



Queensland Government

Reconciliation Action Plan

July 2023–June 2025

Relationships | Respect | Opportunities



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Acknowledgement

We pay our respects to Aboriginal and Torres Strait Islander peoples of this land, their ancestors and their legacy. The foundations laid by the ancestors—First Nations Peoples—give strength, inspiration and courage to current and future generations to create a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities and governments to ensure equity, recognition and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

We are committed to working with, representing, advocating for and promoting the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and hope for the future, we walk together on a shared journey and vision of reconciliation where all Queenslanders are equal and the diversity of Aboriginal and Torres Strait Islander cultures and communities across Queensland is recognised, respected and valued by all Queenslanders.

Terminology

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



Message from the Premier of Queensland

I am pleased to present the Queensland Government Reconciliation Action Plan 2023 – 2025.

The Queensland Government is committed to building a new way of working with Aboriginal and Torres Strait Islander peoples. A way of working that acknowledges, embraces and celebrates the unique and ancient history of the world’s oldest living cultures.

Our updated Reconciliation Action Plan will aid the advancement of Queensland’s Path to Treaty and working with Aboriginal and Torres Strait Islander peoples towards reconciliation, truth-telling and healing, and reframing the relationship.

Targets outlined in this Plan confirm the Queensland Government’s commitment to advancing reconciliation through action. We will do this through major initiatives such as Path to Treaty, the Queensland Reconciliation Awards, Queensland’s Indigenous Voice to Government, Local Thriving Communities and Queensland’s implementation of the National Agreement on Closing the Gap.

These initiatives are underpinned by key legislative reforms such as the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*, the *Public Sector Act 2022* and the *Path to Treaty Act 2023*.

I am pleased this Plan will build on the strong foundation of the previous Queensland Government Reconciliation Action Plan 2018–2022 and continue the work of the Ministerial and Government Champions Program, which directly connects remote and discrete Aboriginal and Torres Strait Islander communities with government and ministers.

The Queensland Government is also supporting reconciliation-focused grants programs such as the Celebrating Reconciliation Grants and the Indigenous Languages Grants, to fund projects which promote and facilitate inclusion, truth-telling and healing, and teach and preserve Aboriginal languages and Torres Strait Islander languages.

Over the next decade and beyond, the Brisbane 2032 Olympic and Paralympic Games will be an opportunity to honour, embrace and showcase First Nations culture and history, while demonstrating Queensland’s ongoing commitment to reconciliation. I invite all Queenslanders to join us as we journey forward, towards reconciliation and a fairer and more inclusive Queensland.

Annastacia Palaszczuk MP
Premier of Queensland
Minister for the Olympic and Paralympic Games



Message from Minister Enoch

Queensland is on a journey of reconciliation.

Last year, Queensland’s Path to Treaty Commitment was signed by Aboriginal and Torres Strait Islander peoples, non-Indigenous Queenslanders and the Queensland Government. This commitment is a collective pledge to move together on a journey of truth-telling, healing and reconciliation.

Since that historic moment, the *Path to Treaty Act 2023* has established the legislative framework that will put into action key Queensland Government commitments including establishing a First Nations Treaty Institute and a Truth-telling and Healing Inquiry to help prepare for treaty negotiations.

Queensland has a shared history – one that hasn’t always been talked about truthfully.

The Truth-telling and Healing Inquiry will build acknowledgment and understanding of our shared history, and support individuals, communities, and Queensland to heal.

As Minister for Treaty and Aboriginal and Torres Strait Islander Partnerships I am proud to introduce the Queensland Government’s third Reconciliation Action Plan 2023-2025 and look forward to achieving meaningful change over the next two years.

This new Reconciliation Action Plan strengthens our commitment to achieving meaningful, measurable outcomes that increase social and economic equity and support self-determination. Our goal as a government is to work in genuine partnership with Aboriginal and Torres Strait Islander peoples to place them in a position to speak truth to the policies, programs and services that impact them.

The Plan outlines the 24 actions that all Queensland Government agencies will take in four key areas – Relationships, Respect, Opportunities and Accountability – to advance reconciliation.

I encourage all Queenslanders to be a voice for reconciliation in their everyday lives, so we can come together as a reconciled Queensland and share in the pride of thousands of generations of Aboriginal and Torres Strait Islander languages, cultures, stories and custodianship.

Leeanne Enoch MP
Minister for Treaty
Minister for Aboriginal and Torres Strait Islander Partnerships
Minister for Communities
Minister for the Arts

Message from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate the Queensland Government on its ongoing commitment to reconciliation, as they implement the third Reconciliation Action Plan.

Formed around the pillars of **relationships, respect, and opportunities and supported by accountability and governance**, the Reconciliation Action Plan program provides organisations with a framework to contribute to the reconciliation movement. The Queensland Government continues to strengthen its commitment to work in genuine partnership with Aboriginal and Torres Strait Islander peoples, playing a major role in bringing all Queenslanders along the journey to upholding and respecting the rights of Aboriginal and Torres Strait Islander peoples.

Since the establishment of the first Reconciliation Action Plan in 2009, the Queensland Government has achieved significant accomplishments on their reconciliation journey, including amending the preamble to the Queensland Constitution in 2010 to honour Aboriginal and Torres Strait Islander peoples as the First Australians; implementing the *Human Rights Act 2019*, which acknowledges the right to self-determination for Aboriginal and Torres Strait Islander Queenslanders; and perhaps most notably, committing to a Path to Treaty process, including formal processes for truth-telling and healing.

These commitments tell the story of the Queensland Government's aspirational, ambitious and brave vision for a reframed relationship between the State and Aboriginal and Torres Strait Islander peoples, in order to create positive systemic and substantive change for First Nations Queenslanders.

This Reconciliation Action Plan represents the continuation of the journey to reconciliation and on behalf of Reconciliation Australia, I commend the Queensland Government on this Stretch Reconciliation Action Plan and look forward to following the Queensland Government's progress on their reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



About the Reconciliation Action Plan Design

This design seeks to reflect the Queensland Government's reform agenda and key priorities in reframing the relationship with Aboriginal and Torres Strait Islander peoples to build strong relationships between First Nations peoples and non-Indigenous Queenslanders.

The design elements are based on community connections, community knowledge-sharing, Country and Culture, ancestral campfires, healing waterways. The design includes icons which reflect the connection of significant priorities as we work collectively and in partnership to achieve reconciliation.

Represented through modern stylised designs these icons or priority areas are used as a guide to reflect the sharing of knowledge, the past (truth-telling) and to bring about healing and understanding.

Created by ingeous studios designer Leigh Harris

*ingeous studios describes its designs as descriptors of a program or product which does not speak directly to Songlines nor Country or Culture to maintain cultural integrity.

Our Vision for Reconciliation

Our vision for reconciliation is building a reframed relationship that acknowledges, embraces and celebrates the humanity of Aboriginal and Torres Strait Islander peoples and achieves equity through excellence for the First Nations peoples of Queensland.

The Queensland Government recognises that:

- Aboriginal and Torres Strait Islander peoples and their individual cultures are unique
- colonisation has left an enduring legacy of economic and social disadvantage that many First Nations peoples continue to experience
- Aboriginal and Torres Strait Islander peoples have continuing cultural rights and responsibilities as the First Peoples of Queensland
- regional and place-based approaches are required to address the different needs of Aboriginal and Torres Strait Islander communities.

To achieve reconciliation, it is essential that all Queensland Government departments, agencies, statutory authorities, local governments, and Aboriginal and Torres Strait Islander peoples continue to work together in partnership and to share responsibilities.

Our Stretch Reconciliation Action Plan

The Reconciliation Action Plan outlines the Queensland Government's commitment to advance reconciliation over the next two years to embed the reform agenda across the public sector—reframing the relationship with Aboriginal and Torres Strait Islander peoples.

This Reconciliation Action Plan contains 24 actions across four key areas comprising:

- relationships (7)
- respect (4)
- opportunities (5)
- accountability and governance (8).

The *Reconciliation Action Plan 2018–2022*

Evaluation Report found considerable advancements were achieved to 'embed' reconciliation across Queensland Government during the reporting period from 2018 to 2022 and recommended an increased focus on creating First Nations employment opportunities and increasing procurement from First Nations businesses.

The evaluation report and guidance of Reconciliation Australia and the Cultural Agency Leaders committee (CAL), which includes senior First Nations Queenslanders and non-Indigenous representatives from across Queensland Government, helped shape and bring this Reconciliation Action Plan to life. The Cultural Agency Leaders committee will oversee the implementation of this Reconciliation Action Plan. This is further bolstered by the commencement of the new Queensland *Public Sector Act 2022* on 1 March 2023 which includes increased accountability for public sector entities to support a reframed relationship with Aboriginal and Torres Strait Islander peoples.

From 1 July 2023, Directors-General will have a reconciliation key performance indicator included in their individual executive performance agreements. While individual performance agreements are confidential, Directors-General will be accountable for their agency's performance.

To ensure greater accountability, each department will:

- provide their reconciliation progress and outcomes for inclusion in the *Queensland Government Reconciliation Action Plan Annual Report*, which is published on the DTATSIPCA website demonstrating accountability and transparency
- discuss their progress on activities to support reconciliation at the quarterly Cultural Agency Leaders committee meetings
- regular feedback and monitoring on these measures will be included in the *Queensland Government Reconciliation Action Plan Annual report*.

Our Business

The Queensland Government is dedicated to taking action to improve the lives of Queenslanders, now and into the future. Our direction is informed by the government objectives for the community and commitments made to the people of Queensland. The objectives for the community reflect the government's vision for Queensland and outline our plan to build future prosperity and growth across the state.

As at 31 March 2022, the Queensland public sector workforce had a total of 288,775 employees (241,768.87 FTE), staff who identify as Aboriginal and Torres Strait Islander employees represent 7,171 (2.48 per cent)*.

*Note: this data does not include the 96,610 employees who did not respond to the workforce diversity census. The Queensland Government is working to improve the number of employees who complete the workforce diversity census.

Our Reconciliation Journey

2009

Queensland Government implements Australia's first whole of government *Reconciliation Action Plan 2009-2012*

2010

Preamble recognising First Australians is added to the Queensland constitution

2015

Government Champion program re-established

2016

Government Champion program expanded to include Cabinet Ministers

2017

Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017-2037 released

2020

Queensland Health ensures Aboriginal peoples and Torres Strait Islander peoples are represented on health and hospital boards

Launch of new National Agreement on Closing the Gap supported by Queensland Government allocation of \$9.3 million over 4 years to implement initiatives under the National Agreement

Queensland Government *Treaty Statement of Commitment* and response to the recommendations of the Eminent Panel released

2019

Human Rights Act 2019 acknowledges the importance of the right to self-determination for Aboriginal and Torres Strait Islander peoples

Local Thriving Communities and Path to Treaty is launched under Tracks to Treaty strategic reform

2018

Queensland First Children and Families Board established

Queensland Government delivers a 'Stretch' *Reconciliation Action Plan 2018-22*

2021

Treaty Advancement Committee appointed to provide further advice on establishment of key entities to progress the Path to Treaty

Aboriginal and Torres Strait Islander Housing Queensland was launched

Queensland's 2021 Closing the Gap Implementation Plan released

Queensland Government announces \$300M Path to Treaty Fund

2022

Queensland's 2022 Closing the Gap Implementation Plan released

Queensland Government commitment to establish a First Nations Treaty Institute, a Truth-telling and Healing Inquiry, an interim Truth and Treaty Body and a Path to Treaty Office

Public Sector Act 2022 commences

Department of Justice and Attorney-General's First Nations Justice Office is established

First Nations Consultative Committee established

2023

Inaugural First Nations Justice Officer commences

Path to Treaty Act 2023 commences

Key Achievements

- The Queensland Government became a signatory to the *National Agreement on Closing the Gap in 2020* and committed to working in partnership with Aboriginal and Torres Strait Islander representatives in the development and implementation of policies and programs to improve outcomes for First Nations peoples.
- The *Queensland Human Rights Act 2019* came into effect in January 2020. The preamble acknowledges the right to self-determination of Aboriginal and Torres Strait Islander peoples and creates obligations on public entities to protect and promote the human rights set out in *Public Sector Act 2022*, including the distinct cultural rights of Aboriginal and Torres Strait Islander peoples.
- Queensland's first Chief First Nations Health Officer was appointed in 2019 and Queensland Health and Queensland Aboriginal and Islander Health Council co-launched *Making Tracks Together: Queensland's Aboriginal and Torres Strait Islander Health Equity Framework* in 2021. All 16 Hospital and Health Services across Queensland have now published their inaugural Health Equity Strategy.
- The *Yhurri Gurri Framework 2021–2024* is an integral part of the Department of State Development, Infrastructure, Local Government and Planning's day-to-day operations and sets out the department's ongoing commitment to have a positive impact on First Nations businesses, communities and peoples.
- The Department of Education released the *Aboriginal and Torres Strait Islander Workforce Strategy 2022–2024* and recently appointed a Deputy Director-General, First Nations Strategy and Partnerships in 2022.
- The former Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships released the *Local Thriving Communities Action Plan 2022–2024* to support establishment of Local Decision-Making Bodies and build government capability and readiness to engage in local decision making.
- Formerly, the Department of Communities, Housing and Digital Economy released the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, the *Cultural Engagement Framework – Working with Aboriginal and Torres Strait Islander arts and cultures in Queensland* and subsequently the *Aboriginal and Torres Strait Islander Housing Action Plan 2021–2025*—in addition to the appointment in 2022 of a dedicated Deputy Director-General for First Nations Strategy.
- Guided by Aboriginal and Torres Strait Islander perspectives, the *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037* outlines the approach to improve life opportunities for Queensland's vulnerable Aboriginal and Torres Strait Islander children and families by working together differently.
- The former Department of Children, Youth Justice and Multicultural Affairs launched Walk with Us a new mentoring program to boost the number of First Nations leaders in child safety and youth justice, increasing the cultural capability of all staff.
- The *Gurra Gurra Framework 2020–2026* supports the former Department of Environment and Science in reframing relationships with First Nations peoples by holding Country and people at the centre of all work, from policies and programs to service delivery.
- The former Department of Justice and Attorney-General appointed Queensland's inaugural First Nations Justice Officer in 2023 to work in partnership with First Nations peoples to co-design a whole-of-government and community strategy to address the overrepresentation of Aboriginal and Torres Strait Islander peoples in Queensland's criminal justice system.
- The *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* was passed in Queensland Parliament and the inaugural Commissioner appointed in June 2021.



Aboriginal and Torres Strait Islander Equity with Excellence

The Queensland Government commits to delivering Aboriginal and Torres Strait Islander excellence to achieve equity for First Nations people of Queensland.

We will achieve excellence by:

- enabling **First Nations voices** to co-design policies, programs and initiatives and increasing First Nations Queenslanders representation on boards and on major governance structures
- increasing **First Nations staff** at all levels to lift the cultural capability of the public sector and provide greater opportunities for economic participation
- providing an **integrated and culturally capable public sector** to respond to the needs of Aboriginal and Torres Strait Islander peoples
- **harnessing mainstream and First Nations specific funding** to deliver outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Aboriginal and Torres Strait Islander equity with excellence embeds a 'First Nations First' approach to the design and delivery of policies, programs and services.

We know if we get this right for First Nations Queenslanders, we will get this right for all Queenslanders.

All Queensland Government departments will commit to achieving equity with excellence by contributing to the actions within this Reconciliation Action Plan.

Credit: Aboriginal and Torres Strait Islander equity with excellence is based on the First Nations Health Equity Reforms in Queensland Health which is featured in a case study on page 22.



Case study – Aboriginal and Torres Strait Islander Career Pathways Service

The Public Sector Commission in partnership with the former Department of Aboriginal and Torres Strait Islander Partnerships launched the Aboriginal and Torres Strait Islander Career Pathways Service in 2019. The service takes a human-centred design approach to address the under representation of Aboriginal and Torres Strait Islander people in leadership and decision-making roles in the sector.

The service is designed to work at the individual level supporting Aboriginal and Torres Strait Islander employees and at a system level to break down silos, create culturally safe workplaces and build a culturally capable public sector. Currently, the service supports approximately 300 participants across 19 government departments and offers access to cross-agency learning and capability development opportunities, job and mobility opportunities, and access to mentoring and networking events.

The service is currently endorsed to operate until 2025 and continues to expand each year through intakes and designing new, culturally safe and appropriate programs and resources that meet the ongoing needs of service users. This includes the Career Pathways Reciprocal Mentoring program, conversation packs for supervisors and agency representatives and the job and mobility pool launched in 2022.

Overall, the service has resulted in:

- almost half (141 of 302) of dedicated capability and development opportunities being accessed by First Nations employees and their supervisors
 - an increase of confidence of First Nations employees, and greater access to networks for First Nations employees across the sector
 - regular attendance at annual Career Pathways networking events
 - a total of 137 mobility opportunities secured by participants including 29 permanent appointments (18 of those overall mobility opportunities achieved via the Career Pathways job and mobility pool in Talent Now)
- a total of 35 First Nations and non-Indigenous leaders volunteering to provide informal mentor support to participants, supervisors and agency representatives.
- To strengthen the cultural capability of the public sector, the service works closely with supervisors of First Nations participants and agency representatives to provide access to cultural capability resources, mentors and development opportunities. The service also works closely with the Queensland First Nations Ambassadors for Change group, who play a key advisory role to ensure Career Pathways continues to deliver on the objectives of the service and meet the needs of the broader sector to address systemic barriers and build its cultural capability.



Relationships

The Queensland Government is reframing the relationship with Aboriginal and Torres Strait Islander peoples to acknowledge, embrace and celebrate First Nations Queenslanders. The Queensland Government recognises that Aboriginal and Torres Strait Islander peoples have continuing cultural rights and responsibilities as the First Nations peoples of Queensland, as Traditional Custodians and their connection to lands, winds and waters.

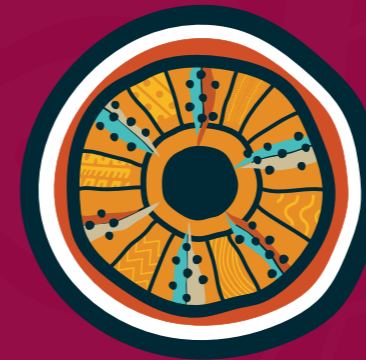
In the spirit of healing, the Queensland Government recognises the past acts of dispossession, settlement and discriminatory policies, and the cumulative acts of colonial and state governments since the commencement of colonisation, which have left an enduring legacy of economic and social disadvantage that many Aboriginal and Torres Strait Islander peoples have experienced and continue to experience.

It is time to nurture hope and optimism by focusing on strengths rather than deficits, and move from surviving to thriving. This can only be achieved by working in partnership with Aboriginal and Torres Strait Islander peoples. We must move forward together with mutual respect, recognition, and a willingness to speak the truth about our shared history. Through our continued shared commitment to reconciliation, all Queenslanders will share this journey.

Actions	Timeframe	Responsibility
1. Legislation, policies, programs and services are co-designed with Aboriginal and Torres Strait Islander peoples.	1 July 2023 – 30 June 2025	All departments
2. Implement the Path to Treaty reform agenda by working with the Interim Truth and Treaty Body to co-design the establishment of a First Nations Treaty Institute and a Truth-telling and Healing Inquiry.	1 July 2023 – 30 June 2025	DTATSIPCA - lead
3. Co-design across all stages of Queensland Indigenous Voice model with the First Nations Consultative Committee for consideration by the Queensland Government.	30 June 2025	DTATSIPCA - lead All departments
4. Implement anti-racism strategies informed by insights from the Working for Queensland survey, to support the reframing of the State's relationship with Aboriginal and Torres Strait Islander peoples under the <i>Public Sector Act 2022</i> .	1 July 2023 – 30 June 2025	PSC All departments
5. Build relationships through National Reconciliation Week celebrations.	May-June annually	All departments
6. Promote reconciliation through Queensland Government sphere of influence.	1 July 2023 – 30 June 2025	All departments
7. Deliver the annual Queensland Reconciliation Awards program to celebrate and acknowledge achievements in advancing reconciliation outcomes across Queensland.	Annually May 2023–2025	DPC – lead All departments

Reframing the Relationship

Underpinned by the principles of recognition, self-determination, respect, shared accountability, and free prior and informed consent.



Path to Treaty

Establishing the structures to support truth-telling, healing and treaty making



Indigenous Voice

Providing structures for Aboriginal and Torres Strait Islander Queenslanders to provide advice and input on strategic policy, program and legislation



Local Thriving Communities and Closing the Gap

Strengthening community voice in decision making about the investment, design and delivery of services

Case study – First Nations Health Equity

Queensland Health and the Queensland Aboriginal and Islander Health Council (QAIHC) are placing First Nations peoples and their voices at the centre of healthcare service design and delivery through *Making Tracks Together—Queensland’s Aboriginal and Torres Strait Islander Health Equity Framework*.

Making Tracks Together was released to support Hospital and Health Services develop and implement new health equity strategies. These new strategies will outline the actions Hospital and Health Services will deliver to achieve health equity, actively eliminate racial discrimination and institutional racism, and influence the social, cultural and economic determinants of health by working with Aboriginal and Torres Strait Islander organisations, health services, communities, consumers and Traditional Owners.

The voices, leadership and lived experiences of First Nations peoples are driving the health equity reform agenda.

A cornerstone of the First Nations health equity agenda is the legislative requirement passed by Queensland Parliament in 2020 and 2021 for Hospital and Health Services to co-develop and co-implement health equity strategies. For the first time a commitment to working in partnership with prescribed Aboriginal and Torres Strait Islander stakeholders is embedded in the legal framework guiding the public health system in Queensland to:

- achieve health equity and improve Aboriginal and Torres Strait Islander outcomes
- eliminate institutional racism and racial discrimination from the public health sector, and
- strengthen decision-making and power sharing arrangements with Aboriginal and Torres Strait Islander peoples.

Amendments to the *Hospital and Health Boards Act 2011* and the *Hospital and Health Boards Regulation 2012* have created the strongest public health system legislation ever enacted in Queensland’s history by requiring Hospital and Health Services to partner with Aboriginal and Torres Strait Islander peoples and organisations to design, deliver and monitor the delivery of healthcare in Queensland.

All 16 Hospital and Health Services across Queensland have published their inaugural health equity strategy, commencing their initial three-year implementation cycle.



Respect

In the past, governments have imposed policies and decisions upon Aboriginal and Torres Strait Islander peoples without taking into account their unique cultures and world views. By recognising, respecting and valuing Aboriginal and Torres Strait Islander cultures, government can avoid the mistakes of the past and provide services that deliver maximum benefits. The Queensland Government is committed to truth-telling and building connection to our shared history. In May 2023, the Queensland Government passed legislation to establish a three-year Truth-telling and Healing Inquiry to chronicle Queensland’s colonial history, the experiences of Aboriginal and Torres Strait Islander peoples and how our shared history continues to impact all Queenslanders.

Actions	Timeframe	Responsibility
<p>8. Demonstrate respect and understanding for Aboriginal and Torres Strait Islander cultures and histories by observing dates of cultural significance, including but not limited to:</p> <ul style="list-style-type: none"> • Anniversary of the National Apology • National Close the Gap Day • National Reconciliation Week including National Sorry Day and Mabo Day • Anniversary of the 1967 Referendum • Coming of the Light • NAIDOC Week • National Aboriginal and Torres Strait Islander Children’s Day • International Day of the World’s Indigenous Peoples • Indigenous Literacy Day • Anniversary of the United Nations Declaration on the Rights of Indigenous People 	Annually 1 July 2023 – 30 June 2025	All departments
<p>9. Prepare for the State’s role in Path to Treaty in Queensland by delivering and implementing a Path to Treaty Action Plan, which will drive treaty readiness priorities and actions across government particularly in truth-telling and healing, and treaty negotiation processes.</p>	1 July 2023 – 30 June 2025	DTATSIPCA and DPC – lead All departments
<p>10. Implement the <i>Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy</i> through the delivery of statewide Aboriginal and Torres Strait Islander Languages Action Plans to increase actions taken to preserve, revive and promote Aboriginal and Torres Strait Islander languages across Queensland.</p>	1 July 2023 – 30 June 2025 Publish Traffic Light reports annually	DTATSIPCA - lead All departments
<p>11. Continue to deliver a comprehensive suite of initiatives to build the cultural capability of Queensland Government employees including establishing and implementing cultural capability training for executive leadership.</p>	1 July 2023 – 30 June 2025	DTATSIPCA and PSC – co-lead All departments

Case study – Path to Treaty

Aboriginal and Torres Strait Islander peoples have lived on and cared for this land for thousands of years and assert they have never ceded their sovereignty.

Path to Treaty is a shared path—for Queenslanders to come together in a joint commitment. This path will move us forward, equally, on this land we all now share. By walking this path together, we are honouring generations of Aboriginal and Torres Strait Islander peoples who have called for self-determination, truth-telling and agreement-making.

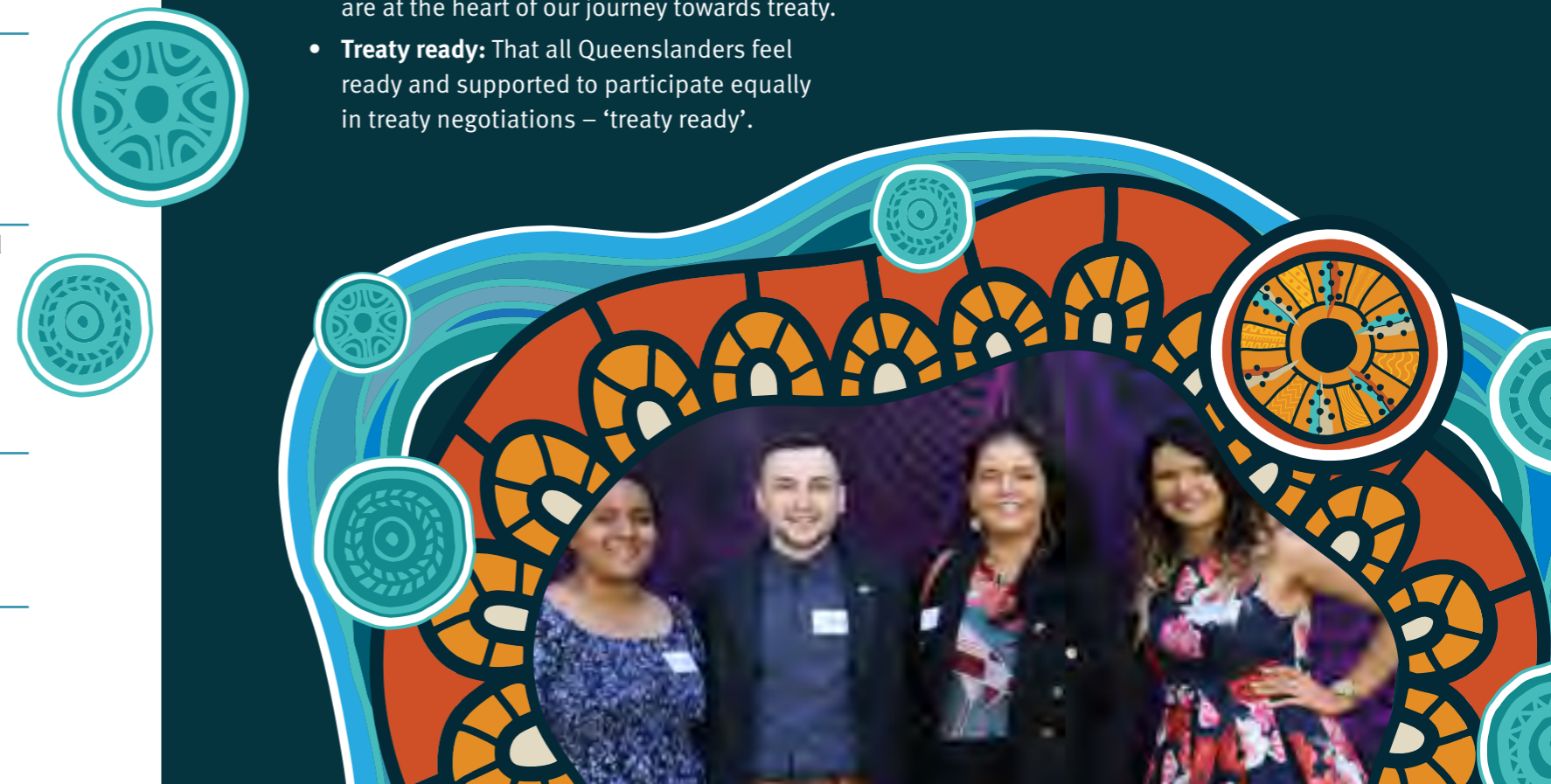
Queensland’s Path to Treaty journey began with the release of the *Statement of Commitment* in 2019, to reframe the relationship between the Queensland Government and Aboriginal and Torres Strait Islander peoples. This was followed by an Eminent Panel that started the treaty conversation with the support of a Treaty Working Group and public consultations on what a treaty or treaties might mean to all Queenslanders.

There was great support for a treaty from communities across the state with three major themes:

- **Inclusion:** Treaty is a conversation for all Queenslanders, both Indigenous and non-Indigenous.
- **Reconciliation:** Truth-telling and healing are at the heart of our journey towards treaty.
- **Treaty ready:** That all Queenslanders feel ready and supported to participate equally in treaty negotiations – ‘treaty ready’.

The Queensland Government is committed to:

- establishing a First Nations Treaty Institute to support Aboriginal and Torres Strait Islander peoples to develop and provide a framework for Aboriginal and Torres Strait Islander peoples to prepare for and commence treaty negotiations with the Queensland Government
- convening a Truth-telling and Healing Inquiry to inquire into and report on the impacts of colonisation on Aboriginal and Torres Strait Islander peoples
- A \$300M Path to Treaty Fund to support Path to Treaty actions.



Opportunities

The Queensland Government, comprising over 288,000 employees across the state, has the power to leverage our extensive reach through our policies, programs and services throughout Queensland to work in partnership with First Nations Queenslanders and communities to achieve equity for Aboriginal and Torres Strait Islander peoples. We will continue to build an inclusive, respectful, and culturally capable workforce in the Queensland Public Sector and we will increase opportunities for economic participation of Aboriginal and Torres Strait Islander peoples in the Queensland economy to deliver real benefits for individuals, families and communities.

Actions	Timeframe	Responsibility
12. Support efforts to showcase the unique and ancient history of two of the world's oldest living cultures and ensure that Aboriginal and Torres Strait Islander people and businesses play an important role in planning and delivering the Brisbane 2032 Olympic and Paralympic Games.	1 July 2023 – 30 June 2025	DTATSIPCA – lead All departments
13. Develop a new Queensland Government First Nations Economic Strategy providing a long-term strategic framework on how the Queensland Government will work in genuine partnership with Aboriginal and Torres Strait Islander Queenslanders, community, industry, businesses and other stakeholders to support First Nations peoples' economic outcomes and opportunities.	December 2023	DTATSIPCA
14. Increase spend with Aboriginal and Torres Strait Islander owned businesses; and increase the number of Aboriginal and Torres Strait Islander owned businesses that provide goods and services to the Queensland Government.	1 July 2023 – 30 June 2025	DTATSIPCA and DEPW – co-lead All departments
15. Increase the percentage and progression of Aboriginal and Torres Strait Islander employees in the Queensland Government.	1 July 2023 – 30 June 2025	PSC - lead All departments
16. Increase the percentage of Aboriginal and Torres Strait Islander employees in leadership and executive roles in the Queensland Government.	1 July 2023 – 30 June 2025	PSC and DTATSIPCA – co-lead All departments

Case study – Brisbane 2032 Olympic and Paralympic Games

In 2032, Queensland will host the Brisbane 2032 Olympic and Paralympic Games. As host, Queensland is set to benefit from the boost to the state's economy and the creation of jobs and investment. In collaboration with the Organising Committee for the Brisbane 2032 Olympic and Paralympic Games and the Brisbane 2032 Coordination Office, all Queensland Government departments will work to support efforts to showcase the unique and ancient history of two of the world's oldest living cultures and ensure that Aboriginal and Torres Strait Islander people and businesses play an important role in planning and delivering the Brisbane 2032 Olympic and Paralympic Games.

We aim to:

- maximise economic and social development opportunities for First Nations peoples
- ensure First Nations engagement and input into the policy development and implementation, engagement and promotion of all Brisbane 2032 programs and projects
- facilitate fair and inclusive employment, procurement and contracting guidelines for First Nations peoples inclusion
- promote social cohesion and inclusivity through sport, advancing First Nations culture and reconciliation supporting knowledge and skills transfer.

The Brisbane 2032 Olympic and Paralympic Games has formally committed to the International Olympic Committee to the following:

- At least one of the Independent Directors appointed to the Brisbane 2032 Organising Committee will be a First Nations person.
- Brisbane 2032 procurement and associated initiatives will support economic and social development opportunities for Aboriginal and Torres Strait Islander peoples.
- A four-year program of cultural showcasing, events and activities for Brisbane 2032 will be developed to foster celebration and learning from the world's oldest continuous cultures.

It is envisaged Brisbane 2032 will leverage the convening power of the Games to advance reconciliation, promote self-determination and strengthen partnerships to influence and inspire lasting change.



Accountability and Governance

Queenslanders will be able to measure progress toward reconciliation through Queensland Government actions across four key areas: relationships, respect, opportunities, and accountability and governance. The Cultural Agency Leaders committee, led by senior Queensland public sector representatives, will oversee the implementation of *Reconciliation Action Plan*. Accountability will be further bolstered by the new *Public Sector Act 2022* that embeds reframing the relationship approach into legislation. The *Public Sector Act 2022* provides a framework to establish a culturally capable workforce and culturally safe workplaces that support the government in reframing its relationship with Aboriginal and Torres Strait Islander peoples—as well as creating a public sector that ensures fairness in the employment and treatment of all employees. The *Public Sector Act 2022* requires all department's to commit to a Reframing the Relationship Plan.

Actions	Timeframe	Responsibility
17. Develop, publish, implement and audit annual performance on a Reframing the Relationship plan that promotes cultural capability and cultural safety, and reflects the Queensland Government's commitment to reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders.	1 July 2023 – 30 June 2025 Audit annually	All departments
18. Directors-General will have a reconciliation key performance indicator included in their individual executive performance agreements.	From 1 July 2023	PSC
19. Cultural Agency Leaders committee meetings held to monitor reconciliation progress.	Quarterly	DTATSIPCA – lead All departments
20. Publish an Annual Report that includes information on progress against each action.	Annually 2023–2025	DTATSIPCA - lead All departments
21. Participate in Reconciliation Australia's Reconciliation Action Plan Impact Measurement Questionnaire.	September 2023–2025	DTATSIPCA
22. Submit a consolidated traffic light report covering the duration of the Reconciliation Action Plan to Reconciliation Australia.	June 2025	DTATSIPCA - lead All department
23. Meetings with Reconciliation Australia to discuss Reconciliation Action Plan progress.	Biannually 2023–2025	DTATSIPCA - lead
24. Investigate participation in Reconciliation Australia's Workplace Reconciliation Action Plan Barometer	May 2024	DTATSIPCA – lead

Case study – Public Sector Reform

The Queensland *Public Sector Act 2022* commenced on 1 March 2023 and affirms the Queensland Government's commitment to reframing the relationship with Aboriginal and Torres Strait Islander peoples as well as creating a public sector that ensures fairness in employment and treatment of employees.

The *Public Service Act 2022* requires public sector organisations to take steps to ensure they create a culturally capable workforce, and culturally safe workplaces. This capability is built by learning about the experiences and aspirations of Aboriginal and Torres Strait Islander peoples, and integrating this knowledge into workplace standards, policies, practices and attitudes.

Through the *Public Sector Act 2022*, Queensland will create a nation-leading framework requiring all chief executives of public sector entities, including statutory and other entities, to take steps to promote equity, diversity, respect and inclusion. The *Public Sector Act 2022* also strengthens accountability for and oversight of those requirements for public sector employees.

Public service departments must also develop and publish a Reframing the Relationship Plan. Each plan will identify measures for developing cultural capability and annual performance audits will hold the government to account for delivering outcomes under the Reframing the Relationship Plans.

Increasing the proportion and seniority of Aboriginal and Torres Strait Islander employees will also play a critical role in leading the transformation of the public sector. In 2023, the CEO Leadership Board increased the sector-wide target for the representation of Aboriginal and Torres Strait Islander employees to 4 per cent by 2026.



Glossary

CAL	Cultural Agency Leaders committee. The committee membership includes senior executives across the Queensland Government and Reconciliation Queensland. It meets quarterly to drive reconciliation actions and develop strategies to respond to any issues. Membership of CAL includes Aboriginal and Torres Strait Islander peoples.
DCSSDS	Department of Child Safety, Seniors and Disability Services
DOH	Department of Housing
DOE	Department of Education
DYJESBT	Department of Youth Justice, Employment, Small Business and Training
DEPW	Department of Energy and Public Works
DES	Department of Environment and Science
DFES	Department of Fire and Emergency Services
DJAG	Department of Justice and Attorney General
DPC	Department of the Premier and Cabinet
PSC	Public Sector Commission
DRDMW	Department of Regional Development, Manufacturing and Water
DOR	Department of Resources
DSDILGP	Department of State Development, Infrastructure, Local Government and Planning
DTATSIPCA	Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts
DTIS	Department of Tourism, Innovation and Sport
DTMR	Department of Transport and Main Roads
QH	Queensland Health
QT	Queensland Treasury
QCS	Queensland Corrective Services
QPS	Queensland Police Service





Further Information

To download a copy of the *Queensland Government's Reconciliation Action Plan 2023–2025* progress and reporting please visit: www.qld.gov.au/RAP

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