

STRETCH QUEENSLAND GOVERNMENT  
RECONCILIATION ACTION PLAN 2018–2021

# ANNUAL REPORT 2018–2019

RELATIONSHIPS | RESPECT | OPPORTUNITIES





## About the artwork

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

***Leigh Harris and Teho Ropeyarn***  
*Ingeous Studio artists*

## Acknowledgment of Country

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

# CONTENTS



MESSAGE FROM THE PREMIER OF QUEENSLAND	4
MESSAGE FROM THE DEPUTY PREMIER	5
OUR STRETCH RAP	6
MEASURING SUCCESS	7
Our vision for reconciliation	8
Closing the Gap	8
Working together towards reconciliation	8
Delivering RAP actions	11
ACTION 1.0: RELATIONSHIPS	19
Progress on actions and targets	20
ACTION 2.0: RESPECT	24
Progress on actions and targets	25
ACTION 3.0: OPPORTUNITIES	28
Progress on actions and targets	29
GOVERNANCE, TRACKING PROGRESS AND REPORTING	38
FUTURE OPPORTUNITIES	41
FURTHER INFORMATION	43



## MESSAGE FROM THE PREMIER OF QUEENSLAND

I am proud to release the *Stretch Queensland Government Reconciliation Action Plan Annual Report 2018–2019*, the first whole-of-government report of its kind produced by any government in Australia.

This report is available to all Queenslanders and measures our progress across Reconciliation Australia's three reconciliation themes of respect, relationships and opportunities.

As the state's largest employer, it is our responsibility as a government to lead by example and inspire actions that strengthen and support reconciliation.

Governments can influence positive change towards reconciliation in homes, schools, workplaces, neighbourhoods and communities.

This is why in May 2018, we took nation-leading steps to launch the *Stretch Queensland Government Reconciliation Action Plan 2018–2021*.

Since then, all 22 Queensland Government departments across the state have made significant progress across the plan's 18 key actions and 69 targets.

This annual report details the achievements, future aspirations and important next steps for the Queensland Government as part of our state's journey to reconciliation.

During 2018–2019, we proudly funded various reconciliation-related initiatives including the \$100,000 Celebrating Reconciliation Small Grants Program, \$100,000 Indigenous Languages Grants Program and approximately \$148,000 in funding to support community-led NAIDOC events. We are also making reconciliation part of everyday business across education, employment and our workforce.

More Aboriginal and Torres Strait Islander students in Queensland are completing Grade 12 than ever before—nearly closing the gap between Indigenous and non-Indigenous completion rates.

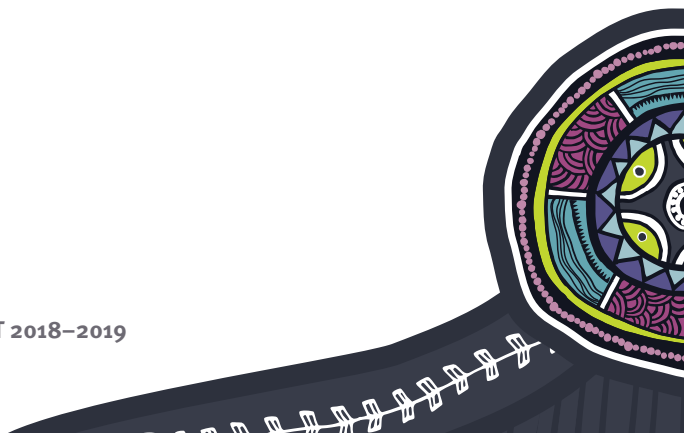
Queensland is leading the nation when it comes to Indigenous business growth and the Queensland Government is on track to increase its share of contracts awarded to Indigenous businesses to three per cent by 2022. In the 2018–2019 financial year, 421 Aboriginal and Torres Strait Islander businesses secured \$329 million in Queensland Government procurement.

Through our Queensland Public Sector Workforce Strategy we are also nurturing a more inclusive workplace, including initiatives to increase the proportion of Aboriginal and Torres Strait Islander employees and better reflect our state's rich cultural diversity.

Our work to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples continues to gain momentum within and outside of government.

Now is our opportunity to recognise the past, respect one another and reset the relationship with Aboriginal and Torres Strait Islander Queenslanders for a shared future.

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





## MESSAGE FROM THE MINISTER

The *Stretch Queensland Government Reconciliation Action Plan 2018–2021* sets the tone for our new way of working together with Aboriginal and Torres Strait Islander Queenslanders, their families and communities now and into the future.

Our Reconciliation Action Plan, developed in partnership with leading reconciliation bodies at the state and national levels outlines a shared vision for the future.

It brings to life our commitment to achieve reconciliation through a reframed relationship that acknowledges, embraces and celebrates the humanity of Aboriginal and Torres Strait Islander Queenslanders.

I acknowledge the work of the former Minister the Honourable Jackie Trad MP during the 2018–2019 reporting period and look forward to building on outcomes to date in my new role as Minister for Aboriginal and Torres Strait Islander Partnerships.

I genuinely value and am committed to the role I will have toward enabling equity and access to opportunities for First Nations people no matter where they live in remote, regional and urban Queensland.

As the Minister for Aboriginal and Torres Strait Islander Partnerships, I am proud my portfolio is leading whole-of-government efforts towards reconciliation through responsive and community-centred programs and policies.

This new way of working together promotes and supports self-determination, truth-telling and local decision making towards better life outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Overarching initiatives such as Tracks to Treaty, supported by key elements including Local Thriving Communities and Path to Treaty aim to build trusting and respectful relationships and to nurture hope and optimism to empower Aboriginal peoples and Torres Strait Islander peoples and communities from surviving to thriving.

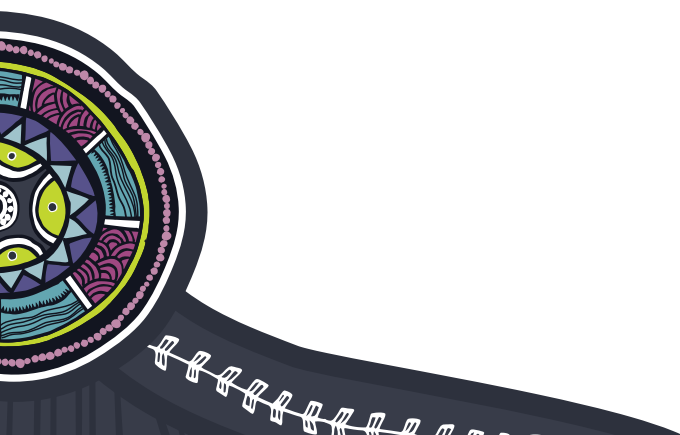
It is an exciting time as we continue the reform journey with communities across Queensland.

Reconciliation is not a one-off exercise, it is a long term commitment to building a better future for all Queenslanders.

With the nation's second largest Aboriginal and Torres Strait Islander population, Queensland has both an important role and responsibility in our nation's reconciliation journey.

I encourage all Queenslanders to join us in building stronger and respectful relationships between First Nations Queenslanders and non-Indigenous Queenslanders.

**Honourable Craig Crawford MP**  
Minister for Aboriginal and  
Torres Strait Islander Partnerships



# OUR STRETCH RAP

The Deputy Premier, Treasurer and Minister for Aboriginal and Torres Strait Islander Partnerships launched the *Stretch Queensland Government Reconciliation Action Plan 2018–2021* (RAP) on 27 May 2018.


The RAP was developed in partnership with peak reconciliation bodies, Reconciliation Australia and Reconciliation Queensland Incorporated.

The Queensland Government, through the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP), continues to deliver whole-of-government policies and programs that drive improvements in outcomes for Aboriginal and Torres Strait Islander Queenslanders as a foundation for empowerment.

DATSIP is implementing initiatives that drive reconciliation, including the Tracks to Treaty agenda, which signifies a new way of working between the Queensland Government and Aboriginal peoples and Torres Strait Islander peoples.

On 14 July 2019—to mark the end of NAIDOC Week—the Queensland Government signed a historic joint Statement of Commitment as part of the Tracks to Treaty – Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders initiative. This marks a significant reform journey in Queensland.

Tracks to Treaty promotes and supports self-determination, truth-telling, local decision making, and better life outcomes for Aboriginal and Torres Strait Islander Queenslanders. It is a significant step forward in the reconciliation journey, to foster a shared pride in Aboriginal and Torres Strait Islander culture, help heal the wounds of the past, advance the rights of Aboriginal and Torres Strait Islander Queenslanders, and set the foundation for a new and just relationship towards this shared future. The two key elements of the Tracks to Treaty initiative are Path to Treaty and Local Thriving Communities reforms.



*The whole-of-government Action Plan—the first of its kind in Australia—contains 18 actions and 69 targets. It provides a unique opportunity to recognise and celebrate the major achievements towards reconciliation with Aboriginal and Torres Strait Islander Queenslanders.*

A Path to Treaty is about reframing the relationship with Aboriginal peoples and Torres Strait Islander peoples in Queensland, so that we can move towards a shared future. It is a broader conversation with Aboriginal and Torres Strait Islander Queenslanders and the wider community to develop a process for statewide agreement making in Queensland. An Eminent Panel and a Treaty Working Group of Indigenous and non-Indigenous members have been established to oversee the Path to Treaty consultation and development.

The Local Thriving Communities reform reflects this commitment. Underpinned by the principles of self-determination, participation, equality and culture, the Local Thriving Communities reform will be an exemplar of a visibly different way of working alongside communities across Queensland. While the reform will not replace existing decision-making structures, it will give communities a greater voice in shaping their future, which will ultimately improve outcomes for Aboriginal and Torres Strait Islander Queenslanders.

# MEASURING SUCCESS

This first Queensland Government Reconciliation Action Plan Annual Report (the Report) covers the period 1 July 2018 to 30 June 2019. The RAP contains 18 actions and 69 targets that are grouped within the three reconciliation themes as identified by Reconciliation Australia: relationships, respect and opportunities.

When the RAP was developed, it was agreed that all RAP actions would be closely aligned with the five principles of the Queensland Government Cultural Capability Framework (CCF):

- Valuing culture
- Leadership and accountability
- Building cultural capability to improve economic participation
- Aboriginal and Torres Strait Islander engagement
- Culturally responsive systems and services.

*The RAP is a 'living document' and in line with Reconciliation Australia's requirements, will be refreshed each year to maintain its relevance to achieving reconciliation.*

This Report demonstrates that the first year of the implementation of the RAP is progressing well with success being measured by the status of each of the actions and associated targets at the end of the reporting period. During the first year of the RAP's implementation, two of the 18 Actions have been completed and the remaining 16 are on track. Of the 69 set targets, 20 were completed and 49 have been reported as on track for completion. A snapshot of these achievements can be found on page 12.

In cases where some of the actions or targets may have commenced later than the original timeframe but are now being progressed, they have been classed as 'on track for completion'.

The implementation of the RAP is supported by two whole-of-government coordination groups, which are chaired by DATSIP:

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

All CAL quarterly meetings and bi-monthly CAR Working Group meetings are well attended by government departmental representatives. More details about RAP governance can be found at page 38 of this Report.

Significantly—in addition to the RAP—all Queensland Government departments either have a Cultural Capability Action Plan (CCAP), or continue to implement the responsibilities contained in a CCAP developed before recent machinery-of-government changes when the functions of some agencies changed.

Most importantly, all departments have participated in the whole-of-government six-monthly CCAP implementation reporting. This demonstrates a strong commitment to the Queensland Government's Cultural Capability agenda. The new Department of Youth Justice (DYJ) due to its recent establishment date (May 2019) will submit reports in the future.

An external evaluation of the RAP will be commissioned in consultation with all key stakeholders and government departments.

## Our vision for reconciliation

Our vision for reconciliation is to foster and maintain respectful, trusting and mutually beneficial relationships based on an understanding and acknowledgment of past hurts that Aboriginal peoples and Torres Strait Islander peoples have endured, and moving forward on a shared journey toward reconciliation where all Queenslanders are equal.

The RAP documents the Queensland Government's recognition that Aboriginal and Torres Strait Islander Queenslanders and their cultures are unique and are respected as an invaluable part of the state and recognises:

- the continuing economic and social legacy of dispossession, settlement and the cumulative acts of colonial and state governments
- the continuing rights and responsibilities of Aboriginal peoples and Torres Strait Islander peoples as the First Peoples of Queensland including traditional ownership and connection to land and waters
- that regional and local approaches are required to address and respond to issues that impact on individuals, families, and communities
- that it is essential that all Queensland Government departments, agencies and statutory authorities, local governments, and Aboriginal peoples and Torres Strait Islander peoples continue to work together in partnership and to share responsibilities.

## Closing the Gap

In 2019, on the anniversary of the National Apology to the Stolen Generation, Queensland released a whole-of-government report card on efforts towards Closing the Gap, which provides an important step in the Queensland Government's commitment to closing the gap between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders. The report card documents Queensland's progress and highlights opportunities for improvement, 10 years on from the landmark Closing the Gap Report. In 2018, Queensland made significant progress in key areas including in early childhood education, Year 3 reading and numeracy, Year 9 numeracy and Year 12 attainment.

Queensland and all other jurisdictions are working in collaboration with the National Coalition of Peaks on finalising the Closing the Gap refresh by the end of 2019. This work is consistent with Reconciliation Australia's *2018 Australian Reconciliation Barometer*, which found that an overwhelming 95 per cent of Australians agree it is important for Aboriginal peoples and Torres Strait Islander peoples to have a say in matters that affect them; and around 60 per cent believe more must be done by government departments to close the gap in areas of disadvantage.

## Working together towards reconciliation

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

Aboriginal and Torres Strait Islander Elders are referenced as a strategic partner to DATSIP in the *Queensland Budget 2018–19 Service Delivery Statement*. DATSIP coordinates on-going engagement with Elders and community organisations through 12 regional offices located in seven regions across the state: Cape and Torres, Cairns and Hinterland, North Queensland, Central Queensland, South West Queensland, South East Queensland (North) and South East Queensland (South).

The DATSIP Remote Indigenous Land and Infrastructure Program Office was established in 2009 to facilitate development across 16 remote discrete Indigenous communities in Queensland. The Program Office provides government with a 'one stop shop' in addressing land administration issues along with whole-of-government coordination of all infrastructure development within Aboriginal and Torres Strait Islander discrete communities.



## National Reconciliation Week

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

In 2018–2019, the Queensland Government held 57 events during National Reconciliation Week. Of these events, 47 were in South East Queensland and the remaining 10 in Central and North Queensland.

Examples of these events and activities included:

- an Art Workshop (Greg Lee Hong), a Weaving Workshop (Culture Weave), Aboriginal food (First Food Co & Game Enough), and a Pop Up Aboriginal Marketplace with various Aboriginal businesses (Department of Employment, Small Business and Training, DESBT)
- interactive art events where people were able to learn about Aboriginal culture (Department of Environment and Science, DES)
- Bush Tucker lunch where more than 80 Department of Education (DoE) staff attended
- partnering with Reconciliation Queensland Inc. to promote and build reconciliation in Queensland through practical initiatives
- the provision of funding support for more than 30 grass roots events and over 10 government sponsored activities
- internal promotion of National Reconciliation Week and the Queensland Reconciliation Awards by most agencies to all departmental employees, for example:
  - DPC circulated a whole-of-department email to launch National Reconciliation Week. In addition, the Department’s Cultural Capability Champion of Change promoted the RAP to all attendees at the Plate of Inspiration event held in May 2019. This event included 46 departmental employees and 32 staff from other government agencies. Three delegates from the Brisbane Lions AFL club also attended
  - on 23 May 2019, an all staff ‘What’s on’ email was distributed by Strategic Communications Branch, Queensland Health (QH) highlighting that National Sorry Day, National Reconciliation Week and Mabo Day were all being celebrated, and providing a summary of the significance of each of these events. The email also invited staff to participate in internal events and activities being organised to celebrate, as well as encouraging staff to participate in external events
  - eHealth Queensland was responsible for leading QH’s celebration of National Reconciliation Week for 2019, and engaged Aboriginal artist, Mr Arthur Conlon to facilitate eight workshops over two days, designed to give staff a deeper understanding and appreciation of Aboriginal and Torres Strait Islander art and culture, while enhancing individual and organisational cultural capability. Over 100 staff participated in the workshops and reported a high level of satisfaction with the event
  - the Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP) Brisbane staff also engaged in an interactive art class with Aboriginal artist Mr Arthur Conlon and Cairns-based staff attended the NAIDOC march
  - Queensland Fire and Emergency Services (QFES) promoted, held and participated in National Reconciliation Week celebrations in 2019, including a Flag Raising Ceremony at the Emergency Services Complex in Brisbane, which celebrated the theme of National Reconciliation Week – Grounded in Truth: Walk Together with Courage. Maroochy Barambah—Songwoman and Law-woman of the Turrbal People—gave the Welcome to Country and sang as part of the ceremony where the Aboriginal flag, Torres Strait Island flag and the Queensland flag were raised together as a sign of unison.

## Reconciliation Queensland Inc.

Reconciliation Queensland Incorporated (RQI) is the peak body for reconciliation in Queensland. RQI supports volunteers involved in a wide array of activities that engage Queenslanders in conversations about reconciliation.

This activity includes working with local reconciliation groups and networks to build an understanding of reconciliation and promote celebration of Aboriginal and Torres Strait Islander cultures.

As part of a three-year commitment (2017–2020), DATSIP provided \$100,000 funding in 2018–2019 to organise and hold community grass roots reconciliation events across the state.

During 2018–2019, RQI reported the following activities:

- a review of the Yarnin' Together Forums and Events to inform the development of a regional engagement framework to ensure a long-term networking platform for state and regional level champions of reconciliation. The framework will include engagement preferences across the five dimensions of reconciliation
- scoped the need to form a Queensland Reconciliation Champions Network with a focus on attracting organisation and corporate memberships at state and regional levels
- held 'Yarnin' Together Forums' in Yarrabah, Innisfail, Atherton, Cooktown and Cairns with a focus on formalising the establishment of Local Reconciliation Groups in target regions across Queensland
- commenced development of a training program for facilitators of Yarnin' Together reconciliation and learning circles. A train-the-facilitator program is expected to be rolled out to target regions once completed
- engaged with the Queensland Government Speaker's Office regarding progress on the development of a Reconciliation Action Plan for Queensland Parliament.

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

## Celebrating Reconciliation Small Grants Program

On 19 March 2018, to celebrate reconciliation and to strengthen and maintain relationships between Aboriginal peoples and Torres Strait Islander peoples and non-Indigenous Queenslanders, the Queensland Government launched the inaugural Celebrating Reconciliation Small Grants Program with initial funding of \$300,000 allocated over three years (\$100,000 per year).

Two rounds of statewide grant funding have been implemented to date with 40 grassroots reconciliation events funded in 2018, and 28 events funded in 2019.

## Aboriginal and Torres Strait Islander Languages Program and Grants

To commemorate the United Nations 2019 International Year of Indigenous Languages, DATSIP and DoE jointly funded a \$100,000 Indigenous Languages Grants Program. This program opened on 7 May 2019 and closed on 3 June 2019. Using a tiered approach, 31 grants were available including one statewide initiative at \$15,000; two significant initiatives at \$7,500 and 28 community-based initiatives at \$2,500 each.

## Delivering RAP actions

Queenslanders will be able to measure progress toward reconciliation through the actions of Queensland Government to reframe the relationship across three key areas: relationships, respect, and opportunities.

Annual reporting on the RAP is an accountability framework that tracks our progress. The RAP outlines the Queensland Government's commitment to responsive policy development and the delivery of programs and services for Aboriginal and Torres Strait Islander Queenslanders.

The following Queensland Government agencies\* contribute to the actions and targets within the RAP:



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

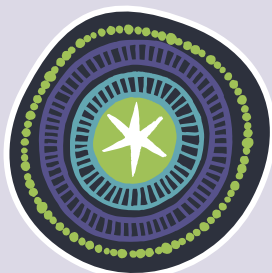
\*Some machinery-of-government changes have occurred since the publication of the RAP. These changes will influence RAP reporting in 2019–2020. For example, on Friday 17 May 2019 the Premier Anastacia Palaszczuk appointed Mr Bob Gee as Director-General of a new Department of Youth Justice. The new department came into effect as of 20 May 2019. The Honourable Di Farmer MP continued to be the Minister for Child Safety, Youth and Women, Minister for Youth Justice, and Minister for the Prevention of Domestic and Family Violence.

# SNAPSHOT OF ACHIEVEMENTS

2018–2019

The RAP contains **18 actions** and **69 targets** that are grouped within the three reconciliation themes: relationships, respect and opportunities.

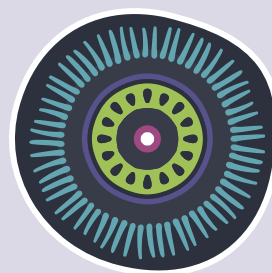
## RELATIONSHIPS



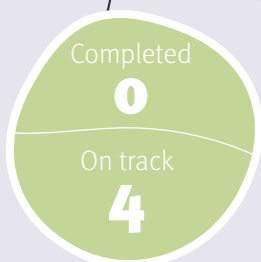
## RESPECT



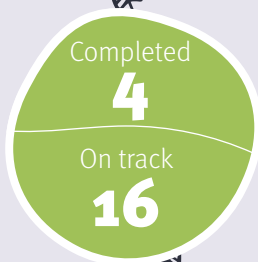
## OPPORTUNITIES



18 ACTIONS

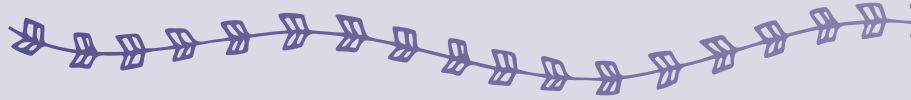


69 TARGETS



# COMPLETED TARGETS

2018–2019



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

*During the first year of the RAP’s implementation **two actions were completed** and the remaining 16 are on track. Of the set targets, **20 were completed** and 49 have been reported as on track for completion.*

Further information on the progress of each action and target achieved to date, is available at pages 19–37.

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

1. **Target:** Engage with Queensland’s Aboriginal and Torres Strait Islander Chambers of Commerce and local business networks to determine appropriate support and assistance measures.

– DATSIP.

**Achievement:** DATSIP committed just over \$600,000 statewide through the Enterprise Queensland Indigenous Program (EQUIP) to professionally assess and develop the capability of Aboriginal and Torres Strait Islander owned businesses. DATSIP also supported Chambers of Commerce and local business networks to assist them to increase their capability and governance skills.

2. **Target:** Communicate the Reconciliation Action Plan (RAP) to all internal and external stakeholders including through a RAP industry partnerships promotion strategy.

– All agencies through CAL, DATSIP lead.

**Achievement:** Communication and promotion of the RAP has occurred through multiple mechanisms including: a Ministerial launch during National Reconciliation Week 2018 in collaboration with key partners; publication of the RAP on the DATSIP website and Reconciliation Australia (RA) websites; publication of RAP Annual Report on Queensland Government and RA websites; and promotion of the RAP across Queensland Government agencies.

3. **Target:** Transition the Police Indigenous Reference Group (PIRG) to a Council of Elders.

– QPS.

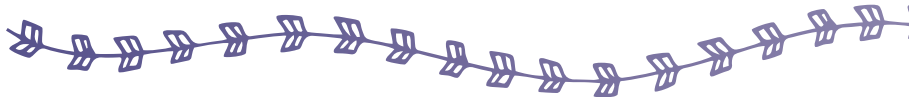
**Achievement:** The QPS successfully transitioned the PIRG to a Council of Elders.

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

4. **Target:** Aboriginal and Torres Strait Islander Provider Readiness Initiative (funded through the Commonwealth NDIS Sector Development Fund) will support communities to prepare relevant organisations to respond to the needs of National Disability Insurance Service (NDIS) participants on country. Seven Indigenous mentors recruited with ties and connections to the communities they will work in. The Cairns mentor to cover the Mossman community, and the Wujal Wujal mentor will work across Hope Vale.

– DCDSS lead, Connections Incorporated, partner.

**Achievement:** DCDSS engaged Connections Inc. to deliver NDIS provider readiness activities on country to build a robust market for NDIS participants, resulting in support for 96 businesses to service people with disability in Aboriginal and Torres Strait Islander communities.



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

1. **Target:** As part of the State Government’s legacy project Q ANZAC 100: Memories for a New Generation, develop and implement a plan to increase ways of giving voice to the untold and personal stories of Aboriginal and Torres Strait Islander Queenslanders.

– DES with support from DATSIP as required.

**Achievement:** The Q ANZAC 100 project provided a number of digital legacy initiatives through which the experiences of Aboriginal and Torres Strait Islander Queenslanders were researched and highlighted. Online resources were developed to assist families to research Aboriginal and Torres Strait Islander servicemen and women. Servicemen's stories were published and commemorated.

2. **Target:** Implement the Building Cultural Capability in Schools package to: develop tools that support the systematic change in state schools; review and update of the Crossing Cultures Hidden History professional development tool, already a widely-used professional development resource in state schools; deliver regional professional development and online resources for school leaders through the newly re-developed Solid Pathways professional development, lifting the outcomes of our top performing Aboriginal and Torres Strait Islander students; review of the Australian Curriculum elaborations to ensure that Aboriginal and Torres Strait Islander histories and cultures are authentically and meaningfully addressed to help teachers embed Indigenous perspectives.

– DoE.

**Achievement:** This action was implemented successfully. The tools are utilised as a professional development resource in state schools.

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

3. **Target:** Develop and implement a whole-of-government Aboriginal and Torres Strait Islander engagement strategy that: includes best practice principles to guide engagement; develops and implements the Respectful Language Guide; reviews existing Queensland Government Aboriginal and Torres Strait Islander cultural protocol resources; and develop the Aboriginal and Torres Strait Islander Knowledge Lens.

– CAL, DATSIP lead, DCSYW lead for Respectful Language Guide and Aboriginal and Torres Strait Islander Knowledge Lens.

**Achievement:** DATSIP conducted a review and updated the Cultural Capability Portal in June 2019. The Cultural Capability Portal is available to all agencies with the Queensland Government. By 30 June 2019, the Respectful Language Guide and the Aboriginal and Torres Strait Islander Knowledge Lens were reviewed and are currently being prepared for release.



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

1. **Target:** Work collaboratively with universities to strengthen relationships and connect with Aboriginal and Torres Strait Islander graduates seeking to apply for a Queensland Government graduate program.

– DATSIP and PSC.

**Achievement:** The PSC, in partnership with sector agencies, is undertaking a staged implementation of the Aboriginal and Torres Strait Islander career pathways service. The service aims to improve career pathways for Aboriginal and Torres Strait Islander employees in the Queensland public sector and aligns with the leadership competencies for Queensland.

Six agencies are partners in the implementation of this service: Department of the Premier and Cabinet (DPC), Department of Natural Resources, Mines and Energy (DNRME), DCSYW, the Department of Housing and Public Works (DHPW), Department of Transport and Main Road (DTMR) and DATSIP. DATSIP supports and provides leadership on this initiative through the secondment of a departmental Indigenous staff member to the PSC. Examples of specific agency initiatives include:

- DNRME Indigenous Employment Pathways Traineeship program has been implemented. During the life of the program, six trainees were employed and four have completed a Certificate IV in Business.
- DCSYW holds an Aboriginal and Torres Strait Islander Mentoring Program each year, called 'Yarn and Grow', and an Indigenous Career Development Program. As at 21 June 2019, there are 345 Aboriginal and Torres Strait Islander people working in DCSYW. This represents 6.49 per cent of DCSYW staff.
- DJAG First Nations working group has been established as part of the Aboriginal and Torres Strait Islander Peoples project within the DJAG Inclusion and Diversity Program. The working group has developed the DJAG Cultural Capability Action Plan 2019–23, which includes actions to increase workforce participation.

- As at June 2019, DES has 3.23 per cent Aboriginal and Torres Strait Islander identified employees with the agency aiming to achieve a target of 6 per cent by 2022.

2. **Target:** Develop a strategy to identify and develop leadership talent and promote available career pathways, and advise the CAL group.

– DATSIP and PSC.

**Achievement:** The Aboriginal and Torres Strait Islander Career Pathways service provides a staged approach to improving the career pathways of Aboriginal and Torres Strait Islander employees in the Queensland Public Sector and aligns with public sector leadership competencies.

3. **Target:** Implement the IMPACT Aboriginal and Torres Strait Islander Alumni and professional mentoring network; implement the DNRME Indigenous Employment Pathways Traineeship Program; prioritise professional development opportunities for Aboriginal and Torres Strait Islander employees.

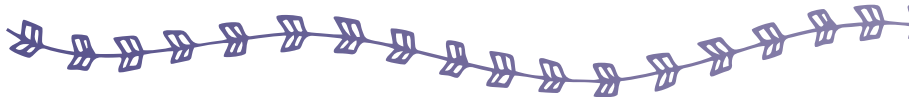
– DNRME.

**Achievement:** During the life of the program, 10 Aboriginal and Torres Strait Islander mentees were supported to undertake the IMPACT mentoring program. On 7 June 2019, a networking event that connects professional development and whole-of-government was held. During the life of the DNRME Indigenous Employment Pathways Traineeship Program, six trainees were employed and four have completed Certificate IV in Business.

4. **Target:** Under the Queensland Housing Strategy, develop and Aboriginal and Torres Strait Islander Housing Action Plan to address housing outcomes and complex challenges in urban, regional, remote and discrete communities.

– DHPW.

**Achievement:** On 14 June 2019, the Minister for Housing and Public Works, Minister for Digital Technology and Minister for Sport released the Aboriginal and Torres Strait Islander Action Plan.



5. **Target:** Deliver an accommodation facility for young Aboriginal and Torres Strait Islander women from remote communities who are pursuing education and employment opportunities, in partnership with the private sector.

– DHPW.

**Achievement:** The National Rugby League (NRL) Girls House in Townsville, an accommodation facility for young Aboriginal and Torres Strait Islander women from remote communities who are pursuing education and employment opportunities, was completed in partnership with the private sector ahead of time in December 2018. The facility was officially opened in January 2019. \$12 million was invested to build student accommodation for up to 50 young women in a dual boost to girls’ education and Townsville jobs.

6. **Target:** Improve housing outcomes for women and children escaping domestic and family violence by replacing or renewing shelters in the remote and discrete communities of Cherbourg, Pormpuraaw and Woorabinda.

– DHPW.

**Achievement:** In December 2018, DHPW completed the Cherbourg Domestic and Family Violence Shelter to improve housing outcomes for women and children escaping domestic and family violence. Planned upgrades to shelters in Pormpuraaw and Woorabinda are now scheduled for completion in the next reporting period.

7. **Target:** Through the Remote Area Teacher Education Program (RATEP) initiative, TAFE Queensland North and James Cook University will offer off-site courses, including a Bachelor of Education (Primary), Certificate III, Certificate IV and Diploma in Education, to increase the locally-based and qualified workforce for Queensland’s primary schooling sector. The program supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers within their home communities.

– DoE.

**Achievement:** The Remote Area Teacher Education Program (RATEP) supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers within their home communities. This is a partnership between TAFE Queensland North and James Cook University. During 2018–2019, in Aurukun, Cherbourg, Northern Peninsula Area, Palm Island, St George, Thursday Island, Woorabinda and Yarrabah there were 113 students enrolled in the four RATEP courses for the primary school sector: Certificate III, IV, Diploma of Education (Aboriginal and Torres Strait Islander), and Bachelor of Education (Primary) (DoE).

**Opportunities Action 3.3:** Increase industry employment and business supply opportunities.

8. **Target:** Continue development and implementation of Strategic Industry Partnerships.

– DATSIP.

**Achievement:** A total of 15 Memorandum of Understanding (MoU) on employment and business supply opportunities have been put in place. As at 30 June 2019, there are five active MoUs (including the renewal of two MoUs and the establishment of two new MoUs). Ten MoUs are completed.

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

9. **Target:** Continue implementation of the Enterprise Queensland Indigenous Program (Moving Ahead).

– DATSIP.

**Achievement:** DATSIP’s contribution to this program is a key model initiative to meet the Queensland Indigenous Procurement Policy target of three per cent of the value of government procurement (addressable spend) contracts by 2022 and engage in the private sector’s supply chains. DATSIP, through the EQIP, has implemented business-to-business (supply chain) and business capability initiatives. Since July 2016, 72 projects have been approved and over 250 businesses have been assisted.





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

10. **Target:** Undertake a three-year trial of domestic and family violence integrated service responses in one discrete Aboriginal community, one regional community and one urban community. This is to improve the safety of victims and their children and better hold perpetrators to account, in response to recommendations in the *Not Now, Not Ever* report.

– DCSYW lead, DJAG, QPS, DHPW, DoE, DATSIP and QCS.

**Achievement:** By 30 June 2019, DCSYW introduced a Domestic and Family Violence Integrated Service Response (ISR) Trial in a number of communities. This has resulted in additional education and training being made available and initiatives such as a Health Justice MoU being agreed in some communities. Training is delivered through the Common Risk and Safety Framework, risk assessment tools and information sharing for the service system in each ISR trial and High Risk Team (HRT) locations. Each location continues to build partnerships and engage in co-design processes with their local communities and place-based service systems, including with local Aboriginal and Torres Strait Islander community-based organisations and services.

11. **Target:** Close the gap in life outcomes and address the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by implementing the Our Way generational strategy 2017–2037 and the Changing Tracks action plan 2017–2019.

– All agencies, DCSYW and DATSIP co-lead.

**Achievement:** In September 2018, the Queensland First Children and Families Board was established. Realising the vision of Our Way requires close and genuine partnerships with Aboriginal and Torres Strait Islander peoples and communities. The Queensland First Children and Families Board, which is co-chaired by Professor Boni Robertson and Mr Mick Gooda has a majority of Aboriginal and Torres Strait Islander membership from across Queensland. The Board plays an active leadership role in driving the implementation of Our Way including the key priorities for the Changing Tracks action plan.

12. **Target:** Facilitate discussions with Aboriginal and Torres Strait Islander shire council and regional councils to identify projects that enhance liveability and support community sustainability: Palm Island – complete sporting precinct upgrade works associated with the Building our Regions grant and Get Playing Plus grant; Yarrabah – complete an economic needs assessment and complete the CBD public realm project; Economic Development Queensland to meet with five further communities to discuss potential projects.

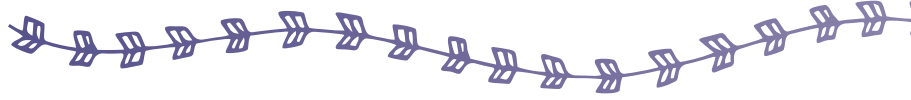
– DSDMIP.

**Achievement:** DSDMIP, through Economic Development Queensland (EDQ), has facilitated discussions with Aboriginal and Torres Strait Islander shire councils and regional councils to identify projects that enhance liveability and support community sustainability. EDQ works with local governments, industry and the community to identify growth opportunities. On Palm Island, a sporting precinct upgrade works associated with the Building our Regions grant and Get Playing Plus grant was completed by December 2018. At Yarrabah, an economic needs assessment and the CBD public realm project were also completed by December 2018. EDQ presented on Palm Island and Yarrabah projects at the Local Government Association of Queensland Indigenous Leaders Forum on 5 June 2019. Seventeen Aboriginal and Torres Strait Islander local governments were represented and were available to discuss projects with represented communities.

13. **Target:** Improve the capability of Aboriginal and Torres Strait Islander councils to identify projects that will deliver enduring economic outcomes in their communities and prepare suitable applications when competing for funding under Round 4 of the Building our Regions program.

– DSDMIP.

**Achievement:** Under Round 4 of Building our Regions, a further \$9.12 million was approved for 10 projects across nine Aboriginal and Torres Strait Islander Councils (including Torres Shire Council). It is estimated that these projects will support approximately 30 jobs during construction.



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

14. **Target:** Establish a cross-government working group on Aboriginal and Torres Strait Islander tourism.

– DITID.

**Achievement:** DITID has promoted and supported Aboriginal and Torres Strait tourism through the Queensland’s DestinationQ agenda. This led to collaboration with Indigenous leaders, Traditional Owners and the wider tourism industry to develop and grow Aboriginal and Torres Strait Islander tourism businesses and experiences. \$4.5 million was approved from the Attracting Tourism Fund to develop the Quandamooka Art Museum and Performance Institute (Minjerrabah Cultural Centre)—a gallery, museum, performance and event hosting centre.



ACTION 1.0:

## RELATIONSHIPS

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

This section highlights progress made during 2018–2019 on the targets that underpin the four actions within the key theme of ‘relationships’.

# PROGRESS ON ACTIONS & TARGETS

2018–2019

## Legend



On track



Completed




\* Further timeline details can be found in the *Queensland Government RAP 2018–2021*

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Through the CAL, hold 10 (internal and external) National Reconciliation Week events.	In 2018–19, the Queensland Government held 57 events during National Reconciliation Week with 47 in South East Queensland and 10 in Central and North Queensland.	27 May – 3 June, annually	
The Queensland Government will continue to hold the annual Reconciliation Awards and implement improvements based on stakeholder feedback.	For 2019, a total of 12 departments/agencies nominated, compared to 26 departments/agencies who nominated in the 2018 Awards.	2018–2021, annually	







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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continue as major sponsor and partners of the Science and Infrastructure Development (SID) Indigenous program (coordinated by the Oodgeroo Unit, Queensland University of Technology). The Department of Transport and Main Roads (DTMR) to also sponsor up to 40 Aboriginal and Torres Strait Islander high school students to participate in the Queensland University of Technology (QUT) Science, Infrastructure and Development program each year.	A group of 27 Indigenous high school students across Queensland attended the SID 'Future Cities' program in July 2018.	National Reconciliation Week 2018–2021, annually	
Support up to 10 high-performing Aboriginal and Torres Strait Islander students in the Indigenous Academic Excellence Initiative (IAEI) scholarships program over 2018–2023.	In 2018, 10 students awarded IAEI scholarships and two in 2019.	2018–2023	
In partnership with Glencore Coal Assets Australia, DoE will support 20 high-performing Aboriginal and Torres Strait Islander students as recipients of the Glencore Central Queensland Solid Pathways Scholarship over 2018–2020.	34 high-performing Aboriginal and Torres Strait Islander students through the scholarship that commenced in 2018. DCSYW supported these young people to participate in the 2019 Queensland Indigenous Youth Leadership program, gaining skills in leadership, influencing change, team-work and public speaking.	2018–2020	
Continue to support the Community Justice Group (CJG) grants program, enabling justice agencies and communities to have improved cultural understanding and positive outcomes for victims, offenders and the wider community.	In the period from 1 July to 31 August 2018, CJGs provided a total of 3,817 instances of support consisting of 679 days at court and 4,740 court submissions (written and oral) for defendants. 3,738 instances of support was provided to defendants in court, 79 instances of support to victims in court and 2,657 referrals to other services.	2018–2021, quarterly	
Engage with Queensland's Aboriginal and Torres Strait Islander Chambers of Commerce and local business networks to determine appropriate support and assistance measures.	During 2018–2019, DATSIP committed just over \$600,000 statewide through EQuIP to professionally assess and develop the capability of Aboriginal and Torres Strait Islander owned businesses. DATSIP also supported Chambers of Commerce and local business networks to assist them to increase their capability and governance skills.	2018–2019	

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Communicate the RAP to all internal and external stakeholders including through a RAP industry partnerships promotion strategy.	Communication and promotion of the RAP has occurred through multiple mechanisms including through: Ministerial launch during National Reconciliation Week 2018 in collaboration with key partners; publication of the RAP on the DATSIP and Reconciliation Australia websites; publication of RAP Annual Report on Queensland Government and Reconciliation Australia's websites; and promotion of RAP across Queensland Government agencies.	Sept 2018. Reviewed annually by 31 July.	
Hold forums on social cohesion and the importance of Aboriginal and Torres Strait Islander recognition.	The Queensland Government participated in the following dates of significance: NAIDOC Week, National Reconciliation Week and International Day of the World's Indigenous Peoples.	Annually	
The QPS will transition the Police Indigenous Reference Group (PIRG) to a Council of Elders.	The QPS successfully transition of the PIRG to a Council of Elders.	Feb 2019	

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Lead a reinvigorated whole-of-government approach to Closing the Gap on Indigenous disadvantage, including: <ul style="list-style-type: none"> <li>Establish a ministerial advisory mechanism of key Aboriginal and Torres Strait Islander policy and program leaders.</li> <li>Hold an annual Aboriginal and Torres Strait Islander Summit.</li> <li>Hold an Aboriginal and Torres Strait Islander themed Cabinet each year, with a focus on issues of interest to Aboriginal and Torres Strait Islander Queenslanders.</li> <li>Publish an annual Closing the Gap Report Card and Statement.</li> </ul>	DATSIP's Policy Leaders Forum, is a significant advisory body for policy and program development. Its ongoing role will be informed by the 'Tracks to Treaty' reform, through the Path to Treaty and Local Thriving Communities initiatives. In place of the annual Summit for 2018–2019, extensive Closing the Gap refresh community consultations were held across nine remote, rural and urban areas in June and July 2018. On 10 December 2018, Indigenous Mayors met with Cabinet Ministers. Key topics discussed included Ministerial and Government Champions and Reframing the Relationship between the Queensland Government and Aboriginal and Torres Strait Islander peoples. On 13 February 2019, the first Queensland Government annual Closing the Gap report card was published.	Established March 2019. Commenced 2018. 2018–2021, annually. Annually.	
Work with Aboriginal and Torres Strait Islander Queenslanders as part of the Queensland Government's response to the Queensland Productivity Commission Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities—build stronger partnerships between communities, encourage community ownership and direction for investment and procurement decisions, greater accountability for service providers and better outcomes in service delivery.	To respond to the Inquiry, DATSIP's Local Thriving Communities team is working with Aboriginal and Torres Strait Islander Queenslanders as part of the Queensland Government's response to the Queensland Productivity Commission Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities. Eleven engagement activities have been held to build stronger partnerships between communities and enable Aboriginal and Torres Strait Islander leaders to guide the Local Thriving Communities initiative.	June 2018 Informing ongoing reforms 2018–2021.	
Establish a Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Policy and Practice.	Progress towards this target includes engagement with Queensland University of Technology about the proposed Centre of Excellence.	31 Dec 2019	

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Ministerial and Government Champions will continue to work with Aboriginal and Torres Strait Islander discrete communities.	The Champions Program is part of the broader reform program of work to reframe the Queensland Government's relationship with Aboriginal and Torres Strait Islander Queenslanders. This includes structural reform to embed a partnership approach with Aboriginal and Torres Strait Islander Queenslanders as a key foundation towards Closing the Gap.	Quarterly status report and annual report, March 2018–2021	
Work with 18 discrete communities to co-design and fund domestic and family violence service models in each community that prioritise the safety of victims and ensure community ownership and cultural appropriateness (as part of the Community Justice Group initiative).	DJAG is undertaking a culturally appropriate co-design process with Community Justice Groups (CJGs) to respond to domestic and family violence in their communities, engaging with Elders, respected persons and other key stakeholders from design to implementation. To date, 11 communities have received funding for local CJG Domestic and Family Violence models.	June 2020	
The Queensland Government will: <ul style="list-style-type: none"> <li>consider strategies to increase the representation of Aboriginal and Torres Strait Queenslanders on government boards and committees.</li> <li>consider strategies to encourage more Aboriginal people and Torres Strait Islander people to join the Queensland Register of Nominees to Government Bodies.</li> </ul>	Collaboration between DATSIP and DPC to encourage Aboriginal and Torres Strait Islander Queenslanders to join the Queensland Register of Nominees (QRON) to Government Bodies and the promotion by DATSIP of the inclusion of Aboriginal peoples and Torres Strait Islander peoples with departments and agencies.	31 Dec 2018**	
Deliver an Indigenous Drivers Licensing Program to 24 Aboriginal and Torres Strait Islander communities each year.	During 2018–2019, DTMR through the Indigenous Drivers Licensing Program, issued more than 1,000 learner licences and over 280 provisional licences in remote and discrete Aboriginal and Torres Strait Islander communities.	31 Dec 2018	
Continue development and delivery of Aboriginal and Torres Strait Islander-focussed Advance Queensland programs and continue the Advance Queensland STEM.I.AM Program to increase engagement for Aboriginal and Torres Strait Islander students.	Through DITID, eight local governments received coding and robotics public library grant funding enabling public library and Indigenous Knowledge Centres (IKCs) to design and deliver a range of activities tailored to suit the needs of local community members. Libraries and IKCs delivered 156 digital technology sessions attended by 4,786 participants including 1,594 Aboriginal and Torres Strait Islander participants.	15 July 2019	
Aboriginal and Torres Strait Islander Provider Readiness Initiative (funded through the Commonwealth NDIS Sector Development Fund) will support communities to prepare relevant organisations to respond to the needs of NDIS participants on country. Seven Indigenous mentors recruited with ties and connections to the communities they will work in. The Cairns mentor to cover the Mossman community, and the Wujal Wujal mentor will work across Hope Vale.	DCDSS engaged Connections Inc. to deliver NDIS provider readiness activities on country to build a robust market for NDIS participants, resulting in support for 96 businesses to service people with disability in Aboriginal and Torres Strait Islander communities.	July 2018	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Work in consultation and collaboration with Aboriginal and Torres Strait Islander people to incorporate stories, language, artwork and cultural meanings in content developed for National Park interpretive signs in Queensland National Parks signage upgrade projects and park publications. This includes Daintree National Park Discovery Guide, Barron Gorge National Park Discovery Guide and Mon Repos Discovery Centre.	In 2018–2019, DES communicated Aboriginal peoples and Torres Strait Islander peoples, cultures and history through interpretive experiences in National Parks. Examples included incorporating stories, language, artwork and cultural meanings into content for National Park interpretive signs and publications and communicating cultural content in 11 publications in the Queensland Parks and Wildlife Service statewide brochure program.	July, annually	



ACTION 2.0:  
**RESPECT**

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

This section highlights progress made during 2018–2019 on the targets that underpin the five actions within the key theme of ‘respect’.



# PROGRESS ON ACTIONS & TARGETS

2018–2019

## Legend



On track



Completed

\* Further timeline details can be found in the *Queensland Government RAP 2018–2021*

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


TARGET	ACHIEVEMENT	TIMELINE*	STATUS
As part of the State Government's legacy project Q ANZAC 100: Memories for a New Generation, develop and implement a plan to increase ways of giving voice to the untold and personal stories of Aboriginal and Torres Strait Islander Queenslanders.	The Q ANZAC 100 project provided a number of digital legacy initiatives through which the experiences of Aboriginal and Torres Strait Islander Queenslanders were researched and highlighted. Online resources were developed to assist families to research Aboriginal and Torres Strait Islander servicemen and women. Servicemen's stories were published and commemorated.	Dec 2018	
Implement cultural capability training (including the Cultural Capability Training Strategy Training Matters), as appropriate through: <ul style="list-style-type: none"> <li>implementation of the Foundation Training Package</li> <li>all senior executives undertaking cultural capability learning activities</li> <li>all new staff completing online cultural awareness training with a 100 per cent completion rate</li> <li>ensuring all cultural capability learning activities are reported in agency performance plans.</li> </ul>	DATSIP implemented the 'Starting the Journey' online training package by 31 August 2019. During the 2019–2020 reporting period, DATSIP will be leading measures across government to improve the quality of cultural capability learning activities reporting.	Review annually, 31 July 2019. Recommendations report annually, 31 Dec 2019**.	
Implement the Building Cultural Capability in Schools package: <ul style="list-style-type: none"> <li>Develop tools that support the systematic change in state schools.</li> <li>Review and update of the Crossing Cultures Hidden History professional development tool, already a widely-used professional development resource in state schools.</li> <li>Deliver regional professional development and online resources for school leaders through the newly re-developed Solid Pathways professional development, lifting the outcomes of our top performing Aboriginal and Torres Strait Islander students.</li> <li>Review of the Australian Curriculum elaborations to ensure that Aboriginal and Torres Strait Islander histories and cultures are authentically and meaningfully addressed to help teachers embed Indigenous perspectives.</li> </ul>	This action was implemented successfully. The tools are utilised as a professional development resource in state schools.	2018	

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Develop and implement a whole-of-government Aboriginal and Torres Strait Islander engagement strategy that: <ul style="list-style-type: none"> <li>includes best practice principles to guide engagement</li> <li>develops and implements the Respectful Language Guide</li> <li>reviews existing Queensland Government Aboriginal and Torres Strait Islander cultural protocol resources</li> <li>refreshes existing Queensland Government Aboriginal and Torres Strait Islander cultural protocol resources</li> <li>develops the Aboriginal and Torres Strait Islander Knowledge Lens.</li> </ul>	DATSIP conducted a review and updated the Cultural Capability Portal in June 2019. The Cultural Capability Portal is available to all agencies with the Queensland Government. By 30 June 2019, the Respectful Language Guide and the Aboriginal and Torres Strait Islander Knowledge Lens were reviewed and are currently being prepared for release.	30 June 2019	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.



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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
<ul style="list-style-type: none"> <li>Upload policy to Cultural Capability Portal.</li> <li>Publish policy information on Queensland Government website.</li> <li>All relevant agencies implement strategy.</li> <li>If required by CAL, conduct a review of the strategy.</li> </ul>	<p>The Co-Naming Strategy is available on the Cultural Capability Portal for all agencies to implement and has been published externally on the DNRME website. By 31 March 2020, CAL will consider whether a review is required.</p>	April – May 2020	






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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
<p>Hold 10 internal and external NAIDOC events, including ensuring a coordinated government presence at Musgrave Park Family Fun Day and other NAIDOC family days throughout Queensland.</p>	<p>NAIDOC Week is an annual event celebrating the rich and diverse cultures of Aboriginal peoples and Torres Strait Islander peoples. During 2018–19, the Queensland Government held 37 events during NAIDOC Week. Of the 37 events held, 16 were internal to government and 21 were public celebrations.</p> <p>The Queensland Government also provided sponsorship support for over 10 years to ensure the Musgrave Park Family Fun Day in South Brisbane is delivered as part of Queensland’s NAIDOC Week celebrations.</p> <p>In 2018–19, DATSIP allocated approximately \$148,000 to 60 organisations to deliver a wide range of NAIDOC events throughout the state, including holding stalls at the Musgrave Park Family Fun Day.</p>	NAIDOC week annually	

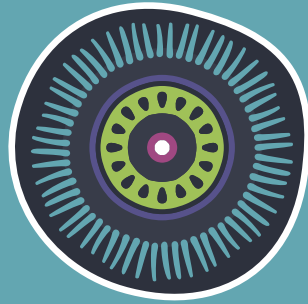
**Action 2.5:** Grasp unique opportunities to respect Aboriginal peoples and Torres Strait Islander peoples, cultures, lands, histories and rights.

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
<p>Through the Queensland Government Repatriation Working Group and direct engagement with individuals and communities, support Aboriginal and Torres Strait Islander communities repatriate human remains and secret and sacred objects.</p>	<p>The Queensland Government Repatriation Working Group held two interdepartmental working group meetings each year in 2018 and 2019.</p> <p>Repatriation and engagement has occurred with a number of communities including: the Strehlow Research Centre (Alice Springs), the Ngemba people (NSW), the Jarowair and Giabal people, with community representatives at Kowanyama, with the Burnett River (Native Title Body Corporate and Port Curtis Coral Coast), and the Western Yalanji people.</p>	2018–2021, annually	
<p>Implement reforms to enhance the participation of Aboriginal and Torres Strait Islander families in child protection matters.</p>	<p>DCSYW will continue to implement and embed reforms to enhance participation of Aboriginal and Torres Strait Islander families in child protection matters. In November 2018 the Family Participation Program was established on a statewide basis to enable families to lead decision making about their children in a child safety context.</p>	31 Oct 2018**	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Develop and implement a Queensland Government Aboriginal and Torres Strait Islander Language Policy.	<p>During 2018–2019 DATSIP, in collaboration with DoE, led the development of a Queensland Government Aboriginal and Torres Strait Islander Languages Policy. An Indigenous Languages Working Group will support implementation.</p> <p>Co-design activities included community forums and workshops in Brisbane and Roma organised and co-hosted with the Queensland Indigenous Languages Advisory Committee (QILAC) culminating in the Bana Guyurru, Aboriginal and Torres Strait Islander Language. DATSIP provided \$79,000 to QILAC to organise the language forums.</p> <p>DATSIP has also jointly funded the Indigenous Languages Grants Program with DoE to foster, revitalise and preserve Aboriginal and Torres Strait Islander languages.</p>	31 March 2019**	
Continue to strengthen the Murri Court to ensure culturally appropriate court processes that respect and acknowledge Aboriginal and Torres Strait Islander cultures.	217 defendants (209 adults and 8 children) completed their time on the Murri Court program with defendants on the program for an average of 134 days.	July, annually	
Implementation of Recommendation 7 of the Reconciling Past Injustice Report to reframe the relationship between the Queensland Government and Aboriginal peoples and Torres Strait Islander peoples.	DATSIP worked in partnership with the Reconciling Past Injustice taskforce to develop a statement of commitment, signed on 14 July 2019, to reframe the relationship between the Queensland Government and Aboriginal and Torres Strait Islander Queenslanders.	31 Oct 2019	
Support Aboriginal and Torres Strait Islander artistic and cultural expression by investing at least \$3.15 million per annum through the Backing Indigenous Arts Initiative and other competitive funds.	<p>In 2018–19, Arts Queensland provided over \$3.15 million to support Aboriginal and Torres Strait Islander artistic and cultural expression through the Backing Indigenous Arts initiative.</p> <p>Over 400 artists were supported, collectively earning \$683,000 during the period. Backing Indigenous Arts Performing Arts is investing \$2.1 million over two years (2018–2020) through contestable funding and development and presentation opportunities at the Centre for Contemporary Arts, Cairns.</p>	July 2018–2019, annually	
<p>Establish Murrighagun Cultural Centre, to support Queensland Corrective Services (QCS) by</p> <ul style="list-style-type: none"> <li>increasing the development and delivery of cultural capability training to QCS staff</li> <li>building and strengthening partnerships with government and non-government agencies to address Aboriginal and Torres Strait Islander issues</li> <li>providing advice to QCS senior management and others regarding Aboriginal and Torres Strait Islander culture and tradition</li> <li>continuing to provide cultural capability training with new materials</li> <li>assisting correctional centres and locations within the agency to delivery cultural capability/responsiveness training and other programs and services.</li> </ul>	<p>The Murrighagun Cultural Centre is based at the QCS Academy and provides advice and assistance to officers on Aboriginal and Torres Strait Islander matters and provides training to QCS staff employed regarding cultural capability/responsiveness.</p> <p>The Murrighagun Cultural Centre continues to develop a range of partnerships with government agencies including DATSIP, QPS, DJAG, Elders groups and CJGs.</p>	2018–2021	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.



ACTION 3.0:

## OPPORTUNITIES

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

This section highlights progress made during 2018–2019 on the targets that underpin the nine actions within the key theme of ‘opportunities’.

# PROGRESS ON ACTIONS & TARGETS

2018–2019

## Legend



On track









Completed

\* Further timeline details can be found in the Queensland Government RAP 2018–2021

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
<p>The Queensland Public Sector Workforce Strategy includes a target to increase the proportion of Aboriginal people and Torres Strait Islander people working in the Queensland public sector to 3 per cent by 2022.</p>	<p>As at 30 June 2019, the Queensland public sector workforce comprised a total of 273,384 employees. Of that number, 6,638 employees (2.43 per cent) identified as Aboriginal and/or Torres Strait Islander peoples.</p> <p>As of 30 June 2019, there were 58 Aboriginal and/or Torres Strait Islander peoples in executive roles, 796 Aboriginal and/or Torres Strait Islander people in other management positions and 5,784 Aboriginal and/or Torres Strait Islander peoples in junior level roles (AO1 to AO6).</p> <p>Some examples of specific agency initiatives include:</p> <ul style="list-style-type: none"> <li>• QT – established a Diversity and Inclusion Steering Committee in June 2019, chaired by the Under Treasurer to provide a governance framework and decision-making body for diversity and inclusion matters.</li> <li>• DoE – the Remote Area Teacher Education Program (RATEP) supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers in their home communities. During 2018–2019, in Aurukun, Cherbourg, Northern Peninsula Area, Yarrabah Palm Island, St George, Thursday Island, Woorabinda and there were 113 students enrolled in four RATEP courses.</li> <li>• QPS – conducts an Indigenous Recruit Preparation Program (IRPP) course at the Townsville Police Academy each year. During 2018-19, 11 participants attended the IRPP course.</li> <li>• QFES – values diversity and actively seeks candidates with varied backgrounds who can think differently and be innovative. As at 30 June 2019, the percentage of QFES paid employees who identified as being an Aboriginal person or Torres Strait Islander person was 1.45 per cent.</li> </ul>	2022	
<p>Work collaboratively with universities to strengthen relationships and connect with Aboriginal and Torres Strait Islander graduates seeking to apply for a Queensland Government graduate program.</p>	<p>PSC, in partnership with sector agencies, is undertaking a staged implementation of the Aboriginal and Torres Strait Islander career pathways service. The service aims to improve career pathways for Aboriginal and Torres Strait Islander employees in the Queensland public sector and aligns with the leadership competencies for Queensland.</p> <p>The following six agencies are partners in the implementation of this service: DPC, DNRME, DCSYW, DHPW, DTMR and DATSIP. DATSIP supports and provides leadership on this initiative through the secondment of a departmental Indigenous staff member to the PSC.</p> <p>Examples of specific agency initiatives include:</p> <ul style="list-style-type: none"> <li>• DNRME Indigenous Employment Pathways Traineeship program has been implemented. During the life of the program, six trainees were employed and four have completed a Certificate IV in Business.</li> <li>• DCSYW holds an Aboriginal and Torres Strait Islander Mentoring Program each year, called 'Yarn and Grow', and an Indigenous Career Development Program. As at 21 June 2019, 345 Aboriginal and Torres Strait Islander people were working in DCSYW, representing 6.49 per cent of staff.</li> <li>• DJAG's First Nations working group has been established as part of the Aboriginal and Torres Strait Islander Peoples project within the DJAG Inclusion and Diversity Program. The working group has developed the DJAG Cultural Capability Action Plan 2019–23, which includes actions to increase workforce participation.</li> <li>• As at June 2019, DES has 3.23 per cent Aboriginal and Torres Strait Islander identified employees with the agency aiming to achieve a target of 6 per cent by 2022.</li> </ul>	Dec 2018	


TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Develop a strategy to identify and develop leadership talent and promote available career pathways, and advise the CAL group.	Aboriginal and Torres Strait Islander Career Pathways service provides a staged approach to improving the career pathways of Aboriginal and Torres Strait Islander employees in the Queensland public sector and aligns with public sector leadership competencies.	31 Dec 2018	
Implement the IMPACT Aboriginal and Torres Strait Islander Alumni and professional mentoring network; implement the DNRME Indigenous Employment Pathways Traineeship Program; prioritise professional development opportunities for Aboriginal and Torres Strait Islander employees.	During the life of the program, 10 Aboriginal and Torres Strait Islander mentees were supported to undertake the IMPACT mentoring program. On 7 June 2019, a networking event that connects professional development and whole-of-government was held. During the life of the DNRME Indigenous Employment Pathways Traineeship Program, six trainees were employed and four have completed Certificate IV in Business.	2018–2021	
Develop, implement, review and update Aboriginal and Torres Strait Islander workforce plans aligned to the Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026.	The Aboriginal and Torres Strait Islander Workforce Strategic Framework 2016–2026 (Workforce Strategic Framework) aligns to the Queensland Government’s Moving Ahead Strategy. The Department of Health’s Diversity and Inclusion Action Plan details the actions that will be undertaken by year within the department to operationalise the Queensland Health Workforce Diversity and Inclusion Strategy 2017–2022. Queensland Health’s Aboriginal and Torres Strait Islander workforce participation was 1.96 per cent (as at 9 July 2019).	Review annually, 30 June. Update annually, 31 July.	
Investigate and establish a new Aboriginal and Torres Strait Islander housing body to work with Indigenous community housing organisations and Aboriginal and Torres Strait Islander councils to improve Indigenous housing outcomes in urban, regional and remote communities.	To improve Indigenous housing outcomes in urban, regional and remote communities, on 14 June 2019, the Queensland Government launched the Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023. In October 2018, Mr Mick Gooda was appointed to the role of First Nations Advisor to help improve housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.	31 Dec 2018**	
Under the Queensland Housing Strategy, develop and Aboriginal and Torres Strait Islander Housing Action Plan to address housing outcomes and complex challenges in urban, regional, remote and discrete communities.	On 14 June 2019, the Minister for Housing and Public Works, Minister for Digital Technology and Minister for Sport released the Aboriginal and Torres Strait Islander Action Plan.	31 Dec 2018	
Deliver an accommodation facility for young Aboriginal and Torres Strait Islander women from remote communities who are pursuing education and employment opportunities, in partnership with the private sector.	The National Rugby League (NRL) Girls House in Townsville, an accommodation facility for young Aboriginal and Torres Strait Islander women from remote communities who are pursuing education and employment opportunities, was completed in partnership with the private sector ahead of time in December 2018. The facility was officially opened in January 2019. \$12 million was invested to build student accommodation for up to 50 young women in a dual boost to girls’ education and Townsville jobs.	31 Dec 2020	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.



TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Improve housing outcomes for women and children escaping domestic and family violence by replacing or renewing shelters in the remote and discrete communities of Cherbourg, Pormpuraaw and Woorabinda.	In December 2018, DHPW completed the Cherbourg Domestic and Family Violence Shelter to improve housing outcomes for women and children escaping domestic and family violence. Planned upgrades to shelters in Pormpuraaw and Woorabinda are now scheduled for completion in the next reporting period	31 July 2019**	
\$75 million commitment to home ownership on Aboriginal and Torres Strait Islander land. This funding will support the resolution of 344 outstanding Land Holding Act (LHA) home ownership entitlements, which is a legacy issue, and up to 50 home ownership purchases under a 99-year lease arrangement.	Following the approval of a \$75 million commitment to home ownership on Aboriginal and Torres Strait Islander land in the 2017–2018 State Budget (to support the resolution of 344 outstanding LHA home ownership entitlements and up to 50 home ownership purchases under a 99-year lease arrangement), and the subsequent approval of the Remote Home Ownership Project Plan 2018–2022 on 24 April 2018, the ownership of 95 social housing dwellings has been resolved.	30 June 2022	
Through the Remote Area Teacher Education Program (RATEP) initiative, TAFE Queensland North and James Cook University will offer off-site courses, including a Bachelor of Education (Primary), Certificate III, Certificate IV and Diploma in Education, to increase the locally-based and qualified workforce for Queensland's primary schooling sector. The program supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers within their home communities.	The Remote Area Teacher Education Program (RATEP) supports eligible Aboriginal and Torres Strait Islander para-professionals to become qualified primary school teachers within their home communities. This is a partnership between TAFE Queensland North and James Cook University. During 2018–2019, in Aurukun, Cherbourg, Northern Peninsula Area, Palm Island, St George, Thursday Island, Woorabinda and Yarrabah 113 students were enrolled in the four RATEP courses for the primary school sector: Certificate III; Certificate IV; Diploma of Education (Aboriginal and Torres Strait Islander) and Bachelor of Education (Primary).	2018–2021	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continue implementation of the Queensland Indigenous Procurement Policy (QIPP), which aims to increase the share of Queensland Government procurement spend with Aboriginal businesses and Torres Strait Islander businesses.	<p>The QIPP provides a commitment to increase Government procurement with Aboriginal and Torres Strait Islander businesses to three per cent of addressable spend by 2022.</p> <p>During 2018–2019, the Queensland Government procured goods and services worth \$329 million with 421 Aboriginal and Torres Strait Islander businesses. This exceeded the target of 300 businesses and \$250 million set for the reporting period.</p> <p>Work is underway on the Black Business Finder rebuild with the aim to improve visibility of Aboriginal and Torres Strait Islander businesses. Black Business Finder is one of Australia's most successful Aboriginal and Torres Strait Islander business directories with 457 Queensland Businesses registered with the online program since its launch in October 2012.</p> <p>Examples of specific departmental actions to implement the QIPP include:</p> <ul style="list-style-type: none"> <li>• DCSYW is progressing the implementation of a new procurement and contract lifecycle management, payment and reporting system that will enhance capability to capture and report on engagement with Indigenous businesses.</li> <li>• DESBT has awarded four contracts to a value of \$908,731.82 exclusive of GST (total amount of spend was \$288,731.82 exclusive of GST).</li> <li>• DES is continuing to promote the QIPP with a newly established Community of Practice of Procurement Officers.</li> <li>• For DATSIP during 2018–2019, a total of 15 MoUs on employment and business supply opportunities have been in place. As at 30 June 2019, there were five active MoUs (including the renewal of two MoUs and the establishment of two new MoUs). Ten MoUs are completed. The Industry Partnerships Program has concluded.</li> <li>• As at 30 June 2019, there were 454 employment outcomes for Aboriginal and Torres Strait Islander Queenslanders projects selected under the Queensland Government Building and Construction Training Policy, with 84 engaged as either Apprentices or Trainees.</li> <li>• During the period June 2018 to March 2019, 15 selected Indigenous projects under the Training Policy valued at over \$156 million were completed resulting in 171 Aboriginal and Torres Strait Islander employees, apprentices and trainees undertaking 43,019 hours of employment, three Aboriginal and Torres Strait Islander trainees undertaking 1,900 hours of accredited training and \$5,336,479 in procurement from 42 Indigenous owned businesses.</li> <li>• The Queensland Government has committed \$9.5 million to the construction of QUAMPI, Quandamooka Art, Museum and Performance Institute at Goompi (Dunwich), Minjerribah (North Stradbroke Island) as part of Minjerribah Futures, a \$24.75 million investment by the State Government to transition Minjerribah from sand mining to a globally recognised destination for cultural and eco-tourism.</li> </ul>	2018–2019**	



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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continue development and implementation of Strategic Industry Partnerships.	During 2018–2019, a total of 15 MoUs on employment and business supply opportunities have been put in place. As at 30 June 2019, there are five active MoUs (including the renewal of two MoUs and the establishment of two new MoUs). Ten MoUs are completed.	2018–2019	
Indigenous projects selected under the Queensland Government Building and Construction Training Policy.	Through long term partnerships with the Queensland Resources Council and Construction Skills Queensland, data demonstrates increased Indigenous employment and procurement within these sectors. During 2018–2019, through the Queensland Indigenous Procurement Program, 15 Indigenous projects valued at over \$156 million were completed.	2018–2019	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.








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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continue implementation of the Enterprise Queensland Indigenous Program (Moving Ahead).	DATSIP's contribution is a key model initiative to meet the Queensland Indigenous Procurement Policy target of three per cent of the value of government procurement (addressable spend) contracts by 2022, and engage in the private sector's supply chains.  DATSIP, through EQuIP, has implemented business-to-business (supply chain) and business capability initiatives. DATSIP's contribution is a key model initiative to meet the QIPP target of three per cent of the value of government procurement (addressable spend) contracts by 2022, and engage in the private sector's supply chains. Since July 2016, 72 projects have been approved and over 250 businesses have been assisted.	2018–2019	
Continue implementation of the Advancing Indigenous Business Initiative.	DESBT, through the Advancing Indigenous Business initiative, has continued to support Aboriginal and Torres Strait Islander businesses through the provision of grants and support programs during the 2018–2019 reporting period.  During 2018–2019, 176 Aboriginal and Torres Strait Islander businesses were supported through 15 support programs including support for full TAFE Queensland qualifications; micro-credential, non-accredited training; business planning and workforce development.	2018–2020	

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





TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Develop and implement a Cultural Capability Accreditation Framework to provide a system for assessing and improving the cultural capability of non-Indigenous service delivery organisations and businesses serving/partnering with Aboriginal and Torres Strait Islander clients.	DATSIP has developed a draft Accreditation Framework and is working with key stakeholders to finalise an Implementation Plan.	2018–2019	
Support Aboriginal and Torres Strait Islander participation in vocational education and training (VET) that leads to improved social and economic benefits through VET Investment Plan initiatives, such as: <ul style="list-style-type: none"> <li>User Choice</li> <li>Certificate 3 guarantee</li> <li>Higher Level Skills</li> <li>Skilling Queenslanders for Work.</li> </ul>	DESBT has supported Aboriginal and Torres Strait Islander participation in VET that leads to improved social and economic benefits through VET Investment Plan initiatives such as User Choice, Certificate 3 guarantee, Higher Level Skills, and Skilling Queenslanders for Work.  From 2015–2019, under the Skilling Queenslanders for Work (SQW), 18.3 per cent or 7,855 of total participants assisted (42,703) identified as Aboriginal and Torres Strait Islander Queenslanders. To date, 6,592 Aboriginal and Torres Strait Islander peoples have exited a SQW program, and of those 52.5 per cent (3648) have gained employment or are engaged in further training or education. During 2018–19, 405 employers benefited from \$2,323,450 in Back to Work payments to employ 454 Aboriginal and Torres Strait Islander employees across Queensland.	Feb and Aug, annually 2018–2021	
Undertake a three-year trial of domestic and family violence integrated service responses in one discrete Aboriginal community, one regional community and one urban community. This is to improve the safety of victims and their children and better hold perpetrators to account, in response to recommendations in the Not Now, Not Ever report	By 30 June 2019, DCSYW introduced a Domestic and Family Violence Integrated Service Response (ISR) Trial in a number of communities. This has resulted in additional education and training being made available and initiatives such as a Health Justice MOU being agreed in some communities. Training is delivered through the Common Risk and Safety Framework, risk assessment tools and information sharing for the service system in each ISR trial and HRT locations.  Each location continues to build partnerships and engage in co-design processes with their local communities and place-based service systems, including with local Aboriginal and Torres Strait Islander community-based organisations and services.	2016–2019	

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Close the gap in life outcomes and address the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by implementing the Our Way generational strategy 2017–2037 and the Changing Tracks action plan 2017–2019.	In September 2018, the Queensland First Children and Families Board was established. It is co-chaired by Professor Boni Robertson and Mr Mick Gooda and has a majority of Aboriginal and Torres Strait Islander membership from across Queensland. The Board plays an active leadership role in driving the implementation of Our Way including the key priorities for the Changing Tracks action plans.	30 July 2018	
Facilitate discussions with Aboriginal and Torres Strait Islander shire council and regional councils to identify projects that enhance liveability and support community sustainability: <ul style="list-style-type: none"> <li>Palm Island – complete sporting precinct upgrade works associated with the Building our Regions grant and Get Playing Plus grant</li> <li>Yarrabah – complete an economic needs assessment and complete the CBD public realm project</li> <li>Economic Development Queensland – meet with five communities to discuss potential projects.</li> </ul>	DSDMIP, through EDQ, has facilitated discussions with Aboriginal and Torres Strait Islander shire councils and regional councils to identify projects that enhance liveability and support community sustainability. EDQ works with local governments, industry and the community to identify growth opportunities. On Palm Island, a sporting precinct upgrade works associated with the Building our Regions grant and Get Playing Plus grant was completed by December 2018. At Yarrabah, an economic needs assessment and the CBD public realm project were also completed by December 2018. EDQ presented on Palm Island and Yarrabah projects at the Local Government Association of Queensland Indigenous Leaders Forum on 5 June 2019. Seventeen Aboriginal and Torres Strait Islander local governments were represented and were available to discuss projects with represented communities.	30 Dec 2018	
Improve the capability of Aboriginal and Torres Strait Islander councils to identify projects that will deliver enduring economic outcomes in their communities and prepare suitable applications when competing for funding under Round 4 of the Building our Regions program	Under Round 4 of Building our Regions, a further \$9.12 million was approved for 10 projects across nine Aboriginal and Torres Strait Islander Councils (including Torres Shire Council). It is estimated that these projects will support almost 30 jobs during construction.	30 Dec 2018	
Increase jobs and opportunities for Aboriginal peoples and Torres Strait Islander peoples by: <ul style="list-style-type: none"> <li>continuing support for 15 QPWS Indigenous Ranger positions in Far North Queensland</li> <li>continuing support for five Ranger positions under the Indigenous Land and Sea Ranger program (Quandamooka People, North Stradbroke Island Economic Transition Strategy (NSIETS) initiative)</li> <li>supporting emerging Indigenous business development opportunities on North Stradbroke Island through the Indigenous Business Development Fund, an initiative under the NSIETS (total project funding is \$0.85 million).</li> </ul>	DES has recruited 14 of the 15 permanent Land and Sea Ranger positions within the Northern Region, with the recruitment process for the final officer underway. DES continues to support joint management of national park arrangements on Minjerribah including expansion of the Naree Budjong Djara NP, and on Cape York Peninsula Aboriginal land national parks. On Minjerribah, this work includes continued support for the five ranger positions under the Indigenous Land and Sea Ranger program, additional Minjerribah ranger operational base facilities, fire management strategies, and marine MoU arrangements. Joint management agreements include the development of an ILUA, an Indigenous Management Agreement, a Recreation Area Agreement, and a Service Agreement for Moreton Island (Mulgumpin) in preparation for a Native Title determination and future Joint Management Arrangements.	July annually, 2018–2021	
Maintain or exceed an Aboriginal and Torres Strait Islander workforce of 6.6 per cent in the North Queensland Stadium development.	The target of 6.6 per cent has been exceeded. As at 6 September 2019, the Aboriginal and Torres Strait Islander workforce in the North Queensland Stadium development was 12.7 per cent.	Monthly and annually, 2018–2020	


TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Facilitate the return of lands to Cape York Traditional Owners for cultural and economic opportunities.	DES advised that the timeframe on this target is being extended due to the complexity of negotiations of the Thayanaku land dealings and extended the scope to approximately 637,560 hectares.	2018–2019**	
Support joint management arrangements in the North Stradbroke Island area, including Naree Budjong Djara National Park, and on Cape York Peninsula Aboriginal land national parks.	DES targeted outcome is the fulfilment of Joint Management objectives endorsed within Indigenous Land Use Agreements and Indigenous Management Agreements applicable to the North Stradbroke Island (Minjerribah) area, including Naree Budjong Djara National Park, and on Cape York Peninsula Aboriginal Land national parks.  This includes joint decision making, ongoing employment of Indigenous rangers and achievement of joint work and cultural capability programs, and development of joint plans and protocols.  Delivery of joint management arrangements in the Cape York Peninsula Region are continuing.	Annually, 2018–2021	
Build sustainable and ethical Aboriginal and Torres Strait Islander arts industries through the Backing Indigenous Arts initiative and Screen Queensland. \$1.5 million in sales of work by Aboriginal and Torres Strait Islander artists represented by Indigenous Arts Centres.	In 2018–2019, Arts Queensland provided over \$3.15 million to support Aboriginal and Torres Strait Islander artistic and cultural expression including \$926,126 in funding to support 13 Queensland Indigenous performing arts organisations and artists.  During 2018–2019, over 400 artists were supported through the Backing Indigenous Arts Indigenous Art Centre network, collectively earning \$683,000.	July annually, 2018–2021	
Invest \$2.1 million through new Backing Indigenous Arts Performing Arts funding to strengthen Queensland's Aboriginal and Torres Strait Islander performing arts sector.	Backing Indigenous Arts Performing Arts is investing \$2.1 million over 2 years (2018–2020) through contestable funding and development and presentation opportunities at the Centre for Contemporary Arts, Cairns.	2017–2019	
Implement Queensland Parole System Review recommendations 42 and 64: <ul style="list-style-type: none"> <li>42: A large proportion of (parole board) community members should be Aboriginal peoples and Torres Strait Islander peoples;</li> <li>64: QCS will substantially and immediately increase the number of Cultural Liaison Officer positions within the Probation and Parole workforce, particularly in offices supervising high numbers of Aboriginal and Torres Strait Islander offenders.</li> </ul>	The Queensland Parole System Review (QPSR) recommendation 42 has been completed. There are currently eight Aboriginal and Torres Strait Islander community members on the Parole Board Queensland (36 per cent), which exceeds the target of 32 per cent.  The QPSR recommendation 64 (increase the number of Cultural Liaison Officer positions within the Probation and Parole workforce, particularly in offices supervising high numbers of Aboriginal and Torres Strait Islander offenders) is on track with a revised timeframe of June 2021, following extensive consultation with internal and external stakeholders.	Dec 2018**	

\*\* The Queensland Government is negotiating revised timeframes with Reconciliation Australia and this will be reflected in the Queensland Government RAP Refresh 2018–2021.


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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda.	Through a range of initiatives, DITID has promoted and supported Aboriginal and Torres Strait Islander tourism through the Queensland's DestinationQ agenda; collaboration with Indigenous leaders, Traditional Owners and the wider tourism industry to develop and grow Aboriginal and Torres Strait Islander tourism businesses and experiences; and has supported Tourism Tropical North Queensland to undertake research, demand development and run an expression of interest process to deliver new Aboriginal and Torres Strait Islander tourism experiences targeting Asian visitors. Specific tourism initiatives include: <ul style="list-style-type: none"> <li>development of the Tourism for a Glad Tomorrow, strategy for Quandamooka Country</li> <li>assistance to Yarrabah Aboriginal Council in the development of their tourism strategy</li> <li>support for individual Indigenous tourism businesses</li> <li>through the Attracting Tourism Fund, approval of \$4.5 million to develop the Quandamooka Art Museum and Performance Institute (Minjerribah Cultural Centre) comprising a gallery, museum, performance and event hosting centre.</li> </ul>	2018–2021	
Establish a cross-government working group on Aboriginal and Torres Strait Islander tourism.	DITID has promoted and supported Aboriginal and Torres Strait tourism through the Queensland's DestinationQ agenda, with the cross-government working group meeting quarterly.	Mar 2018	
Work with Indigenous leaders, Traditional Owners and the wider tourism industry to develop and grow Aboriginal and Torres Strait Islander tourism businesses and experiences.	DITID's Minjerribah Futures Program works in partnership with Traditional Owners 2018–2021 represented by Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) to support the economic transition of Minjerribah from sand mining to tourism.	2018–2021	
Support Tourism Tropical North Queensland to undertake research, demand development and run an expression of interest process to deliver new Aboriginal and Torres Strait Islander tourism experiences targeting Asian visitors.	Connecting with Asia – Mardingalbay Yidinji Aboriginal Corporation (MYAC) were awarded \$1.1 million to develop a jetty at MYAC's East Trinity location and a shelter to enable Chinese visitors to access the site and allow MYAC to showcase their culture and activities.	2018–2021	


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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Continued implementation of Solid Pathways across the state. Provide professional development for teachers to lift the outcomes of our top performing Aboriginal and Torres Strait Islander students.	278 state schools have participating students in the Solid Pathways program in Years 4 to 7 in Queensland in 2019.	2018–2021	

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
Increase the number of students undertaking an ATAR/OP eligible pathway at school, close the gap between Indigenous and non-Indigenous ATAR level attainment, and increase the numbers of Aboriginal and Torres Strait Islander students entering tertiary education courses of their choice.	<p>The Indigenous Student Academic Achievement Network (ISAAN) for students in Years 10 to 12, forms the final stages of the continuum of academic enhancement offered through the Solid Pathways program.</p> <p>During 2018–2021, ISAAN is being delivered to meet this target. In 2019, nearly 200 students from state schools across South East, Metro and Darling Downs South West regions of DoE are participating. In 2018, 17.3 per cent of Aboriginal and Torres Strait Islander state school completers (363) received an OP. The gap in overall OP eligibility.</p>	2018–2020	

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

TARGET	ACHIEVEMENT	TIMELINE*	STATUS
All students to meet the annual target set by DoE and close the gap between Indigenous students and their non-Indigenous peers.	In 2018, 2,055 Aboriginal and Torres Strait Islander students achieved Year 12 certification. The gap in Queensland certification between Aboriginal and Torres Strait Islander students and their non-Indigenous peers remains at less than one percentage point (0.3 per cent). Outcomes for 2019 will be available in January 2020.	2018–2021	

# GOVERNANCE, TRACKING PROGRESS AND REPORTING

## Governance

DATSIP has realigned governance arrangements for the implementation of the RAP and related CCF to streamline reporting processes.

The implementation of the RAP will continue to be monitored and overseen by the CAL. This Committee meets quarterly, and is chaired by the Deputy Director-General, DATSIP. Membership comprises senior executives of all Queensland departments and agencies.

In July 2019, DATSIP established a new officer-level Culture and Reconciliation Working Group (CAR Working Group). This Working Group replaces the Cultural Capability Community of Practice and the RAP Working Group.

The role of the CAR Working Group is to support the CAL to coordinate the whole-of-government implementation of the RAP and the CCF across Queensland Government departments and agencies.

The role of the CAR Working Group includes:

- overseeing and managing, on behalf of the CAL, the combined Cultural Capability Action Plan – RAP annual reporting, the Cultural Capability Action Plan – RAP six monthly progress reports, and Reconciliation Australia’s annual RAP Impact Measurement Questionnaire
- ensuring that these reporting processes and timeframes are well understood, effective, transparent, coordinated, streamlined, and produce timely and accurate reports
- coordinating work occurring across government on a broad range of topics under the RAP and the CCF, including the Moving Ahead Strategy, and the Queensland Indigenous Procurement Policy
- working on emerging matters, or hot issues, as requested by the CAL.

The CAR Working Group comprises a core membership of key representatives from each Queensland Government department. The key departmental representative is responsible for coordinating the delivery of any commitment within the scope of the working group, on behalf of their department. Meeting attendance is also open to other Queensland Government staff whose role is to lead and/or support their department’s contribution to the culture and reconciliation agenda.

## Tracking progress and reporting

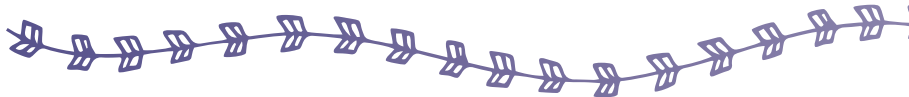
DATSIP is responsible for coordinating whole-of-government reporting on the RAP. Every six months each department reports to DATSIP on their progress under the RAP. This reporting informs the RAP Annual Report as part of the Queensland Governments commitment to Reconciliation Australia.

DATSIP has identified the need to improve processes that support the coordination of departmental data collection against KPIs and departmental reporting on a number of related initiatives that are included in the RAP including:

- Queensland Government Cultural Capability Framework (2015–ongoing)
- Moving Ahead (2016–2022)
- Queensland Indigenous Procurement Policy (2017–2022).

The improved processes will clarify expectations about the level of detail that departments should provide to DATSIP and work to resolve current gaps in data collection, including through the possible revision of KPIs for particular targets.

DATSIP will continue to liaise, and share information with, Reconciliation Australia during 2019–2020 to improve RAP data collection and whole-of-government reporting processes, including, where appropriate, inviting Reconciliation Australia to attend relevant CAL meetings and workshops.



## Learnings

The effective implementation of a whole-of-government RAP, which involves the participation of 21 departments, requires a strong commitment to inter-agency engagement, which is supported by a substantial investment in information sharing, monitoring and review processes. Overall, the implementation of the RAP is a successful whole-of-government activity, which must be part of a continuous improvement cycle.

DATSIP will work closely with all Queensland Government departments to improve and refine the governance and reporting processes that support the effective implementation of the RAP in 2019–2020. Key learnings for the 2018–2019 reporting period include:

- **Continuity:** Given that all departments and agencies experience turnover of staff throughout the year, it is important to update whole-of-government RAP communication and engagement tools regularly to ensure that ‘the right people receive the right information at the right time’. This issue has been as relevant to DATSIP as the coordinating agency as it has been to departments and agencies.
- **Guidance materials:** During the 2019–2020 reporting period, DATSIP will develop a RAP reporting document in collaboration with all departments. This document will set out revised tracking and reporting processes, procedures and timeframes for all RAP related reporting including for closely related reporting: Cultural Capability Actions Plans; Moving Ahead; and Queensland Indigenous Procurement Policy. All participating departments will have access to this document in conjunction with ongoing support from DATSIP. DATSIP will review the guidance material every six months to ensure that RAP processes and procedures are widely understood, and are as effective as possible. The review will be led through the CAR Working Group and the outcomes reported to CAL. The rural and regional impacts of the RAP will also be considered during this process including ways to assess these impacts and, where appropriate, what information may need to be included in the guidance material.
- **Integration of whole-of-government working groups:** when the RAP was developed, there were separate working groups to support the RAP and the CCAPs. Given the overlap in commitments between the two documents, it has become imperative to integrate the whole-of-government coordination and management of these activities. It has also been identified, as noted above, that greater effort is required to integrate RAP and CCAP activities and reporting with other whole-of-government strategies, including Moving Ahead, and Queensland Indigenous Procurement Policy. Better integration of these four initiatives will also benefit the implementation of new initiatives such as the Local Thriving Communities reform.



## Challenges

A key challenge for DATSIP is to maintain the high expectations of internal and external stakeholders that the RAP is an effective mechanism and will deliver positive reconciliation outcomes for all Queenslanders.

Maintaining these high expectations is an ongoing responsibility of the RAP Governance team including the CAL, the RAP Champions, and the CAR Working Group. RQI are also an important stakeholder in this process.

There is also a range of ongoing technical reporting challenges associated with tracking progress against the 69 targets associated with the three RAP actions across 21 Queensland departments and agencies. These challenges are particularly complex regarding actions and targets involving all or the majority of agencies. The collection of comparable whole-of-government procurement data and cultural capability training data are two examples where systems and processes are still evolving.

The timing of RAP reporting is also a key challenge. In order to meet state government timeframes, much of the information to support RAP reporting is collected before the end of the financial year and before the end of the state budget process. This timeframe impacts on the timeliness and quality of the information that departments are able to provide and will be a key issue for consultation with departments, agencies and RA in the context of evaluating the RAP.

To improve the quality and timeliness of reporting, DATSIP has negotiated a revised timeframe for submitting the 2019–2020 RAP Annual Report from the current date of end November 2020 to end March 2021. This will enable DATSIP to collect agency data up to 30 June 2020, and to better integrate RAP and Cultural Capability Action Plan reporting with reporting on related initiatives including the Moving Ahead Strategy.

The external evaluation of the RAP will include consideration of the learnings identified above and support the Queensland Government to identify and address effectively, the challenges of implementing a whole-of-government RAP.



# FUTURE OPPORTUNITIES

## Relationships

DATSIP will launch the third round of the Celebrating Reconciliation Small Grants Program in October to November 2019. In 2019–2020, the annual allocation for this program increases by \$150,000 to \$250,000.

QPS will continue the development, delivery and implementation of the 'Look to the Stars' reconciliation strategy across Queensland.

## Respect

Implementation of the Foundation Training Package 'Starting the Journey' across government will continue. During the 2019–2020 reporting period, DATSIP will lead measures across government to improve the quality of, and reporting on, cultural capability learning activities.

During the life of the RAP, Queensland Corrective Services will develop new cultural capability/responsiveness training materials and other programs and services as part of the work of the recently established Aboriginal and Torres Strait Islander Reference Group and during the development of the Queensland Corrective Services' Reconciliation Action Plan.

Implementation of the Queensland Aboriginal and Torres Strait Islander Languages Policy, co-designed with community, will occur during the 2019–2020 reporting period led by DATSIP and DoE, with input from all key agencies.

## Housing

DHPW has established a Working Group to provide advice to the department on the development of a new Aboriginal and Torres Strait Islander housing body. The Indigenous Community Housing Organisation (IHO) forum convened on 22–23 March 2019—facilitated by the First Nations Advisor Mr Mick Gooda—discussed the development of a housing body and called for nominations from the Indigenous housing and homelessness sector for a Working Group.

The role of the proposed housing body would be to work with Aboriginal and Torres Strait Islander community housing organisations and Aboriginal and Torres Strait Islander councils to improve housing outcomes in urban, regional and remote communities. Interim arrangements for the new housing body are likely to be established by December 2019 with a new body to be operational by June 2020.

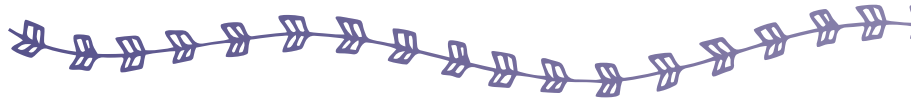
## Health

QH is currently developing a Close the Gap Health Plan and updating the agency's Cultural Capability Action Plan. These plans will include actions to strengthen engagement with Aboriginal peoples and Torres Strait Islander peoples, communities and organisations as a key commitment under the Statement of Action.

## Child protection

The Our Way generational strategy 2017–2037 and the Changing Tracks Action Plan 2017–2019 will continue to be implemented. Changing Tracks Action Plan 2020–2022 is being developed in partnership with Family Matters Queensland and will continue to set the foundation for change across the child protection system to reduce the over-representation of Aboriginal and Torres Strait Islander children in the child protection system.

Implementation and impact monitoring reports will be delivered annually as an addendum to the Queensland First Children and Families Board's Annual Report and will report on progress of implementation of the Action Plans and the impact of Our Way. Outcome and impact evaluation reports will examine if, and to what extent, the actions and initiatives that have been implemented during each Implementation Phase have delivered the expected outcome and subsequent collective impact for Aboriginal peoples and Torres Strait Islander peoples, at a Queensland state population level.



## Workforce

DES has developed a new program – the First Nations Gap Year Program – to be launched in August 2019. The program provides Aboriginal and Torres Strait Islander students the opportunity to explore a range of occupations and build their capability and opportunities for employment. Participants are employed on an 18 month contract and will participate in a structured learning and development program. The program is for Aboriginal and Torres Strait Islander students who have completed Year 12 in 2018 with a pass in Maths and English. Successful applicants are appointed at the AO2 (or equivalent) classification. There will be seven positions available in 2019.

## Economic development

Through the Building our Regions program, the Queensland Government will continue to build the capability of Aboriginal and Torres Strait Islander Councils to identify job-creating infrastructure projects that will improve economic conditions and liveability by assisting councils to prepare suitable applications when competing for funding under Building our Regions, Round 5 and working with councils to successfully deliver all funded projects.

## Arts

The revitalisation of the Arts Queensland-managed Centre of Contemporary Arts in Cairns, completion expected in December 2019, with a focus on Indigenous performing arts. The Centre's new name and design have been informed by extensive consultation with Aboriginal and Torres Strait Islander Traditional Owner groups, artists, community leaders and educators.

## Tourism

DITID's Minjerrabah Futures Program is supporting a raft of new Indigenous tourism initiatives on Minjerrabah, including the first Aboriginal owned and operated ocean-based whale watching tours, a new Traditional Owner designed and constructed walking path and camping upgrades.

## Corrections

Recruitment will commence for a new intake of community parole board members in 2020 with the intent of further increasing the number of Aboriginal and Torres Strait Islander members. This action will be supported by having a current Aboriginal community parole board member as part of the recruitment process.

# FURTHER INFORMATION

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

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

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

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

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