

Reframing the Relationship Plan

2023-24

Department of Treaty, Aboriginal and Torres Strait Islander Partnerships,
Communities and the Arts

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Acknowledgement of Country

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

We acknowledge that it is our shared responsibility, as individuals, communities, and governments, to collectively ensure equity, recognition, and leadership support for Aboriginal and Torres Strait Islander Queenslanders, continues the progress towards self-determination, in 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 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.

Introduction

The Queensland Government acknowledges and respects the unique cultures, histories, and ongoing contributions of Aboriginal and Torres Strait Islander peoples and is committed to building relationships with Aboriginal and Torres Strait Islander peoples based on fairness, inclusivity, dignity and belonging.

The *Public Sector Act 2022* (the Act) acknowledges that public sector organisations have a unique role and obligation to reframe relationships and recognise the importance of self-determination for Aboriginal and Torres Strait Islander peoples.

Under the Act, prescribed entities must develop a Reframing the Relationship Plan (the Plan) that reflects the Government's commitment to a reframed relationship with Aboriginal and Torres Strait Islander peoples. The Plan:

- is mandated by the Act for prescribed entities.
- requires entities to develop, approve, publish, implement, and audit annual performance.
- must be reviewed and updated annually by the Chief Executive of each individual entity as soon as practicable after the end of each financial year, in line with the Act under S23(3) and S23(4)(a).
- ensures greater accountability of entities through publication of the plan on their entity's website.
- enables the streamlining of reporting.

Delivery against our commitments will be through the Department's Board of Management, ensuring there is strategic oversight and commitment at the highest levels of leadership within the Department.

The Plan will be reviewed annually.

Purpose

In Queensland, Aboriginal and Torres Strait Islander peoples constituted 4.6% of the population (over 237,000 individuals) in 2021, up from 186,000 in 2016. On average, Aboriginal and Torres Strait Islander Queenslanders are younger than the rest of the population, with over 50% of the cohort being aged 25 or younger at the 2021 Census. Because of this, our Aboriginal and Torres Strait Islander young people have an important part to play on our journey towards reframing the relationship.

The Plan fulfills Action 17 of the Queensland Government Reconciliation Action Plan 2023-2025 and replaces our previous Cultural Capability Action Plan 2021-2022. The Plan also aligns with the *Human Rights Act 2019* (Qld) and supports the department's direction towards Treaty readiness.

By developing and implementing our Plan, the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts has the opportunity to acknowledge and build on our cultural capability, our cultural intelligence, our cultural safety and genuine community engagement practices, to ensure that the voice of Aboriginal communities and Torres Strait Islander communities are heard and that advice to government results in the delivery of impactful and positive services to Aboriginal and Torres Strait Islander people and communities.

Overview

Core components of the Plan are:

1 Recognition, Honouring and Truth-telling

Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.

Engaging in truth-telling about the shared history of all Australians.

2 Self-Determination

Recognising the importance of the right to self-determination to Aboriginal peoples and Torres Strait Islander peoples.

3 Partnerships and Decision-Making

Supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector.

Working in partnership to actively promote, include and act, in a way that recognises cultural perspectives, particularly when making decisions that directly affect Aboriginal and Torres Strait Islander peoples.

4 Cultural Capability and Safety

Promoting cultural safety and cultural capability at all levels of the public sector.

Ensuring the workforce and leadership of the entities are reflective of the community they serve.

5 Fair and Inclusive

Promoting a fair and inclusive public sector that supports a sense of dignity, pride and belonging for Aboriginal peoples and Torres Strait Islander peoples.

Actions

1 Recognition, Honouring and Truth-telling

Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.

Engaging in truth-telling about the shared history of all Australians.

- Facilitate the telling of First Nations stories and sharing of cultural knowledge.
- Provide Aboriginal peoples and Torres Strait Islander peoples, and their representatives, with access to departmental historical records related to community and personal histories.
- Provide advice to departments to inform Aboriginal and Torres Strait Islander impact assessments for proposed policies, programs, and legislation.
- Support delivery of Closing the Gap and whole-of-Government responses through implementation plans and reporting.
- Partner with the Public Sector Commission (PSC) to embed Closing the Gap and Reframing the Relationship principles into all Executive Performance Agreements (at the sector level, and the department level) with measurable and tangible outcomes.
- Develop, promote and encourage staff participation in a First Nations calendar of events, in conjunction with Paiabun Yari network.

2 Self-Determination

Recognising the importance of the right to self-determination to Aboriginal peoples and Torres Strait Islander peoples.

- Continue the work of the First Nations Arts and Cultures Panel and the new peer assessment approach, including 50% representation on all peer assessment panels and 100% representation for First Nations focussed programs.
- Work in partnership with Aboriginal and Torres Strait Islander communities to establish community-led, co-designed service delivery responses through the implementation of Local Decision-Making Bodies.
- Progress an Indigenous Expenditure Review under the National Agreement on Closing the Gap.
- Support community decision making through Investment Mapping.
- Establish First Nations Public Records Advisory Group.

3 Partnerships and Decision-Making

Supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector.

Working in partnership to actively promote, include and act, in a way that recognises cultural perspectives, particularly when making decisions that directly affect Aboriginal and Torres Strait Islander peoples.

- Lead the implementation of refreshed governance arrangements for Closing the Gap, that embeds partnerships and shared decision making with First Nations peoples.
- Develop and release a new First Nations economic development strategy, that also serves to promote economic empowerment and self-determination including through public sector employment pathways.
- Co-design the Brisbane 2032 (Olympic and Paralympic) First Nations Program Delivery Plan with Aboriginal peoples and Torres Strait Islander peoples.
- Facilitate the inclusion of Aboriginal peoples and Torres Strait Islander peoples in co-design processes for the development, implementation and evaluation of policies and programs across a wide range of Queensland Government portfolios.
- Strengthen ethical production and distribution pipelines to grow audiences and markets for First Nations arts and cultural work.
- Lead implementation of the Queensland Indigenous Procurement Policy to improve economic outcomes for Aboriginal peoples and Torres Strait Islander peoples and Aboriginal and Torres Strait Islander owned businesses.

4 Cultural Capability and Safety

Promoting cultural safety and cultural capability at all levels of the public sector.

Ensuring the workforce and leadership of the entities are reflective of the community they serve.

- Establish Data Sovereignty, Cultural Intellectual property protocols.
- Advocate and facilitate employment and career development pathways in the public sector for alumni of the Queensland Indigenous Youth Leadership Program.
- Promote and support the implementation of the Cultural Engagement Framework to guide the Government and sector in working with Aboriginal and Torres Strait Islander arts and cultures.
- Review the Cultural Capability Framework and partner with the PSC in relation to building a sector-wide framework for cultural capability training provision.
- Develop a coordinated approach to trauma informed practice and support for Queensland Government employees preparing for and participating in truth-telling.
- Review internal complaints processes to ensure matters are dealt with from an Indigenous perspective where appropriate and embed considerations of the psychosocial impacts on First Nations staff, such as lateral violence, systemic racism, and cultural load.

5 Fair and Inclusive

Promoting a fair and inclusive public sector that supports a sense of dignity, pride and belonging for Aboriginal peoples and Torres Strait Islander peoples.

- Partner with the PSC to increase the percentage of Aboriginal and Torres Strait Islander employees in leadership and executive roles in the Queensland Government.
- Create content with Aboriginal and/or Torres Strait Islander young people that promotes respect, understanding, and valuing of Aboriginal and Torres Strait Islander cultures, histories, and contributions that can be shared departmentally.
- Lead coordination across all levels of Government in streamlining funding models to benefit First Nations artists and organisations.
- Enhance the cultural capability portal to facilitate sharing of resources, research, achievements, and best practice.
- Formalise the role of Paiabun Yari network as the agency's support body for Aboriginal and Torres Strait Islander employees and formalise an Aboriginal and Torres Strait Islander reference group.
- Embed Reframing the Relationship principles into all relevant departmental policies and governance processes.