>DESI</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>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 2023-24.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>CHANGED</p> <p>Reframing the Relationship plan</p> <p>Development and implementation of DPC's Reframing the Relationship plan. The plan will address eight key action areas including developing DPC's cultural capability and increasing First Nations representation to 4%.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Reframing the Relationship plan is yet to be developed. Under the previous action, <i>implementation of DPC's Aboriginal and Torres Strait Islander Recruitment and retention plan</i>, DPC has introduced the use of targeted recruitment to support increasing First Nations representation, along with the introduction of a First Nations traineeship.</p>	<p>Development of the Reframing the Relationship plan including recommendations from the review undertaken 2022/23 to drive attraction and retention of First Nations employees.</p>	<p>2024 and 2025</p>	<p>DPC</p>
<p>CHANGED</p> <p>Public Sector Reforms</p> <p>Under the <i>Public Sector Act 2022</i> which commenced on 1 March 2023, there are three principles for recruitment and selection:</p> <ul style="list-style-type: none"> • Processes must be fair and transparent • Select the eligible person best suited for the position • Reflect obligations relating to equity, diversity, respect and inclusion. <p>The Public Sector Commission has issued an updated directive that provides additional guidance on recruitment and selection processes.</p> <p><i>Underpinned by Priority Reform 3.</i></p>		<p>The Public Sector Commission is monitoring implementation of the recruitment and selection directive through the Strategic Workforce Council (comprising departmental Chief HR Officers).</p> <p>The Public Sector Commission continues to monitor the representation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland public sector. Data is currently reported twice yearly.</p>		<p>DPC</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Yhurri Gurri Framework 2021-2024</p> <p>A revised Framework is proposed by the Yhurri Gurri Program Board to serve as the Department's response to both Closing the Gap and Path to Treaty.</p> <p>The Framework details the Department's commitment to First Nations people and communities and draws together the department's vision, purpose and specific initiatives to increase the participation and contribution of First Nations communities and peoples to Queensland's dynamic economic environment. Examples of how the Framework is being incorporated into the Department's functions is discussed below.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Initiatives through the Framework are being implemented through the Department.</p>	<p>It is further intended that the Framework will be reviewed and subsequently published before December 2023.</p>	<p>Ongoing</p>	<p>DSDILGP</p>
<p>NEW</p> <p>Social Impact Assessments (SIA)</p> <p>The Office of the Coordinator-General (CG) requires projects undergoing an environmental impact statement (EIS) to undertake a SIA as per the <i>Strong and Sustainable Resources Communities Act 2017</i>. This requires proponents to consider in relation to First Nations people:</p> <ul style="list-style-type: none"> • Incorporate data in the social baseline of projects • Develop an inclusive and consultative engagement program • Consider local employment and skills and training requirements • Include commitments/targets employment and business procurement • Address health and community well-being and consideration of availability, accessibility and capacity of social services 	<p>Coordinator-General evaluation reports for resource projects note the proponent commitment to Aboriginal and Torres Strait Islander employment and business or stated conditions that targets be further developed in consultation with DTATSIPCA before commencement of the project.</p>	<p>Proponents of large resource projects report annually to the Coordinator-General (for the first five years of operation) on the implementation of their commitments to Aboriginal and Torres Strait Islander employment and business.</p> <p>As more projects are subject to the CG's SIA process, including non-resource projects, there is an opportunity to consider commitments towards Aboriginal and Torres Strait Islander employment and business more broadly.</p>	<p>Ongoing</p>	<p>DSDI</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> Consider housing and accommodation. SIA further lend themselves to furthering Outcomes 7, 9, 14 & 15. <p><i>Underpinned by Priority Reform 3</i></p>				
<p>CHANGED</p> <p>Locally led Employment and Economic Development plans</p> <p>Develop locally led Employment and Economic Development plans across Queensland's 19 remote and discrete Aboriginal and Torres Strait Islander communities and invest in linked initiatives (new).</p> <p><i>Underpinned by Priority Reform 1.</i></p>	N/A – planned in 2023-24	<p>Grant \$25,000 to each remote and discrete community to collate / develop a plan.</p> <p>Oversee a grants round with a mix of projects to be funded up to \$1.425M in remote and discrete communities.</p> <p>Support monitoring and evaluation.</p>	June 2024	DTATSIPCA
<p>NEW</p> <p>Oversight of the development and construction of the Wangetti Trail in Far North Queensland</p> <p><i>Underpinned by Priority Reforms 1, 2 and 3.</i></p>	<p>Four part time Cultural Heritage Officers for the construction of the Trail.</p> <p>Cultural Heritage officer numbers will increase to up to 12 people when construction is in full implementation.</p> <p>The construction contract has an Indigenous Employment target of 20%.</p>	<p>Continue to implement the Cultural Heritage Management Agreement.</p> <p>Monitor the contractors' figures on the Indigenous Employment targets.</p>	December 2026	DTS
<p>CHANGED</p> <p>Paving the Way – First Nations Training Strategy</p> <p>The Strategy was released in September 2022 and is supporting the development of Queensland's Aboriginal and Torres Strait Islander workforce and improving job outcomes through training and skills development.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>\$2.2 million allocated to three projects under the \$20 million Workforce Connect Fund to support diverse employment pathways that contribute to workforce opportunities for First Nations people.</p> <p>Supporting First Nations businesses through new mentoring initiatives to provide tailored and culturally led mentoring.</p> <p>Delivery of the Deadly Business 2032 initiative – to connect Indigenous businesses in Far North Queensland</p>	Implementation of Strategy actions ongoing.	End 2025	DESBT

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>with training, resources and support services.</p> <p>Development of a new Cultural Capability Information Resource to support small business employers establish culturally safe workplaces – and attract and retain an Aboriginal and Torres Strait Islander workforce.</p>			
<p>NEW</p> <p>Good People. Good Jobs: Queensland Workforce Strategy 2022-23</p> <p>The Queensland Workforce Strategy has been implemented to create a diverse and skilled workforce and inclusive and sustainable workplaces for Queenslanders. There are 33 actions underpinning the success of the Queensland Workforce Strategy.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Implemented a First Nations Industry Workforce Advisor (IWA) to work with small to medium sized Indigenous healthcare and social assistance businesses to enhance sustainability be developing strategic workforce plans and solutions.</p> <p>Implemented a total of 11 IWAs to work across industries to support small to medium sized businesses to develop workforce attraction and retention strategies, including diversity and inclusion strategies and increasing industry representation from under-represented cohorts.</p>	<p>Continue to work with First Nations businesses to create sustainable workforce strategies.</p> <p>Continue to work with employers to educate about the benefits of a diverse workforce and inclusive work practices.</p>	December 2025	DESBT
<p>CHANGED</p> <p>Indigenous Workforce and Skills Development Grant</p> <p>The Indigenous Workforce and Skills Development Grant (IWSDG) program is a key action under focus area one of Paving the Way– the First Nations Training Strategy.</p> <p>Indigenous designed and led projects that support or respond to local training and workforce needs are funded up to a maximum of \$250,000 per project, for 12 months of delivery. The program aims to create training and employment pathways for up to 800 Aboriginal and Torres Strait Islander peoples to</p>	<p>The 2022-2023 IWSDG funding round opened in February 2023 and closed on 4 May 2023 with 27 applications received, seeking \$6.5M in funding. Ten projects worth \$1.9M have been approved to assist up to 505 Aboriginal and Torres Strait Islander peoples – results announced on 3 August 2023.</p>	<p>The 2023-24 funding round is open from 13 November 2023 to 22 February 2024.</p>	By June 2025	DESBT

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>increase their likelihood of greater economic and social participation.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>Workforce Connect Fund</p> <p>The Workforce Connect Fund (WCF), Action under the Queensland Workforce Strategy and and First Nations Training Strategy, is designed to increase investment in industry and community-led projects that address attraction, retention and participation issues within the workforce.</p> <p>It aims to drive systemic, industry-wide change in relation to these issues to enhance workforce outcomes for employers, employees and jobseekers. The Fund is a key action of the Good people. Good jobs: Queensland Workforce Strategy 2022-32, developed to drive Queensland towards a strong and diverse workforce ready to seize today's jobs and to adapt future opportunities.</p> <p>The WCF will fund large, scalable projects delivered by industry peak bodies and community peak organisations to connect, develop and implement new and innovative strategies, services and/or mechanisms that support the attraction and retention of employees now and into the future.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>In 2022-23, over \$2.2M was approved (with one project withdrawing) which resulted in two projects (targeting 330 participants) worth nearly \$2M to contribute to First Nations workforce projects under the WCF:</p> <ul style="list-style-type: none"> • Screen Queensland delivery of Film Intensive Script to Screen (FISS) Program will target 30 employees with a focus on North and Far North Queensland attracting and retaining school leavers, early career screen practitioners and First Nations artists into the film industry and build a new workforce in regional Queensland. • MEGT (Australia) Ltd delivery of Enhancing Car2Bus for 300 jobseekers including First Nations people, women and migrants for a pre-employment program to assist non-traditional workers to enter the road transport industry. 	<p>A second funding round will open in the 2023-24 financial year.</p>	<p>Up to 12 month term for projects delivery</p>	<p>DESBT</p>
<p>NEW</p> <p>Queensland Indigenous Business Network (QIBN)</p> <p>2023 State Budget announced financial support to establish the first Queensland Indigenous Business Network (QIBN) to provide support and advocacy for the growth of First Nations businesses.</p>	<p>N/A</p>	<p>A Funding Agreement with the Department of Employment, Small Business and Training is being finalised.</p>	<p>QIBN will be ongoing, funding is for establishment</p>	<p>DESBT</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>QIBN is independent of government, led by First Nations people and represents the needs and interests of all Queensland Indigenous businesses.</p> <p>QIBN will establish regional Hubs and support existing Indigenous chambers and local community networks.</p>				
<p>NEW</p> <p>HWQ's 'Reflect' Reconciliation Action Plan:</p> <ul style="list-style-type: none"> • Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses. • Investigate Supply Nation membership. <p><i>Underpinned by Priority Reform 2.</i></p>	<p>HWQ's RAP is going through final endorsement.</p>	<p>Implement action.</p>	<p>By October 2024</p>	<p>HWQ</p>
<p>CHANGED</p> <p>Food insecurity in remote communities</p> <p>A long-standing challenge, resulting from systemic inequities that are intensified by reduced economic opportunity, extreme climates, long supply chains and inadequate infrastructure. If implemented, HWQ's draft Remote Food Security Strategy and Action Plan will:</p> <ul style="list-style-type: none"> • support remote regions to economically develop, attract and retain critical workforces • support economic development through actions including commercial agriculture and food ventures • support jobs and skills development in agriculture and small business by enabling opportunities for local food and agribusinesses • support jobs and skills across a range of professions related to food security through actions to empower First Nations workforces and businesses • build resilient community food systems and underpin future prosperity through infrastructure related to food security such as 	<p>The draft Strategy and Action Plan has been developed – and is pending government consideration. Continued consultation and 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.</p>	<p>Pending Government consideration.</p>	<p>Strategy: 2023-2032 Action Plan: 2023-2026</p>	<p>HWQ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>cooking facilities, cold storage and transport infrastructure</p> <ul style="list-style-type: none"> • progress the Queensland Government objective of 'Good jobs' by creating opportunities for local food and agriculture businesses, noting cross-government engagement and collaboration is an essential enabler for development of local food and agribusiness concepts in remote communities • honour and embrace Aboriginal and Torres Strait Islander cultures, knowledge and histories; which also aligns with the 'Great lifestyle' objective. <p><i>Underpinned by Priority Reforms 1, 2, 3 and 4.</i></p>				
<p>NEW</p> <p>Training station at Thursday Island Police Station</p> <p>Following community consultation aimed at increasing police recruitment of First Nations people, the QPS has approved Thursday Island Police Station as an approved training station for newly graduated police required to complete the First Year Constable Program. This initiative provides greater incentive for Torres Strait Island people to seek employment as a police officer with assurance of where they will serve upon recruit graduation.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>The QPS has identified potential candidates and is offering recruiting support.</p>	<p>Continued local marketing and recruiting support.</p>	<p>Ongoing</p>	<p>QPS</p>
<p>NEW</p> <p>Establishment of the First Nations Training Panel</p> <p>As part of recommendations arising from the QPS COI, a First Nations Training Panel has been established to provide expertise in relation to new cultural capability training to be delivered to QPS personnel. The panel was formed following public advertising and includes three (3) education professionals who identify as First Nations people.</p>	<p>The panel was formed following a public advertising and includes three (3) education professionals who identify as First Nations people.</p>	<p>The panel will meet twice-yearly and out-of-session as required. The panel's advice is provided to the Assistant Commissioner, People Capability Command.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<i>Underpinned by Priority Reform 3.</i>				
<p>NEW Palm Island Pilot Program for Queensland Police Protective Services Group Officers</p> <p>In 2020, the Queensland Police Protective Services Group (PSG) undertook a pilot program to recruit, train and engage, local residents on Palm Island to undertake security services for the Department of Education (DoE) school precincts.</p> <p>In doing this, six (6) First Nations locals were sworn in as full-time employees of the Queensland Police Service Protective Services Group.</p> <p>In 2022, after a full evaluation and review of the program, PSG commenced a second phase of the program and subsequently were able to recruit, train and engage a further nine (9) First Nations employees. Seven (7) of these employees were Palm Island residents who increased the security capability at that location whilst a further two were recruited from the community of Yarrabah and commenced work in that community in November 2023.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>The Pilot Program has been successful in recruiting, training and engaging 15 First Nations people as Queensland Police Protective Services Group Officers to date.</p>	<p>Continued local marketing and recruiting support.</p>	<p>Ongoing</p>	<p>QPS</p>
<p>NEW First Nations Police Liaison Officers at Project Booyah, RESPECT, and Framing the Future In 2023, 11 new First Nations Police Liaison Officers (11 FTE) we employed at Booyah units.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>11 new First Nations Police Liaison Officers (11 FTE).</p> <p>38% of Booyah participants in 2022-23 were First Nations young people.</p>	<p>Ongoing initiative</p>	<p>Ongoing</p>	<p>QPS</p>
<p>NEW First Nations Preparatory Pathway Course The QPS commenced its first police recruit preparatory course (since COVID19) in August 2023. The First Nations preparatory pathway course was</p>	<p>Two participants accepted offers as police recruits to commence a recruit training program in Townsville.</p> <p>A third participant is being supported to achieve the prerequisites to enable a recruit application.</p>	<p>Conduct targeted recruit campaigning within First Nations forums and communities with the intention of offering additional preparatory courses.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>conducted in Townsville over six (6) weeks and attracted three participants.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				

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

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

Target 9B: By 2031, all Aboriginal and Torres Strait Islander households: (i) within discrete Aboriginal and Torres Strait Islander communities receive essential services that meet or exceed the relevant jurisdictional standard.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Government employee housing supports regional and remote communities by providing homes for essential workers in remote parts of the state, including for doctors, nurses and paramedics, as well as teachers, police and fire personnel.</p> <p>DHLGPPW is prioritising construction in communities with greatest need of more essential frontline workers, and where housing stocks are extremely limited.</p> <p>Due to the unprecedented demand on the State's housing market, DHLGPPW is accelerating delivery of additional residences through the Modern Methods of Construction (MMC) program, working closely with industry and community. This has flow on benefits including supporting jobs for local builders, sub-contractors and suppliers, and providing required competency-based trade training for apprentices and trainees (plumbers, painters, electricians, refrigeration mechanics and carpenters).</p>	<p>The program is increasing housing availability across regional and remote Queensland. In some remote communities, DHLGPPW is doubling available government employee housing for frontline service staff over the next four years. This may have a positive impact on the extremely constrained housing markets in these communities.</p> <p>In the 2022-2023 Budget, the Queensland Government approved an employee housing package of \$519.2M towards the delivery of 439 additional residences for approximately 550 frontline staff located in regional and remote communities across Queensland.</p> <p>In 2023-24, the Government will invest \$118.2 million towards additional government employee housing, and for upgrades to the existing portfolio of residences.</p>	<p>Actions are ongoing</p>	<p>Ongoing</p>	<p>DHLGPPW</p>
<p>NEW</p> <p>Our Place: A First Nations Housing and Homelessness Action Plan 2024-2027</p>	<p>Consultation with ATSIHQ, stakeholders and communities has been finalised. A robust shared decision-making methodology utilised.</p>	<p>Implementation will commence in early 2024.</p>	<p>2027</p>	<p>DHLGPPW</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Co-design, in partnership with ATSIHQ for Our Place: A First Nations Housing and Homelessness Action Plan 2024-2027 (Our Place Action Plan).</p> <p><i>Underpinned by Priority Reform 1.</i></p>				
<p>CHANGED</p> <p>Working with Aboriginal and Torres Strait Islander communities to deliver new housing, jointly agreed with communities.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>641 new homes and 80 extensions and studios for families, along with 297 newly developed lots of land for further housing, have been delivered in remote Indigenous communities in partnership with Aboriginal and Torres Strait Islander Local Government Authorities since 2015.</p>	<p>2023-24 Budget - \$77M over four years to continue delivery of existing targets to increase the supply of homes in remote and discrete Aboriginal and Torres Strait Islander communities.</p>	<p>2027</p>	<p>DHLGPPW</p>
<p>CHANGED</p> <p>Healthy Homes</p> <p>Overcrowding has specifically been linked to a higher rate of breakdowns of household equipment and facilities, which can prevent a healthy home environment and lead to an increase in conditions such as Rheumatic Heart Disease, as well as other preventable chronic conditions.</p> <p>Healthy Homes has therefore been identified as one of the four key priority areas under HWQ's draft Remote Food Security Strategy and Action Plan as it plays a vital role in food security. Health hardware (i.e. fridges, cooktops, utensils, running water, power, cleaning supplies and kitchen space) are required to provide families with reliable ways to store, prepare and cook healthy food, which is essential to good nutrition.</p> <p><i>Underpinned by Priority Reforms 1, 2, 3 and 4.</i></p>	<p>The draft Remote Food Security Strategy and Action Plan has been developed – pending government consideration.</p> <p>Continued consultation and 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.</p>	<p>Pending Government consideration.</p>	<p>Strategy: 2023-2032 Action Plan: 2023-2026</p>	<p>QH</p>

Outcome 10: Aboriginal and Torres Strait Islander adults are not over-represented 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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>INNOVATED</p> <p>Women’s Safety and Justice Taskforce Report One</p> <p>Queensland Government is working in partnership with First Nations peoples to co-design a specific whole-of-government and community strategy to address the over-representation of Aboriginal and Torres Strait Islander peoples in Queensland's criminal justice system and meet Queensland's Closing the Gap justice targets before legislation to criminalise coercive control is introduced. Part of the strategy should include a framework for measuring the success of any initiatives introduced.</p>	<p>The First Nations Justice Strategy— The First Nations Justice Office (FNJO) is leading the development and implementation of a co-designed whole of government and community strategy to reduce over-representation of First Nations peoples in the justice system and meet Queensland's Closing the Gap justice targets.</p>	<p>FNJO will finalise the co-design of the First Nations Justice Strategy and develop an implementation plan.</p>	<p>June 2024</p>	<p>DJAG</p>
<p>NEW</p> <p>Women’s Safety and Justice Taskforce Report Two</p> <p>Queensland Government commitment to systematic Justice Reinvestment (JR) approaches, Recommendations 94 and 183 - Women’s Safety and Justice Taskforce Report Two. This work is being co-led by the First Nations Justice Office (FNJO) and the Justice Reform Office (JRO), DJAG.</p> <p><i>Underpinned by Priority Reforms 1, 2, 3 and 4.</i></p>	<p>FNJO and JRO are working to develop a JR Framework to inform JR opportunities in Queensland, including how JR will operate, assessing community readiness, how initiatives/investments are supported beyond the allocation of initial funding, and how initiatives are monitored and evaluated.</p> <p>Queensland is one of only two jurisdictions to commit funds for JR.</p>	<p>FNJO and JRO are in the process of procuring a supplier to develop the JR Framework.</p>	<p>June 2024</p>	<p>DJAG</p>
<p>CHANGED</p> <p>Cultural Liaison Officers are employed in all secure correctional facilities and many Community Corrections offices across Queensland to provide cultural support.</p>	<p>As at 30 June 2023, there were 51 Cultural Liaison Officers (CLO) employed by QCS. A further 13 CLO positions will be recruited across QCS, which will effectively double the number of CLOs in Community Corrections from the previous financial year.</p>	<p>Recruitment rounds will continue to fill the remaining positions.</p>	<p>Ongoing</p>	<p>QCS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW Innovate Reconciliation Action Plan</p>	<p>QCS has developed an Innovate Reconciliation Action Plan (RAP) supported by the department's internal First Nations Reference Committee.</p> <p>QCS has received conditional endorsement from Reconciliation Australia.</p>	<p>After final consultation with the RAP Working Groups, the RAP will be forwarded to Reconciliation Australia for full endorsement. A formal launch will follow.</p>	<p>December 2023</p>	<p>QCS</p>
<p>NEW Decriminalisation of public intoxication and begging, and amendment to the offence of public urination</p> <p>On 1 September 2023 the <i>Child Protection (Offender Reporting and Offender Prohibition Order) and Other Legislation Amendment Act 2023 (Qld)</i> (the Act) was Assented. On that date, a provision in the Act came into force that decriminalised public begging. The Act also contains provisions that will commence on proclamation to:</p> <ul style="list-style-type: none"> • Decriminalise the offence of public intoxication. • Amend the offence of public urination. • Public intoxication, begging and public urination offences have disproportionate impact on First Nations peoples and those suffering from chronic ill health or disability, poverty and/or Homelessness. • Decriminalisation of public begging Public begging was decriminalised in Queensland on Assent of the Act. • Decriminalisation of public intoxication When proclaimed the Act will repeal section 10 of the <i>Summary Offences Act 2005</i> (Being intoxicated in a public place). The proposed amendments in the Bill will authorise the detention of a person by a police officer only if the officer is satisfied: 	<p>Public begging was decriminalised in Queensland on Assent of the Act (1 September 2023).</p>	<p>Public begging was decriminalised in Queensland on Assent of the Act (1 September 2023).</p>	<p>On proclamation of the Act</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> ○ the person is intoxicated; and ○ the person is disorderly, offensive, threatening or violent in a way that is, or is likely to, interfere with the enjoyment of a public place; or ○ the person is behaving in a way likely to cause injury to themselves or another person; or ○ the person is incapable of protecting themselves from physical harm. <p>Amending the offence of public urination - When the Act is proclaimed, the offence of public urination will be amended by requiring a police officer to consider, before commencing a proceeding or issuing an infringement notice, whether it would be more appropriate to take no action. The circumstances to which a police officer must have regard prior to taking enforcement action include:</p> <ul style="list-style-type: none"> • whether the offender has any vulnerability or special health needs which has contributed to the commission of the offence; and/or • whether the offender has made reasonable attempts to avoid causing offence or embarrassment to another person. <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>Expansion of the Police Drug Diversion Program</p> <p>On 2 May 2023, the <i>Police Powers and Responsibilities and Other Legislation Amendment Act (No. 2) 2023 (Qld)</i> (the Act) was assented.</p> <p>When proclaimed or on automatic commencement, the Act will enhance the Police Drug Diversion Program (PDDP) through introducing drug diversion warnings, allowing an eligible person an opportunity</p>	<p>The Act was assented on 2 May 2023.</p>	<p>Expansion of the PDDP will commence by proclamation or automatic commencement.</p>	<p>On proclamation of the Act</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>to participate in a subsequent drug diversion assessment program and the expansion of minor drug offences to include the possession of prescribed quantities of any type of dangerous drug and certain pharmaceuticals.</p> <p>The PDDP involves the re-direction of offenders away from conventional criminal justice processes, with the aim of addressing the personal use of illicit drugs through a health-based approach that better addresses the underlying causes of drug offending.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				

Outcome 11: Aboriginal and Torres Strait Islander young people are not over-represented 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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>The Assessment and Referral Team (ART) supports at-risk children and young people aged 7-25 to access the National Disability Insurance Scheme (NDIS), including young people engaged with the youth justice system. Referrals can be made to ART via the online referral hub: www.dsdsatsip.qld.gov.au/art.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>During 2022-23, 685 people were supported by ART's intensive case management approach to access the NDIS, including young people who are risk of, or who are engaged with the youth justice system.</p>	<p>ART is funded by the Queensland Government to deliver services within its current scope until 31 December 2024.</p>	<p>December 2024</p>	<p>DCSSDS</p>
<p>INNOVATED</p> <p>Women's Safety and Justice Taskforce Report One</p> <p>Queensland Government is working in partnership with First Nations peoples to co-design a specific whole-of-government and community strategy to address the overrepresentation of Aboriginal and Torres Strait Islander peoples in Queensland's criminal justice system and meet Queensland's Closing the Gap justice targets before legislation to criminalise coercive control is introduced. Part of the strategy should include a framework for measuring the success of any initiatives introduced.</p>	<p>The First Nations Justice Strategy— The First Nations Justice Office (FNJO) is leading the development and implementation of a co-designed whole of government and community strategy to reduce over-representation of First Nations peoples in the justice system and to meet Queensland's Closing the Gap justice targets.</p>	<p>FNJO will finalise the co-design of the First Nations Justice Strategy and develop an implementation plan.</p>	<p>June 2024</p>	<p>DJAG</p>
<p>NEW</p> <p>On Country Youth Justice works closely with members of Aboriginal and Torres Strait Islander communities in Townsville and Cairns to provide On Country programs which provide a culturally safe place for young people, who with the community's support and involvement could explore the complex cultural connections associated with the concept of 'Country'.</p>	<p>Evaluation findings will be used to outline options for future service development.</p>	<p>Ongoing approval of program and procurement approach within broader strategic direction of Government.</p>	<p>June 2025</p>	<p>DYJ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<i>Underpinned by Priority Reforms 2 and 3.</i>				
<p>CHANGED</p> <p>Multi-Agency Collaborative Panels (MACP) provide government and non-government agencies with a system to coordinate service responses for young people, identify and resolve systemic barriers and escalate significant concerns. Organisational relationships, collaboration and shared decision-making are central to the MACP system. DTATSIPCA and Community-Controlled Organisations are important stakeholders involved in MACP, and provide expertise, advice, and recommendations to help shape culturally responsive, informed and appropriate local supports and community-based programs to support improved outcomes for Aboriginal and Torres Strait Islander young people and their families in the youth justice system.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>MACP have been established across Queensland with positive multi-agency engagement.</p> <p>MACP have clear terms of reference to identify and resolve local service gaps, providing access to services for Aboriginal and Torres Strait Islander young people to ensure their needs are met.</p> <p>In July 2023, data collection aligned with the Youth Justice Outcomes Framework, with specific progress data being collected in relation to young people’s criminogenic needs, general needs and their connections to cultural identity.</p>	<p>There will be a formal evaluation conducted in 2026.</p> <p>MACP’s have an ongoing focus on culturally responsive processes and prioritising First Nations representation at Panel meetings across the state – informed by statewide consultation and engagement with Peak Bodies and relevant member agencies.</p>	Ongoing	DYJ
<p>NEW</p> <p>Navigate Your Health (NYH)</p> <p>Coordinate the provision of health and development assessments and connect young people with relevant health and support services in three sites (Brisbane, Logan and Cairns). This initiative connects young people (subject to relevant youth justice supervision) with a Nurse Navigator to engage primary health care providers, coordinate their health care and meet identified health needs. The program has 16 Nurses (including 3 Aboriginal and Torres Strait Islander identified positions, 2 Māori and Pacific Islander identified positions). Nurse Navigators engage community providers; public health, Aboriginal Medical services, private and NGO service providers.</p> <p><i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>71 young people on Youth Justice orders were referred to NYH in 2023 to date.</p> <p>44 of these referrals for young people identified as Aboriginal and/or Torres Strait Islander.</p> <p>There were improved stakeholder engagements with Aboriginal Medical Services, youth detention settings and hospital and community health service providers.</p>	<p>NYH program management has moved to Medical Division within Children’s Health Queensland (July 2023), in the Health Equity, Access and Care Coordination Directorate.</p> <p>Strategic Planning is to occur in 2024 and will prioritise improved engagement and outcomes for First Nations young people.</p>	Ongoing	DYJ

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW Gendered responses for girls and young women involved with Youth Justice</p> <p>Youth Justice is undertaking a review regarding gendered responses for girls and young women involved within Youth Justice. This review will include a gaps, trend and interjurisdictional analysis that will inform future policy, procedures and practice in this area. This recommendation will focus on responses for First Nations girls and young women that are both culturally safe and gender-specific, within the context of each girl or young woman’s culture.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Project commenced May 2023 and engaged with a range of stakeholder groups to identify the cohorts of girls and young women in the youth justice system, their needs and distinguishing support features.</p> <p>Consulted stakeholder groups, and completed a jurisdictional scan.</p>	<p>Review and analyse data.</p> <p>Partnering with QATSICPP and First Nations Youth Justice staff to seek and embed First Nations voices.</p> <p>Ongoing work to design a consultation plan in partnership with QATSICPP to seek feedback and input of girls and young women with lived experience.</p> <p>Consultation with legal stakeholders and broader service system agencies.</p> <p>Implement review findings and undertake practice development activities to enhance support for girls and young women in the youth justice system (2024).</p>	<p>December 2023</p>	<p>DYJ</p>
<p>NEW Youth Justice Neurodevelopmental Framework and Practice Standards</p> <p>Youth Justice is developing a framework and practice standards to ensure that young people within the Youth Justice system have the opportunity for fair, equitable, and appropriate assessment to ensure that their specific needs are understood, accommodated and supported within the context of a community and family-focused support.</p> <p>The development of this framework and practice standards will enable youth justice to provide culturally informed service responses and includes consultation with First Nations peoples, including Queensland Community Justice Groups, Peak Bodies, Aboriginal and Torres Strait Islander Health Services and Elder groups across the state.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Project commenced June 2023.</p> <p>On Country consultation led by community in a way that respects community protocol, guided by the First Nations Youth Justice staff and Community Controlled Organisations.</p> <p>Youth Justice has engaged an external First Nations expert as advisors to the project team.</p>	<p>Youth Justice has completed a consultation summary.</p> <p>A draft framework and practice standards are being developed and is seeking feedback from consultation groups.</p> <p>Youth Justice will also develop an implementation plan to embed Framework and promote use of relevant practice tools and resources (2024).</p>	<p>March 2023</p>	<p>DYJ</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>The Youth Justice Family Lead Decision Making (FLDM) remains a key initiative from the Working Together Changing the Story, Youth Justice Strategy Action Plan to address challenges and disadvantage experienced by Aboriginal and Torres Strait Islander young people engaged in youth justice.</p> <p>This is to be achieved by inviting families and community to problem solve, lead discussions, and make decisions as the cultural authority for their young people. Department of Youth Justice has funded four Aboriginal and Torres Strait Islander Community Controlled Organisations to deliver the My Family, Our Decisions, Our Way Aboriginal and Torres Strait Islander Youth Justice Family Led Decision Making Trial (Youth Justice FLDM).</p> <p>These sites include:</p> <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander Community Health Services (ATSICHS) Kurbingui Youth Development Limited Goolburri Aboriginal Health Advancement Wuchopperen Health Services <p>Other stakeholders working with Youth Justice and service providers include:</p> <ul style="list-style-type: none"> QATSICPP Youth Detention Centres. <p><i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>Outcomes include:</p> <ul style="list-style-type: none"> 159 referrals incoming, 157 accepted 3595 instances of contact. 58 afterhours contacts 233 distinct young people active in the reporting period 100% of distinct young people identifying as Aboriginal and/or Torres Strait Islander 74 cases closed with majority of needs met 90 young people with an assessment of progress on short term outcomes 44 young people reporting positive change on one or more domains. 	<p>Action Research was conducted with all FLDM stakeholders to identify key insights to support further refinement of the FLDM program.</p> <p>One of the key strengths highlighted from the research was that relationships between services, families and Youth Justice had a significant impact on program engagement and collaboration.</p> <p>Staff from the Department of Youth Justice leveraged off opportunities to build and maintain trust and respect with Aboriginal and Torres Strait Islander partners.</p> <p>Through contact and honest communication this created a safe space for information sharing and collaborative knowledge development, resulting in true collaboration – where communication and collaboration were strong, efficient, and effective support was provided to clients.</p>	2022 to 2026	DYJ
<p>NEW</p> <p>Intensive Case Management (ICM)</p> <p>ICM provides targeted interventions to address family functioning and the multiple factors that impact chronic juvenile offending, including substance use and aims to enhance family and</p>	<p>Proportion of indigenous young people engage with ICM.</p> <p>Evaluation data: 51% reduction in offending frequency and a 72% reduction in proportion of crimes against the person.</p>	<p>Continue embedding new positions following expansion.</p> <p>Continue the focus upon service delivery for First Nations young people and families.</p>	Ongoing	DYJ

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>kinship connections and promote engagement in education and training. The initiative aims to reduce over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>Early Action Group (EAG) Initially commenced operating in Townsville with early positive outcomes. Early Action Groups bring together Queensland Police and other key government representatives to provide intensive coordination of services and support to young people aged 8-16 years who are at risk of falling into a cycle of crime and their families, providing wrap-around services tailored to the young person's needs and risks. These services provide opportunities for young people to turn their lives around and change their stories. The majority of EAG clients are First Nations young people and families. The initiative aims to reduce over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system.</p> <p><i>Underpinned by Priority Reforms 2 and 3.</i></p>	<p>In Townsville the team has appointed several First Nations staff to ensure services delivered to First Nations young people are culturally safe. The Early Action Group is already having some success by working with complex families who have not engaged previously with programs and services. EAG's have expanded to Mt Isa and Cairns.</p>	<p>Continue embedding new positions following expansion.</p> <p>Continue the focus upon service delivery for First Nations young people and families.</p>	Ongoing	DYJ
<p>CHANGED</p> <p>Youth Co-Responder program operates across 13 locations and is a joint initiative between Youth Justice and QPS providing a frontline after-hours support service where Youth Justice and QPS work alongside each other in addressing at risk youth in the community. The initiative aims to reduce over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system. The aim is to divert at risk young people from the justice system and refer them to support agencies in the community.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>76,321 engagements with young people statewide as at 24 September 2023.</p>	<p>Continue embedding new positions following expansion.</p> <p>Continue the focus upon service delivery for First Nations young people and families.</p>	Ongoing	DYJ

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Restorative Justice Conferencing acknowledges the impacts and consequences of crime on victims and the community.</p> <p><i>Underpinned by Priority Reform 2.</i></p>		<p>Work with our colleagues in QPS to increase active efforts to improve proportion of police referrals to restorative justice conferencing.</p> <p>Continue providing restorative justice responses to First Nations young people.</p>	Ongoing	DYJ
<p>NEW</p> <p>The Yidaki Program is a newly introduced program within Project Booyah.</p> <p>This program was initiated by the Sunshine Coast District Police Liaison Officers and teaches disengaged youth how to make a didgeridoo (male youth only).</p> <p>The initiative has demonstrated the potential for Police Liaison Officers to play a proactive role in promoting positive activities and cultural awareness within the community. By teaching disengaged youth how to make a didgeridoo, they are helping to prevent crime and promote a greater understanding and appreciation of Indigenous Culture to enhance relationships between the QPS and Sunshine Coast Community.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>All 11 enrolled youths involved in the Booyah program have undertaken the Yidaki Program, creating their own their own didgeridoos.</p> <p>Eight (8) graduates were presented with their didgeridoos at the graduation ceremony.</p>	<p>Exploration of the program is being launched state-side due to high interest of participants, cultural element and positive feedback.</p> <p>Exploration of the introduction of Clap Sticks for female Booyah participants is being executed by Police Liaison Officers on the Sunshine Coast District.</p>	Ongoing	QPS
<p>NEW</p> <p>Youth Co-Responder Teams in Toowoomba, Wide Bay, Mount Isa, South Brisbane and Ipswich Youth Co-Responder Teams (YCRTs) were introduced in Queensland in 2020 as part of the Queensland Government's five-point action plan to address youth crime.</p> <p>The YCRTs are currently established in eight (8) locations and work towards best outcomes for at-risk young people by undertaking activities such as de-escalating and problem solving where groups</p>	<p>An additional five (5) YCRT were established in Toowoomba, Wide Bay, Mount Isa, South Brisbane and Ipswich to support at-risk young people and address youth crime.</p>	Ongoing initiative	Ongoing	QPS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>congregate, transporting young people to safety, connecting with families and support services, exploring diversionary pathways and reducing unnecessary remand.</p> <p>In 2023, YCRTs were established in five (5) additional locations, including: Toowoomba, Wide Bay, Mount Isa, South Brisbane and Ipswich.</p> <p><i>Underpinned by Priority Reform 3</i></p>				
<p>NEW</p> <p>Respected Persons Youth Cautioning in Inala (First Nations Trial)</p> <p>The Inala Child Protection and Investigations Unit is working with respected persons from the Inala community to help First Nations youth by co-delivering culturally safe and appropriate Official Police Cautions to support Outcome 11 of the National Agreement (reducing the over representation of Aboriginal and Torres Strait Islander people in the criminal justice system).</p> <p>Respected Persons have been carefully selected and are advocates for First Nations youth, some of whom are Elders of their community. Some hold positions with Queensland Health and work specifically with First Nations youth and Mental Health services.</p> <p>During this process, cautions are administered at Police Stations with a Police Officer and a respected First Nations member of the Inala Community. During the caution, the impact that the offending has on the young person and the community are discussed as is the importance of respecting the law.</p> <p>This project is a multi-agency approach in partnership with the QPS Youth Justice Unit, Inala Child and Youth Mental Health Service, Aboriginal</p>	<p>Seven (7) young people have participated in this program and have been cautioned for a variety of offences.</p>	<p>Griffith University will complete a formal evaluation of the project in January 2024.</p> <p>Discussions are currently taking place regarding long term funding, increased accessibility to the program, expansion of stake holder networks including the number of Elders involved and available, QPS Prosecutions and external partners for additional programs that may be more relevant to young First Nations persons.</p>	<p>January 2024</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>and Torres Strait Islander Mental Health Program Co-ordinator and Griffith University.</p> <p><i>Underpinned by Priority Reforms 1 and 3.</i></p>				
<p>NEW</p> <p>Community-Based Crime Action Committees in South West, Sunshine Coast and Wide Bay 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>CBCACs provide funding across the State for activities aimed at reducing offending of young persons through shared decision making of the committee membership.</p> <p>Three further committees will be introduced in the 2023-24 financial year in South West, Sunshine Coast and Wide Bay.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>The current 12 CBCAC's have continued to provide funding across the State for activities aimed at reducing offending of young persons through shared decision making of the committee membership.</p>	<p>The further three (3) committees will be introduced in the 2023-24 financial year.</p>	<p>Ongoing</p>	<p>QPS</p>
<p>CHANGED</p> <p>Respected Persons Youth Cautioning (Townsville First Nations Trial)</p> <p>This program co-delivers culturally-based youth cautions to First Nations young people, to support Outcome 11 of the National Agreement.</p> <p><i>Underpinned by Priority Reforms 1 and 3.</i></p>	<ul style="list-style-type: none"> • Eight Townsville Justice Group members, mixture of respected First Nations Elders and young people, trained in Respected Persons co-cautioning. • 15 co-cautions offered, six accepted and completed. • Limited trial area (scope) established initially to establish governance, now expanded in Townsville District to increase the number of co-cautions. • Formal partnership agreement being considered for development. 	<p>The QPS will explore opportunities to expand this model to other police districts.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<ul style="list-style-type: none"> • Formal evaluation underway, due for completion October 2023. • Partnership has been used as a model to trial Respected Persons co-cautions in two other police districts (in early stages). 			

Outcome 12: Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.

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

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Our Way vision, Breaking Cycles 2023–2025 (Breaking Cycles) aligns to the goals of both national and state initiatives and strategies including: the National Agreement on Closing the Gap Priority Reforms and Target 12 and Safe and Supported: Aboriginal and Torres Strait Islander First Action Plan 2023–2026.</p> <p>Breaking Cycles builds on the successes, learnings and foundations set under Changing Tracks and focusses on changing the way services are designed, developed, and delivered in partnership with and for Aboriginal and Torres Strait Islander peoples and communities by government and non-government organisations.</p> <p>Co-designed in partnership with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) on behalf of Family Matters Queensland (FMQ), Breaking Cycles 2023-2025 actions are structured around eight priority areas identified through community and stakeholder consultation and engagement:</p> <ul style="list-style-type: none"> • transformative systems change • investment in Aboriginal and Torres Strait Islander community-controlled sector • delegated authority • prevention and early intervention • family participation and control of decision making • Aboriginal and Torres Strait Islander workforce 	<p>Breaking Cycles builds on the success achieved under Changing Tracks 2017-2022. An independent Evaluation of Our Way, Changing Tracks 2017–2022 – Final Report highlighted:</p> <ul style="list-style-type: none"> • The majority of the Changing Tracks actions were implemented on time and as intended, and that emerging changes to the systems, policies and collaborative working approaches between government agencies, partners, and service providers to implement Our Way, will enable Our Way to achieve its targets and longer-term outcomes. • The Changing Tracks action plans have begun to foster collective action to ensure services, policies and programs are culturally safe and responsive. • Positive changes are emerging in the policy and legislative settings that impact Aboriginal and Torres Strait Islander children and families in Queensland, including changes in systems, policies and collaborative working approaches between government agencies, 	<p>Post launch of Breaking Cycles 2023-2025, governance arrangements for Our Way will be revisited across the QFCFB and Queensland Government strategic partnership to commence drafting of the agreement.</p>	<p>End 2025</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> • cross-government commitment to address over-representation and improve wellbeing outcomes • voice, accountability, and oversight. <p>Successful implementation of Breaking Cycles 2023-2025 through tangible and targeted activities under the eight priority areas will significantly contribute to the Our Way goals and targets. Actions will be led or supported by a range of government agencies and bodies including QATSICPP and the Queensland Family and Child Commission (QFCC). It will also continue to build a reframed relationship between the Queensland Government and Aboriginal and Torres Strait Islander children and families to meet the needs of children and families, safely reunify children with their families and successfully transition young people to adulthood.</p> <p><i>Underpinned by Priority Reforms 1, 2, 3 and 4</i></p>	<p>partners, and service providers to implement Our Way.</p> <ul style="list-style-type: none"> • There is evidence of greater trust in and empowerment of the ASTICCO sector which is resulting in improved access to culturally appropriate services – this is particularly reflected in an improved relationship between DCSSDS and ATSICCOs. • Changes in collaborative working approaches between government agencies, service providers and Aboriginal and Torres Strait Islander community representatives to enable the implementation of Our Way. • Changes in legislation and government processes are commended as echoing the broader community’s aspirations for self-determination. • Our Way has influenced the way partner agencies make decisions, undertake strategic planning and implement activities with community voice prioritised and embedded. • Growing investment in community-controlled Aboriginal and Torres Strait Islander services and their workforce is better reflecting the proportion of Aboriginal 			

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>and Torres Strait Islander peoples accessing these services.</p> <p>Breaking Cycles 2023-25 was endorsed by the Queensland First Children and Families Board (QFCFB), Family Matters Queensland and Queensland Government in August 2023.</p>			
<p>NEW</p> <p>Breaking Cycles</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Negotiate a formal partnership agreement between DCSSDS, DTATSIPCA, Queensland First Children and Families Board (QFCFB), QATSICPP and Family Matters Queensland (FMQ) to support implementation and oversight of Breaking Cycles, the second implementation phase of the Our Way strategy.</p>	<p>Post launch of Breaking Cycles 2023-2025, governance arrangements for Our Way will be revisited across the QFCFB and Queensland Government strategic partnership to commence drafting of the agreement.</p>	<p>2023 to 2024</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Our Way implementation plan</p> <p>Develop and implement an overarching change management strategy to drive the systems and cultural change within government necessary to achieve reform of the child protection system.</p> <p>The DCSSDS Our Way implementation plan (OWIP) addresses the transformation elements of the National Agreement on Closing the Gap (clause 59). The OWIP is DCSSDS' internal agency plan to deliver the generational change.</p> <p>The OWIP builds on the considerable work underway and sets out the changes needed to achieve commitments to policy, partnership and service delivery with Aboriginal and Torres Strait Islander children and families over the next 10 years. It sets out responsibilities for working</p>	<p>DCSSDS First Nations staff and the DCSSDS First Nations Council are guiding development of the OWIP. OWIP describes how multiple reform projects will improve the family support and child protection systems and the benefits that these projects will have for Aboriginal and Torres Strait Islander children, young people, families and communities.</p> <p>The OWIP will help measure our success through these projects to enable working in 'Our Way' to support self-determination and the reframing of the government's relationship with Aboriginal and Torres Strait Islanders.</p>	<p>Formal endorsement of the OWIP by the DCSSDS Director-General and First Nations Council, and the Queensland First Children and Families Board.</p> <p>Continue to refine the OWIP as the Roadmap – The Journey to Delivery is developed. The Roadmap will include a performance monitoring and reporting plan.</p>	<p>End 2025</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>differently to deliver on our commitments and how we will be accountable.</p> <p>The OWIP is built around the Family Matters Building Blocks, which are the changes identified by Aboriginal and Torres Strait Islander peoples to eliminate disproportionate representation, and are underpinned by evidence, ethics and human rights.</p> <p>The OWIP:</p> <ul style="list-style-type: none"> • is aligned to the Breaking Cycles Action Plan 2023-25. • contributes to DCSSDS' commitment to a reframed relationship with Aboriginal and Torres Strait Islander peoples as part of Queensland's Path to Treaty Commitment and challenges us each to identify and address the system, practice and behaviour changes needed to meet these commitments. • supports existing Queensland Government commitments in national and whole-of-government strategies, including both Action Plans under Safe and Supported: National Framework for Protecting Australia's Children, Closing the Gap Priority Reforms and Closing the Gap Target 12 to reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031. <p><i>Underpinned by Priority Reform 3.</i></p>	<p>OWIP includes commitments for all staff members, Senior Executive Leaders and project teams, reflecting the comprehensive degree of change we are working towards.</p>			
<p>CHANGED</p> <p>Aboriginal and Torres Strait Islander Child Placement Principle</p> <p>Develop and implement a plan to embed all five elements of the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) to the</p>	<p>In delivering against objectives of the <i>Child Protection Act 1999</i> a practice strategy will be created to support the embedding of the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) to the standard of active efforts.</p>	<p>Provide resources and materials to staff through webinars, case discussions and written materials to support practice capability in embedding active efforts.</p>	<p>First materials and webinars to be delivered by March 2023</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>standard of active efforts across the child protection system.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				
<p>NEW</p> <p>Review investment and commissioning policy, processes and practice to identify strategies to achieve equitable and sustainable investment in the ATSICCO sector, support innovation and scale up successful approaches, and shift towards community-led, place-based decision-making.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>DCSSDS has commenced discussions with QATSICPP about reform of commissioning policies and processes and to ensure they maximise opportunities for self-determination and are fit for purpose, given commitments to transition investment to the ATSICCO sector.</p>	<p>Continuation of discussions and engagement with the Queensland First Children and Families Board.</p>	<p>2023-2024</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Culturally safe and responsive Intake and investigation and assessment policy, processes and practice to reduce the number of Aboriginal and Torres Strait Islander children entering the child protection system.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>The enhanced intake and assessment approach will establish new and contemporary responses to increasing intake demand and over-representation of First Nations children in the child protection system. The enhanced approach provides a range of proportionate and flexible tertiary child protection responses, to ensure children get the right services at the right time. There will be opportunities for earlier targeted supports for children and families, with a focus on providing services to safely divert children from ongoing statutory involvement in low-risk matters. This approach recognises that investigative responses are not necessary when presenting concerns primarily relate to support needs. Where matters are considered high risk, conventional investigative approaches will continue to be available.</p> <p>As part of the enhanced approach, a First Nations Intake Officer trial (June – November 2023) is occurring in the</p>	<p>Regional readiness planning with RIS and I&A services is currently underway to ensure intake and assessment services are prepared for implementation on 1 July 2024.</p>	<p>By 2024</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>SSC RIS with dedicated First Nations staff responding to and making decisions about First Nations families at intake, in accordance with departmental legislation, policy and guidelines. The First Nations Intake team consists of three Identified officers (two First Nations Intake Officers and a First Nations Senior Team Leader) who have been selected for their cultural knowledge and expertise (rather than a degree qualification). There is an emphasis on engagement with community-controlled organisations ensuring early and timely connection of families to culturally responsive supports. focus on linking families to support earlier should, over time reduce the number of First Nations children entering the child protection system.</p> <p>An evaluation of the trial will inform the state-wide implementation of a First Nations Intake Team in all RIS's during 2024. These positions are only open to Aboriginal and or Torres Strait Islander staff.</p>			
<p>NEW</p> <p>Develop and implement culturally safe and responsive complaints management policy, processes and practice to improve Aboriginal and Torres Strait Islander peoples and organisations experience with government agencies that play a role in the lives of their children and families.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>To achieve a culturally responsive complaints management system, the department has commenced a review of the Complaints Management Policy and Procedure to allow the system to be flexible and adaptable to the needs and preferences of Aboriginal and Torres Strait Islander complainants, recognising that their circumstances may differ from mainstream complainants.</p>	<p>Provide a comprehensive cultural immersion program to staff members involved in the complaints management system. Update the department's mandatory complaints management training to include culturally responsive complaints processes.</p>	<p>December 2023</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Review and identify current spending on Aboriginal and Torres Strait Islander children and families in the child protection system to identify reprioritisation opportunities.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>DCSSDS reports annually on the proportion of investment allocated to the ATSICCO sector to Family Matters. The department has committed to ensuring that any Aboriginal or Torres Strait Islander child or family can obtain their supports through an ATSICCO should they choose to do so, and to transition commensurate investment to make this possible.</p>	<p>Continued liaison with QATSICPP and communities to identify opportunities for transition of funding.</p>	<p>End 2032</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Undertake investment reform planning activities with the ATSICCO sector to support readiness for growth in investment.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>QATSICPP has recently completed analysis of the supports that will be required by the ATSICCO sector to prepare for projected growth.</p>	<p>Discussions with QATSICPP regarding governance and resourcing to facilitate growth.</p>	<p>End 2032</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Develop, resource and implement a strategy to transition investment in services for Aboriginal and Torres Strait Islander children and families to the ATSICCO sector within 10 years.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>DCSSDS has committed to the transition of investment to the ATSICCO sector to enable children and families to access their supports from a culturally safe provider. The department has also committed to work with the sector to develop a blueprint and schedule for this transition across the state.</p>	<p>Development of a Blueprint for transition with QATSICPP and the ATSICCO sector.</p>	<p>2024-2025</p>	<p>DCSSDS</p>
<p>CHANGED</p> <p>Implement Reclaiming our storyline: Transforming systems and practice by making decisions our way to scale up delegated authority arrangements across Queensland.</p> <p><i>Underpinned by Priority Reforms 1 and 2.</i></p>	<p>Delegated authority arrangements are currently being delivered by two organisations (Central Queensland Indigenous Development and REFOCUS) in the department's Sunshine Coast and Central Region.</p> <p>As of 1 September 2023, delegations have been approved by the Director-General with respect to 126 children since this new way of working commenced in late 2020 and 19</p>	<p>The department is partnering with QATSICPP to progress statewide implementation, providing sector support and capability development.</p> <p>Procurement processes will be tranched across the next three-four years to identify new providers of delegated authority arrangements.</p>	<p>End 2032</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>children have been reunified safely with parents.</p> <p>The Queensland Government has provided investment of \$107.8M to progressively expand delegated authority to new sites across Queensland over four years from 1 July 2023.</p>			
<p>NEW</p> <p>Increase investment in Aboriginal and Torres Strait Islander Family Wellbeing Services to expand access to prevention and early intervention supports that strengthen families and communities and mitigate the risk of children and families experiencing vulnerability and disadvantage entering the child protection system.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Commenced discussions with stakeholders and the development of the draft Significant Procurement Plan.</p>	<p>Progress for approval</p>	<p>End 2027</p>	<p>DCSSDS</p>
<p>NEW</p> <p>As part of the investment and commissioning reform and transition of investment processes (Actions 1.4 and 2.3), ATSICCOs are empowered to re-design programs and services to ensure responses are tailored to meet the needs of their community and adopt a culturally safe, holistic prevention and early intervention approach.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>QATSICPP has independently designed a response to enhance opportunities for children to remain cared for by family when child protection concerns are raised. The response is to be trialled in two catchments.</p>	<p>Negotiation of contracts in trial sites and discussion about further opportunities for program redesign.</p>	<p>By 2032</p>	<p>DCSSDS</p>
<p>NEW</p> <p>Increase investment in the Family Participation Program to embed family-led decision-making across the child protection systems.</p> <p><i>Underpinned by Priority Reforms 1 and 2.</i></p>	<p>Commenced discussions with stakeholders and the development of the draft Significant Procurement Plan.</p>	<p>Progress for approval</p>	<p>End 2027</p>	<p>DCSSDS</p>
<p>NEW</p>	<p>Working with QATSICPP to develop next steps for 2 pilot site</p>	<p>Progress for approval</p>	<p>End 2025</p>	<p>DCSSDS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Develop, resource, implement and evaluate the Family Caring for Family model of care to identify and support family to care for their children in community and maintain connections to family, culture and country.</p> <p><i>Underpinned by Priority Reforms 1 and 2.</i></p>	<p>implementation, and the framework for action learning and evaluation.</p>			
<p>NEW</p> <p>Undertake scoping activities with the ATISCCO sector to inform the development of strategies for a strong and sustainable workforce.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>ATISCCO sector scoping report mapping the existing sector footprint and identifying current and projected workforce and infrastructure needs.</p>		2024	DCSSDS
<p>NEW</p> <p>Develop, resource and implement a strategy to support the ongoing development and growth of the ATISCCOs child and family services sector.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>DCSSDS has enhanced funding for QATSICPP to support its ability to attract and retain personnel, boosting its capacity to support sector development.</p>	<p>Discussion with QATSICPP regarding governance and resources to support sector growth.</p>	End 2028	DCSSDS
<p>NEW</p> <p>Implement the Aboriginal and Torres Strait Islander Wellbeing Outcomes Framework (WOF) across Queensland Government to guide planning and decision-making as it relates to the wellbeing outcomes of Aboriginal and Torres Strait Islander children and families.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Scoping of an implementation approach and communication plan and identification and development of dedicated resources and tools required to enable and guide application of the WOF across Queensland Government agencies will commence in 2023.</p>	<p>Item on the agenda for the next Our Way Interagency Strategic Partnership meeting (last quarter 2023).</p>	2023 to 2025	DCSSDS
<p>NEW</p> <p>Increase the retention of Aboriginal and Torres Strait Islander students until the end of Year 12 through supporting and monitoring the progress of Aboriginal and Torres Strait Islander students.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>Improved culturally appropriate support services, monitor student progress and providing study support.</p>		Ongoing	DoE
<p>NEW</p>	<p>DCSSDS and QATSICPP have agreed to consider formation of a</p>	<p>Scoping paper outlining options and resource requirements to be</p>	End 2024	DCSSDS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Breaking Cycles Priority area 8: Voice, accountability and oversight</p> <p>Establish an ongoing mechanism for Aboriginal and Torres Strait Islander young people to have voice and shape the implementation of Our Way and accompanying action plans.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Young Persons voice through the 'Solid Voices of Tomorrow' project led by QATSICPP.</p>	<p>discussed with QFCFB final meeting of 2023.</p>		
<p>NEW</p> <p>Breaking Cycles Priority area 8: Voice, accountability and oversight</p> <p>Continue to expand and develop through technology, policy and legislation, the data sharing and ownership capabilities delivered through Unify to the ATSIcco sector to achieve data sovereignty.</p> <p><i>Underpinned by Priority Reform 4.</i></p>	<p>The development of Unify aims to ensure Queensland families, children and young people are cared for, protected, safe and able to reach their full potential through improved capability for our frontline staff, government agencies and partners to have access to, and share information and integrate service delivery.</p> <p>Unify is currently undergoing continuous building and iterative testing, including engagement across regions and with stakeholders in preparation for future release.</p> <p>DCSSDS continues to work in partnership with state and territory governments, the Commonwealth Government and the Leadership Group to finalise the Safe and Supported Partnership Agreement, including establishment of a joint QATSICPP/DCSSDS Safe and Supported working group focussed on 'accountability and data development'.</p> <p>The data sovereignty definitions developed nationally will be adopted by DCSSDS.</p>	<p>Finalise build.</p> <p>Product early acceptance testing with regional representatives.</p> <p>Finalise National Safe and Supported partnership agreement.</p>	<p>2023 to 2025</p>	<p>DCSSDS</p>

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>Membership of the Aboriginal and Torres Strait Islander Domestic and Family Violence Prevention Group (DFV Prevention Group) was expanded to 12 members to further strengthen the diversity and representation of Aboriginal and Torres Strait Islander people.</p> <p><i>Underpinned by Priority Reforms 1 and 2.</i></p>	<p>The DFV Prevention Group consists of Aboriginal and / or Torres Strait Islander representatives who demonstrate leadership, experience and expertise in the prevention of DFV and / or experience in supporting the health and wellbeing of Aboriginal and Torres Strait Islander peoples, families and communities in Queensland.</p> <p>As at July 2023, Secretariat for the Prevention Group resides within the First Nations Justice Office.</p>		June 2024	DJAG
<p>NEW</p> <p>First Nations Cultural Advisors embedded into new High Risk Teams to provide tailored advice around the specific needs of First Nations individuals impacted by domestic and family violence, with consideration of local protocols, languages, and family or kinship groups.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>A community controlled organisation has been engaged to provide a First Nations Cultural Advisor in the Townsville High Risk Team.</p>	<p>Establish new High Risk Teams in Redlands and Rockhampton and engage an organisation in each location to provide a First Nations Cultural Advisor.</p>	By 2026 and ongoing	DJAG
<p>NEW</p> <p>National Plan to End Violence Against Women and Children 2022-32: Aboriginal and Torres Strait Islander Action Plan 2023-25.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>The Aboriginal and Torres Strait Islander Action Plan 2023-25 (the Action Plan) was released in August 2023. The Action Plan was developed by the Australian Government in formal partnership with the Aboriginal and Torres Strait Islander Advisory Council on family, domestic and sexual violence, with the support of state and territory governments. The</p>	<p>The Queensland Government will continue to work towards the intended outcomes of the Action Plan and will support the development of the standalone First Nations National Plan, to be delivered in 2025.</p>	2023 to 2025	DJAG

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	Action Plan will be a key driver of national work towards Target 13.			
<p>NEW</p> <p>High Risk Teams in Townsville</p> <p>High Risk Teams 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 off Queensland's Integrated Service Response and already 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, DHLGPPW, and DCSSDS (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 High Risk Team 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 High Risk Team; 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</p>	Expansion of new High Risk Teams to Townsville.	Ongoing initiative	Ongoing	QPS

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>identities, however it is noted that a significant proportion of this cohort identify as Aboriginal or Torres Strait Islander persons.</p> <p><i>Underpinned by Priority Reform 3.</i></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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Slow the Flow, Stop the Harm: Sly Grog and Home Brew Prevention Strategy.</p> <p><i>Underpinned by Priority Reform 1.</i></p>		<ul style="list-style-type: none"> • Seek endorsement for revised timeframes. • Establish governance through the Sly Grog Working Group in partnership with the Torres and Cape Indigenous Council Alliance. • Commence implementation and monitoring. 	June 2024	DTATSIPCA
<p>NEW</p> <p>Five Aboriginal and Torres Strait Islander Community Controlled Health Organisations across Queensland were provided funding support to implement Social and Emotional Wellbeing Community Support Services. It is expected that the funding will allow support to:</p> <ul style="list-style-type: none"> • provide culturally safe mental health non-clinical psychosocial and emotional wellbeing services, within a continuum of care model that exist within Aboriginal and Torres Strait Islander Community Controlled Health Organisation structures • provide targeted services to local needs • co-design a model based on community engagement and inclusion in partnership with the Hospital and Health Service • provide a continuum of care to and from primary and tertiary care. <p><i>Underpinned by Priority Reform 2.</i></p>	Improved access to culturally safe mental health non-clinical psychosocial and social and emotional wellbeing services for Aboriginal and Torres Strait Islander peoples.	Ongoing community engagement in partnership with the Hospital and Health Service to improve access to primary and tertiary care.	2023 to 2024	QH
<p>NEW</p> <p>Mental Health, Social and Emotional Wellbeing</p>	Improved access to mental illness, social and emotional wellbeing support; and transitional care services for Aboriginal and Torres Strait	Ongoing provision of mental illness, social and emotional wellbeing	2023-24 With an option of extension	QH

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Provided funding support for Institute of Urban Indigenous Health (IUIH) to implement the Mental Health, Social and Emotional Wellbeing - Indigenous Mental Health Intervention Program Transitional Care Service for men and women. Through this initiative IUIH:</p> <ul style="list-style-type: none"> • supports men and women aged 18 years and over from Aboriginal and Torres Strait Islander background; who are experiencing a moderate to severe mental illness, social and emotional wellbeing; and transitioning to community from a correctional facility. • provides psychosocial support services on a one-on-one basis to an individual at least six weeks prior to release from the correctional facility (where the date is known however shorter timeframes may be required dependant on information IMHIP is provided). Post release transitional support is provided for up to 6 months. <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Islander men and women aged 18 years and over.</p>	<p>support; and transitional care services for men and women.</p>	<p>based on outcomes</p>	
<p>NEW</p> <p>Provided funding support for:</p> <ul style="list-style-type: none"> • Apunipima Cape York Health Council Limited for the Alcohol and Other Drugs Psychosocial Interventions - Cape York Wellbeing Centres. • Darumbal Community Youth Service Inc, Alcohol and Other Drugs Treatment and Support - Aboriginal and Torres Strait Islander Young People. • Gindaja Treatment and Healing Indigenous Corporation, Alcohol and Other Drugs Non-Residential Rehabilitation and Residential. 	<p>Improved access to culturally safe alcohol and other drugs; psychological support services for Aboriginal and Torres Strait Islander peoples.</p>	<p>Ongoing provision of alcohol and other drugs; psychological support services.</p>	<p>2023 to 2024, extended pending outcomes</p>	<p>QH</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<ul style="list-style-type: none"> IUIH, Alcohol and Other Drugs Treatment and Support - Aboriginal and Torres Strait Islander Young People. <p><i>Underpinned by Priority Reform 2.</i></p>				
<p>NEW</p> <p>Provided funding for IUIH:</p> <ul style="list-style-type: none"> Alcohol and Other Drugs (AOD) Treatment and Support - Aboriginal and Torres Strait Islander Young People. SEQ Mental Health AOD Multidisciplinary Team Inner Brisbane. <p><i>Underpinned by Priority Reform 2.</i></p>	Improved access to mental health and alcohol and other drugs services through the development and implementation of a culturally safe multidisciplinary model of treatment.	Ongoing provision of culturally safe multidisciplinary model of mental AOD treatment.	2023-24 to 2026-27	QH
<p>NEW</p> <p>Provided funding for Queensland Aboriginal and Islander Health Council (QAIHC) for AOD Connecting Community program to support Aboriginal and Torres Strait Islander Community Controlled Health Services and Queensland Indigenous Substance Misuse Council workforces, including Social and Emotional Wellbeing, Child Youth and Family Services and specialised Alcohol and Other Drug (AOD) treatment services.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	Enhanced capability of Aboriginal and Torres Strait Islander Community-controlled Health Services to provide social and emotional wellbeing, Child Youth and Family Services and specialised AOD treatment services.	Ongoing support and development of AOD treatment services at a system and organisational level.	2023 to 2024, extended pending outcomes	QH
<p>NEW</p> <p>Breakthrough Ice Education Program</p> <p><i>Underpinned by Priority Reform 2.</i></p>	Improved engagement and coordinated communication between Aboriginal and Torres Strait Islander communities, Aboriginal and Torres Strait Islander Community Controlled Health Sectors for the delivery of AOD services.	Ongoing support for the implementation of Breakthrough Ice Education Program.	2023 to 2024, extended pending outcomes	QH
<p>NEW</p> <p>'Reflect' Reconciliation Action Plan (RAP) indirectly contributes to this by supporting the five pillars of reconciliation: race relations, equality and</p>	RAP is going through final endorsement.	Implement action	By Oct 2024	HWQ

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
equity, institutional integrity, unity and historical acceptance. <i>Underpinned by Priority Reform 3.</i>				

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>DESI is 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 Indigenous Land Use Agreements and Indigenous Management Agreements. This ensures that Aboriginal land holding entities own the land and have legal access to practice culture, reconnect with Country and use land ownership to kick start economic opportunities.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Over 4.2 million hectares of land has been transferred to Aboriginal ownership as a result of this Program.</p>	<p>Continue to transfer land on Cape York Peninsula to Aboriginal ownership and joint management of protected areas.</p>	<p>By 2026</p>	<p>DESI</p>
<p>NEW</p> <p>Aboriginal and Torres Strait Islander people to undertake protected area management planning.</p> <p>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.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Nine management instruments, incorporating 28 parks and forests, have been co-designed with First Nations partners.</p>	<p>Ongoing co-design of statutory management instruments.</p>	<p>Ongoing</p>	<p>DESI</p>
<p>NEW</p> <p>DESI worked with the First Nations peoples who have Native Title rights and interests in the Great Sandy Marine Park (the Butchulla Native Title Aboriginal Corporation; Kabi Kabi People’s Aboriginal Corporation, Butchulla Aboriginal Corporation and Port Curtis Coral Coast Traditional</p>	<p>All four First Nations peoples’ representative bodies have indicated their satisfaction with how their aspirations are being incorporated.</p>	<p>The review is complete and the new zoning plan is being prepared for Governor-in-Council approval.</p>	<p>June 2024</p>	<p>DESI</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>Owners) to review the Marine Parks (Great Sandy) Zoning Plan 2017 to incorporate their aspirations for their sea country into a new zoning plan.</p> <p><i>Underpinned by Priority Reform 2.</i></p>				
<p>NEW</p> <p>DESI completed draft Indigenous Land Use Agreement (ILUA) with Ewamian People establishing cooperative management arrangements for protected areas within Ewamian Country including Undara Volcanic National Park, Rungulla National Park, Canyon Resources Reserve and part of Blackbraes National Park.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>DESI has been working collaboratively with the Ewamian People.</p>	<p>The Ewamian People signed ILUA will be sent to the Mnister for execution.</p>	<p>June 2024</p>	<p>DESI</p>
<p>CHANGED</p> <p>Queensland’s land rights legislation, the Aboriginal Land Act 1991 and Torres Strait Islander Land Act 1991, provides for the grant of inalienable (cannot be sold) freehold land to be held in trust for the benefit of Aboriginal and Torres Strait Islander peoples. Since enactment of these Acts, approximately 6.64 million hectares have been granted.</p> <p>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, wherever possible, resolving them through agreement between the parties.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Since 1991, approximately 6.64 million hectares of land has been granted as inalienable freehold for the benefit of Aboriginal people and Torres Strait Islander people in Queensland.</p> <p>In the 2022–23 financial year, approximately 117,846 hectares were transferred under the Acts.</p> <p>Of the 177 claimant applications determined at 30 June 2023, 163 – or 92% – were settled by agreement, which means that they did not proceed to a Federal Court judgment. For the 2022–23 financial year, nine Native Title claims were determined</p>		<p>Ongoing</p>	<p>DoR</p>
<p>NEW</p> <p>Broad review of the place naming framework with a view to implementing reforms that ensure that the framework is contemporary, proactive, values the collective heritage and culture of Queensland and its</p>	<p>Trialling multiple co-design projects with Aboriginal peoples to look at new ways and protocols for proactively giving traditional names to places.</p>	<p>Develop an action plan to address offensive names.</p> <p>Scope broader policy and legislative reforms based on</p>	<p>2022 to 2024</p>	<p>DoR</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>people, and meets changing community expectations and needs.</p>	<p>Initiated proposals to update the <i>Place Names Act 1994</i> to support implementation of Path to Treaty outcomes and the removal of place names that are offensive or harmful to community groups, including First Nations.</p> <p>Progressing a state-wide audit of offensive names.</p>	<p>the outcomes from consultation (including on place naming issues relevant to Aboriginal and Torres Strait Islander peoples), offensive names audit and Path to Treaty.</p>		
<p>NEW</p> <p>Commonwelath Closing the Gap Implementation Plan 2023: Establish new Inland Waters Target 15c</p> <p>A new inland waters target will accelerate progress towards securing Aboriginal and Torres Strait Islander legal rights and interests in inland water bodies under state and territory water rights regimes.</p> <p>DRDMW is working with states and Territories on a new inland waters target that will measure progress towards securing Aboriginal and Torres Strait Islander interests in water bodies inland from the coastal zone under state and territory water rights regimes.</p> <p>DRDMW has been allocated \$11.7 million over three years for the development of a First Nations Water Strategy, for stronger engagement with First Nations communities, and more culturally inclusive water planning.</p> <p>The <i>Water Act 2000</i> (Qld) (s95) provides a legal right for First Nations peoples to take water or use it for traditional activities or cultural purposes including hunting, fishing, gathering or camping; performing rites or other ceremonies; visiting sites of significance.</p> <p>The Water Act 2000 (Qld)(s43) requires that as water plans are reviewed, they must be amended to include cultural outcomes. To do this, DRDMW must</p>	<p>The Queensland government continues to engage First Nations peoples to identify cultural outcomes and establish Indigenous water reserves from unallocated water reserves as part of the water plan review process currently being undertaken.</p> <p>Update on water plan reviews:</p> <ul style="list-style-type: none"> • Gold Coast water plan – the process to review and replace the Water Plan (Gold Coast) 2006 is underway. Submissions on the preliminary public consultation notice closed on 21 July 2023. • Logan water plan - the process to review and replace the Water Plan (Logan Basin) 2007 is underway. Submissions on the preliminary public consultation notice closed on 21 July 2023. • Barron water plan – The Barron water plan review has been finalised with the release of the Water Plan (Barron) 2023. The water plan includes Cultural outcomes and 2,600ML of unallocated water has been reserved for Indigenous purposes. <p>The following water plan reviews have already commenced and are in progress:</p>	<p>Queensland continues to develop cultural outcomes for each water plan area and identify new Indigenous water reserves from unallocated water reserves through legislated water plan review processes.</p> <p>To support co-design goals of the First Nations Water Strategy, the department will spend most of the first 12 months of the strategy on Country listening to the concerns and aspirations of First Nations Peoples and communities.</p>	<p>By 2026</p>	<p>DRDMW</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>engage with Aboriginal peoples and Torres Strait Islander peoples to develop cultural outcomes for each water plan area. As part of this process, Indigenous water reserves have been established in water plan areas across Queensland.</p>	<ul style="list-style-type: none"> Basin water plan, Burdekin Basin water plan, Pioneer Valley water plan and the Fitzroy Basin water Plan. <p>In addition, DRMDW is continuing to engage with First Nations peoples in the Queensland Murray-Darling Basin to discuss water planning and management and including understanding water requirements of cultural values and uses.</p>			
<p>NEW</p> <p>Support is provided to First Nations peoples to develop tourism ventures that celebrate their culture and maintain connection to their land and waters:</p> <p>Partnership between DTS and Torres Strait Regional Authority (TSRA) to deliver the Our Country Advisory Service (OCAS) supporting First Nations people to create and improve tourism opportunities across Queensland and Business Development Officer employed to support Gidji Café at Mon Repos and Business Development Officer employed to support Butchulla Enterprise Limited for tourism opportunities on K’gari.</p> <p><i>Underpinned by Priority Reforms 1, 2 and 3.</i></p>	<p>\$2 M partnership between DTS and Torres Strait Regional Authority (TSRA) to deliver the Our Country Advisory Service (OCAS) supporting First Nations people to create and improve tourism opportunities across Queensland.</p> <p>\$300,000 for Business Development Officer employed to support Gidji Café at Mon Repos and Business Development Officer employed to support Butchulla Enterprise Limited for tourism opportunities on K’gari.</p>	<p>Ongoing support through the partnership between DTS and TSRA until 30 June 2024 to support OCAS delivery.</p>	<p>June 2024</p> <p>June 2025</p>	<p>DTS</p>
<p>CHANGED</p> <p>Support is provided to First Nations peoples to develop tourism ventures that celebrate their culture and maintain connection to their land and waters</p> <p>Wangetti Trail, collaborating with the Traditional Owners to develop tourism opportunities associated with the Trail.</p> <p><i>Underpinned by Priority Reforms 1, 2 and 3.</i></p>	<p>Wangetti Trail – Collaborate with the Traditional Owners to develop tourism opportunities associated with the Trail.</p>	<p>Continue to work with the Traditional Owners to develop the economic tourism opportunities.</p>	<p>December 2026</p>	<p>DTS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>NEW</p> <p>Support is provided to First Nations peoples to develop tourism ventures that celebrate their culture and maintain connection to their land and waters.</p> <p><i>Underpinned by Priority Reforms 1, 2 and 3.</i></p>	<p>Cooloola Great Walk – negotiate an ILUA – work with the Kabi Kabi People to map out economic opportunities.</p>	<p>Continue to work with the Kabi Kabi People to develop the economic tourism opportunities.</p>		<p>DTS</p>
<p>NEW</p> <p>The whole HWQ Reflect Reconciliation Action Plan indirectly contributes to this by supporting the five pillars of reconciliation: race relations, equality and equity, institutional integrity, unity and historical acceptance.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>RAP is going through final endorsement.</p>	<p>Implement action</p>	<p>October 2024</p>	<p>HWQ</p>
<p>CHANGED</p> <p>Improving the accessibility and availability of healthy food by creating supportive settings for sustainable local food production has been identified as a goal of HWQ’s draft Remote Food Security and Action Plan. Agriculture, horticulture, aquaculture and fishing have been identified as playing a key role in the economies and cultures of remote Queensland regions.</p> <p>It is acknowledged that harnessing traditional knowledge about bush food and caring for Country, as well as building on the learnings from local communities and Traditional Owners is crucial to cultural resilience in remote communities. The Australian bush food industry holds great economic, social and environmental potential for these Aboriginal and Torres Strait Islander communities.</p> <p><i>Underpinned by Priority Reforms 1, 2, 3 and 4.</i></p>	<p>Draft Strategy and Action Plan have been developed – currently undergoing government consideration.</p> <p>Continued consultation and 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.</p>	<p>Pending Government consideration.</p>	<p>Strategy: 2023-2032</p> <p>Action Plan: 2023-2026</p>	<p>HWQ</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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>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 senior syllabuses, and the Ancient History and Modern History senior syllabuses which include opportunities for students to study complementary units.</p> <p>Forming the Aboriginal and Torres Strait Islander Studies syllabus revision panel, which consisted of Aboriginal and Torres Strait Islander educators and community members to provide design advice and recommendations on the senior syllabus.</p> <p><i>Underpinned by Priority Reforms 1 and 3.</i></p>	<p>The Aboriginal and Torres Strait Islander Studies syllabus revision panel met and provided advice and recommendations on the design of a revised syllabus. The panel also provided recommendations for a future redevelopment of this syllabus and possible development of another complementary syllabus.</p>	<p>Release the revised Aboriginal and Torres Strait Islander Studies syllabus in 2024 for implementation in 2025.</p> <p>Investigate and develop with community advice a complementary syllabus in 2024.</p>	<p>Ongoing</p>	<p>DoE</p>
<p>CHANGED</p> <p>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.</p> <p><i>Underpinned by Priority Reforms 3.</i></p>	<p>Support provided for the implementation of the Australian Curriculum v9.0 which has stronger links to the Aboriginal and Torres Strait Islander Histories and Culture CCP, particularly in the learning areas of English, The Arts and Humanities and Social Sciences.</p> <p>Familiarisation and planning workshops provided for P–6 English and Mathematics, and Years 7–10 in all learning areas.</p> <p>Sample curriculum and assessment year/band plans, demonstrate embedding of the Aboriginal and Torres Strait Islander Histories and Culture CCP are being progressively developed and published on the</p>	<p>Webinars focusing on understanding and embedding the Aboriginal and Torres Strait Islander Histories and Culture CCP across the P–10 curriculum offered in 2024.</p> <p>The full suite of sample year level plans published in 2024.</p>	<p>Ongoing</p>	<p>DoE</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	Australian Curriculum in Queensland webpages.			
<p>CHANGED</p> <p>Funding programs and initiatives that strengthen organisations and support the First Nations arts sector to create and present new arts and cultural work.</p> <p><i>Underpinned by Priority Reform 2.</i></p>	<p>Provided \$7M in 2022-2023 in grant funding to First Nations artists, arts workers and organisations (12.9% of total grant funding expended) including:</p> <ul style="list-style-type: none"> • \$365,000 to four First Nations-led organisations through the Organisations Fund 2022–2025 (with \$1.5M committed over four years to four organisations) • \$135,000 to one First Nations-led organisation through Organisations Transition Funding (with \$360,000 committed over four years) • \$630,000 to four organisations through First Nations Pathways – Performing Arts Emerging Organisations Fund 2022–2025 (with \$2.6 M committed over four years to five organisations). • \$1M to 16 recipients through the First Nations Commissioning Fund - \$400,000 to boost funding for the Cairns Indigenous Art Fair to grow the organisation’s digital and philanthropic partnerships capacity (with \$1.6 M committed over four years) • \$300,000 to support Queensland Music Network’s establishment of the Goolwal 	<p>Internal review of each fund with aim to continuously improve client outcomes.</p> <p>Continued provision of existing funds for First Nations arts and cultural sector and new funds to support market and audience development.</p>	Ongoing	DTATSIPCA

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
	<p>Goolwal initiative within BIGSOUND (with \$1.2 M committed over four years).</p> <ul style="list-style-type: none"> • \$3 M through the Backing Indigenous Arts (BIA) to Indigenous Art Centres and Festivals. 			
<p>CHANGED Indigenous Languages programming supporting Aboriginal and Torres Strait Islander communities to revive, document and preserve traditional languages through the Indigenous Language Project using the collections of the State Library of Queensland and Queensland, State Archives and the research of the Community and Personal Histories Unit, DTATSIPCA. This program directly contributes to the discovery, preservation and maintenance of Queensland Aboriginal and Torres Strait Islander languages.</p> <p><i>Underpinned by Priority Reform 2</i></p>	<p>State Library has delivered First Languages programs in partnership with the Commonwealth Office of the Arts since 2007.</p> <p>State Library matches the Australian Government funding to enable eight key projects to be undertaken:</p> <ul style="list-style-type: none"> • First languages symposium • digitisation of collections • enhanced functionality of online - Indigenous languages map • recording digital stories • themed public programming • language discovery workshops • language research residencies • regional languages workshops. 	<p>Continue delivery of the Indigenous Languages program in 2023-24 and 2024-25.</p>	<p>June 2025</p>	<p>DTATSIPCA, AQ, SLQ</p>
<p>NEW</p> <p>Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy Action Plan 2023–2025 will contribute to the Queensland Government’s commitment to the targets and Priority Reforms areas in the current National Agreement on Closing the Gap including Target 16 which commits to a sustained increase in the</p>		<p>Implementation of the Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy Action Plan 2023–2025 including its progress in achieving Target 16 of the National Agreement on Closing the Gap will be monitored by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts, guided by</p>	<p>2025</p>	<p>DTATSIPCA</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
number and strength of Aboriginal and Torres Strait Islander languages being spoken by 2031.		the Queensland Aboriginal and Torres Strait Islander Coalition.		
<p>CHANGED</p> <p>Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy and Action Plan 2023-2025</p> <p>Strengthen, acknowledge, maintain and increase accessibility for all Queenslanders to Aboriginal and Torres Strait Islander languages, through the implementation of the Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy, and launch of the Second Action Plan 2023-2025.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>A Traffic Light Report has been publicly released providing an implementation update on the Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy Action Plan 2020–2022 and provides an update on the outcomes achieved under the four priority areas for government action, from 1 July 2020 to 30 June 2022.</p>	<p>Next Progress Report and Action Plan will be developed in 2026</p>	<p>Ongoing</p>	<p>DTATSIPCA</p>
<p>NEW</p> <p>Explore options to strengthen First Nations Languages Policy to promote Aboriginal peoples and Torres Strait Islander peoples language rights, including exploring legislative approaches, community-led governance and funding options in partnership with government stakeholders and First Nations peak representatives.</p> <p><i>Underpinned by Priority Reform 1.</i></p>	<p>Commenced October 2023.</p>	<p>Work with QILAC.</p>	<p>End 2024</p>	<p>DTATSIPCA</p>
<p>NEW</p> <p>Queensland Aboriginal and Torres Strait Islander Languages Policy Partnership</p> <p>Under Clause 38(e) of the National Agreement, to establish a joined up approach to Aboriginal and Torres Strait Islander languages, as a policy priority area, between the Commonwealth, states and territories and Aboriginal and Torres Strait Islander representatives to identify opportunities to work more effectively across governments, reduce gaps</p>	<p>Commenced December 2022.</p>	<p>Support Queensland delegate to the national Language Policy Partnership.</p>	<p>Ongoing</p>	<p>DTATSIPCA</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>and duplication, and improve outcomes under Closing the Gap.</p> <p><i>Underpinned by Priority Reform 1.</i></p>				
<p>CHANGED</p> <p>Support is provided to First Nations peoples to develop tourism ventures that celebrate their culture and maintain connection to their land and waters:</p> <p>Partnership between DTS and Torres Strait Regional Authority (TSRA) to deliver the Our Country Advisory Service (OCAS) supporting First Nations people to create and improve tourism opportunities across Queensland and</p> <p>Business Development Officer employed to support Gidji Café at Mon Repos and Business Development Officer employed to support Butchulla Enterprise Limited for tourism opportunities on K'gari.</p> <p><i>Underpinned by Priority Reforms 1, 2 and 3.</i></p>	<p>\$2 M partnership between DTS and Torres Strait Regional Authority (TSRA) to deliver the Our Country Advisory Service (OCAS) supporting First Nations people to create and improve tourism opportunities across Queensland.</p> <p>\$300,000 for Business Development Officer employed to support Gidji Café at Mon Repos and Business Development Officer employed to support Butchulla Enterprise Limited for tourism opportunities on K'gari.</p>	<p>Ongoing support through the partnership between DTS and TSRA until 30 June 2024 to support OCAS delivery.</p>	<p>June 2024 - June 2025</p>	<p>DTS</p>
<p>NEW</p> <p>The whole HWQ Reflect RAP indirectly contributes to this by supporting the five pillars of reconciliation: race relations, equality and equity, institutional integrity, unity and historical acceptance.</p> <p><i>Underpinned by Priority Reform 3.</i></p>	<p>RAP is going through final endorsement.</p>	<p>Implement action.</p>	<p>By October 2024</p>	<p>HWQ</p>
<p>NEW</p> <p>QPS booklets on Protecting Aboriginal Cultural Heritage</p> <p>Working alongside community Elders, Queensland Health and the then Department of Seniors, Disability Services and Aboriginal and Torres Strait Island Partnerships (DSDSATSIP), the QPS produced a booklet titled Protecting Aboriginal Cultural Heritage in the Paroo Shire in 2021. A</p>	<p>Two booklets produced by the QPS in partnership with local communities. The booklets provide guidance for members of the public about the protection of local Aboriginal cultural heritage.</p>	<p>Potential to undertake similar initiatives in other areas of Queensland, depending on community interest.</p>	<p>Ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>second, similar booklet titled Protecting Aboriginal Cultural Heritage in the Murweh Shire was produced by the QPS in 2022.</p> <p>The booklets are available for free (for example from local tourist information centres, post offices, caravan parks and hostels). The booklets explain:</p> <ul style="list-style-type: none"> • how to recognise cultural sites and artefacts • why they should be protected • what to do if you find a cultural site • dos and don'ts, and • law and lore, including legal protection of Aboriginal objects and places under the <i>Aboriginal Cultural Heritage Act 2003</i>. <p><i>Underpinned by Priority Reform 3.</i></p> 				

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.

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>CHANGED</p> <p>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.</p>	<p>State-wide consultation has occurred to inform the development of a model for a First Nations Disability Peak.</p>	<p>A grants process will be undertaken to identify a provider to deliver peak services for First Nations people with a Disability.</p>	<p>2024</p>	<p>DCSSDS</p>
<p>CHANGED</p> <p>First Nations specialist individual disability advocacy service established.</p>	<p>First Nations specialist individual disability advocacy provider contracted to deliver services from 1 January 2022 – 31 March 2024.</p>	<p>A grants process will be undertaken to identify a provider to deliver First Nations specialist individual disability advocacy services from 1 April 2024.</p>	<p>2024</p>	<p>DCSSDS</p>
<p>CHANGED</p> <p>Development of investment mapping profiles in 11 remote and discrete communities to support Local Decision Making Bodies (LDMBs) and Local Council in making decisions about investment in service delivery within the relevant community.</p> <p><i>Underpinned by Priority Reform 4.</i></p>	<p>Draft investment mapping profiles completed.</p>	<p>Department to share data with LDMBs, Local Councils and community representatives.</p> <p>Investment mapping reports to be considered by each community and used by community to support future service delivery investment in accordance with priorities.</p>	<p>End 2024</p>	<p>DTATSIPCA</p>
<p>NEW</p> <p>QR Code reporting option - Badu Island, Saibai Island and Northern Peninsula Area</p> <p>In 2022, a Councilor from Saibai Island highlighted challenges faced by Aboriginal people and Torres Strait Islander people when contacting Policelink to report matters to the QPS. Challenges included language barriers, technological frustration and cultural issues.</p> <p>To address these challenges, local police and Policelink developed a new, tailored reporting option</p>	<p>The new QR code reporting option has provided a user-friendly option for Aboriginal people and Torres Strait Islander people in the trial communities to contact the QPS, where previous contact options (telephoning Policelink) were proving too difficult.</p>	<p>In July 2023, an additional four communities requested to be part of the trial (Boigu, Dauan, Mabuig and Masig Islands).</p> <p>Although the trial is still underway, community reception to date has been generally positive. As such, it is likely that the QR code alternative reporting option will be expanded to further communities to reduce the challenges faced by Aboriginal people and Torres Strait Islander people in contacting the QPS.</p>	<p>December 2024 and ongoing</p>	<p>QPS</p>

ACTIONS	OUTCOMES	NEXT STEPS	TIMEFRAMES	AGENCY
<p>for Aboriginal people and Torres Strait Islander people and established a trial to test the new option.</p> <p>The new reporting option allows individuals within the trial location to request non-urgent police assistance by scanning a QR code that launches a simplified online form to request police contact. Information captured is then processed by a Policelink Client Service Officer who arranges an appropriate police response.</p> <p>Before commencing the trial, Policelink staff attended Badu Island, Saibai Island and Northern Peninsula Area communities in February 2023, to test the new reporting option. Pain points, reporting option availability and feedback was sought, with the proposed concept being endorsed by council members and local leaders. As a result of this engagement, several changes were made to the online form.</p> <p>On 13 and 14 March 2023, an official launch occurred within each of the trial communities with face-to-face engagement, user set up assistance, and distribution of promotional material.</p> <p><i>Underpinned by Priority Reform 3.</i></p>				

Glossary

Acronyms referenced in this document.

QUEENSLAND GOVERNMENT AGENCIES	
DAF	Department of Agriculture and Fisheries
DCSSDS	Department of Child Safety, Seniors and Disability Services
DoE	Department of Education
DEC	Department of Energy and Climate
DESI	Department of Environment, Science and Innovation
DHLGPPW	Department of Housing, Local Government, Planning and Public Works
DJAG	Department of Justice and Attorney-General
QCS	Queensland Corrective Services
QFES	Queensland Fire and Emergency Services
QH	Queensland Health
HWQ	Health and Wellbeing Queensland
QPS	Queensland Police Service
QT	Queensland Treasury
DRDMW	Department of Regional Development, Manufacturing and Water
DoR	Department of Resources
DPC	Department of the Premier and Cabinet
PSC	Public Sector Commission
DSDI	Department of State Development and Infrastructure
DTS	Department of Tourism and Sport
DTMR	Department of Transport and Main Roads
DTATSIPCA	Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts

QUEENSLAND GOVERNMENT AGENCIES	
AQ	Arts Queensland
SLQ	State Library of Queensland
DESBT	Department of Employment, Small Business and Training
DYJ	Department of Youth Justice

PEAK BODIES AND COMMUNITY ORGANISATIONS	
QATSIC	Queensland Aboriginal and Torres Strait Islander Coalition
QAIHC	Queensland Aboriginal and Islander Health Council
QATSICPP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
ATSILS	Aboriginal and Torres Strait Islander Legal Service (Qld) Ltd
QIFVLS	Queensland Indigenous Family Violence Legal Service
QASTICCO	Queensland Aboriginal and Torres Strait Islander community-controlled organisations
ATSICCO	Aboriginal and Torres Strait Islander Community Controlled organisations