



QUEENSLAND GOVERNMENT
RECONCILIATION ACTION PLAN 2018–2022 (extended)

ANNUAL REPORT 2020–2021

RELATIONSHIPS | RESPECT | OPPORTUNITIES



Queensland
Government



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 2018–2022*. 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 bring together a shared journey of reconciliation.

Leigh Harris and Teho Ropeyarn

Ingeous Studio artists

Acknowledgement

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 Australians—give strength, inspiration and courage to current and future generations, both Indigenous and non-Indigenous, towards creating a better Queensland.

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

On behalf of the Queensland Government, we offer a genuine commitment to fearlessly represent, advocate for, and promote, the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

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

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MESSAGE FROM THE PREMIER OF QUEENSLAND

I am pleased to share the *Stretch Queensland Government Reconciliation Action Plan Annual Report 2020–2021*.

The *Reconciliation Action Plan* continues the journey to recognise the past and reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders for a reconciled shared future.

The 2018–2022 Reconciliation Action Plan contains 18 actions and 69 targets with 6 new targets added from 2019–2021. It is pleasing that 5 out of the 18 actions are completed, and 33 out of the 75 targets met. Every Queensland Government department and agency has contributed towards fulfilling these actions and targets.

As the state's largest employer, the Queensland Government is committed to leading by example through inclusive employment opportunities. Our workforce includes 7,027 individuals or 2.49 per cent who identify as Aboriginal and/or Torres Strait Islander, an increase on the June 2018 figure of 2.13 per cent, when the Queensland Government's *Reconciliation Action Plan* was first launched. This is a promising trend towards closing the gap in employment outcomes for our First Nations Queenslanders.

We have celebrated some important milestones in our reconciliation journey even though we also experienced challenges in executing our plans over the past 12 months.

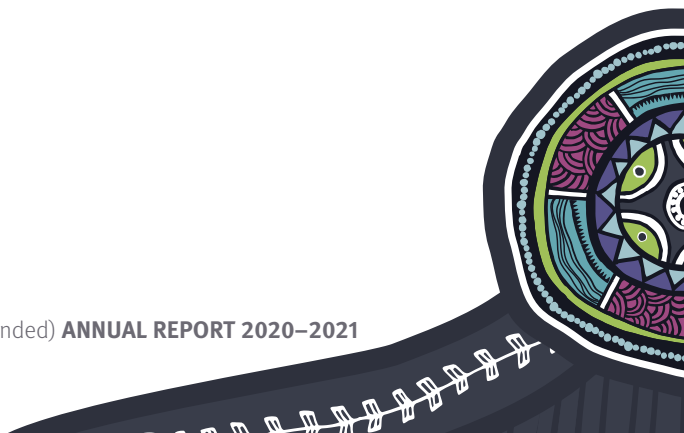
This year, we celebrated Reconciliation Australia's 20th anniversary, and commemorated the 30th anniversary of the Royal Commission into Aboriginal Deaths in Custody and the establishment of the Council for Aboriginal Reconciliation.

Progressing Queensland's Path to Treaty is among our highest priorities in our journey to reconciliation. That is why the Queensland Government has established a Path to Treaty Fund as a demonstration of our genuine commitment to reconciliation and healing.

Reconciliation involves all Queenslanders and is at the heart of Queensland's Path to Treaty. There is a place for all Queenslanders on our shared journey towards a more fair, inclusive, and respectful future.

I trust this report inspires further action on our reconciliation journey and will work to build a more just and inclusive future for Aboriginal and Torres Strait Islander Queenslanders.

The Honourable Anastacia Palaszczuk MP
Premier and Minister for the Olympics





MESSAGE FROM THE MINISTER

This *Stretch Queensland Government Reconciliation Action Plan Annual Report 2020–2021* demonstrates the Queensland Government’s collective efforts to make Queensland a more just, equitable and reconciled state.

The Queensland Government is dedicated to a new way of working together with Aboriginal peoples and Torres Strait Islander peoples and delivering real change and real outcomes through a genuine partnership approach.

The work accomplished through the *Reconciliation Action Plan* highlights that more Aboriginal and Torres Strait Islander voices are at the table for local decision-making and we have a co-design approach for policy development and delivery of programs and services for Aboriginal and Torres Strait Islander Queenslanders.

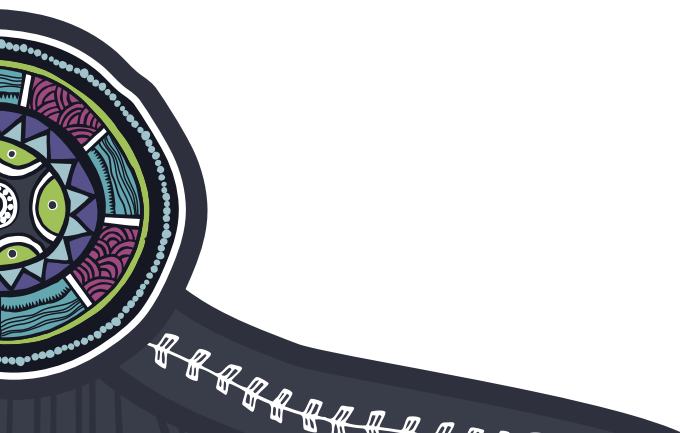
Key highlights for 2020–2021 that demonstrated this work included:

- Launched in July 2020, the *National Agreement on Closing the Gap* is the first of its kind to be developed in partnership with First Nations people, represented by the national Coalition of Peak Aboriginal and Torres Strait Islander Organisations. The Queensland Government has allocated \$9.3 million over four years to implement the National Agreement.
- In September 2020, the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* was passed in Queensland Parliament and the inaugural commissioner was appointed in June 2021.
- On 12 February 2021, the Treaty Advancement Committee was established, to engage with all Queenslanders in shaping the next steps and providing a report to the Queensland Government on options for implementation of the Path to Treaty recommendations.
- On 26 May 2021, Aboriginal and Torres Strait Islander Housing Queensland was launched, to work with Aboriginal and Torres Strait Islander community housing organisations and councils to improve housing outcomes for First Nations families and communities.

Whole-of-government engagement, dedication, determination and effort will continue to create change in the lives of Aboriginal and Torres Strait Islander Queenslanders.

The Honourable Craig Crawford MP

Minister for Seniors and Disability Services and
Minister for Aboriginal and Torres Strait Islander Partnerships



OVERVIEW OF OUR STRETCH RAP

The *Stretch Queensland Government Reconciliation Action Plan 2018–2022 (RAP)*, launched in May 2018, provides a unique opportunity to recognise and celebrate the major achievements towards reconciliation with Aboriginal and Torres Strait Islander Queenslanders.

Due to the impacts of the global COVID-19 pandemic, the RAP was extended from 30 June 2021 to 31 December 2022. The Queensland Government is undertaking an evaluation of its Stretch RAP, and the outcomes and learnings of the evaluation will be considered in the proposed development of a next Queensland Government RAP.

The RAP is a living document and relates to the initiatives and actions of the Queensland Government in its journey towards reconciliation with Aboriginal peoples and Torres Strait Islander peoples. Following the second report, the RAP was refreshed with adjustments for machinery-of-government changes and COVID-19 pandemic.

The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) is responsible for overseeing and coordinating RAP implementation through the Cultural Agency Leaders Committee (CAL). The CAL contributes to the achievement of government commitments and service delivery priorities to Aboriginal peoples and Torres Strait Islander peoples, identified in the annual CAL workplan.

The 2021 CAL workplan was realigned to the Queensland Government's Tracks to Treaty agenda. A keystone of Tracks to Treaty is the *Statement of Commitment* to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders. Tracks to Treaty includes the Path to Treaty and Local Thriving Communities (LTC) reform agendas.

DSDSATSIP continues leading the implementation of whole-of-government policies, programs and initiatives that promote reconciliation, including provision of funding for Reconciliation Queensland Incorporated (RQI) and the implementation of the Celebrating Reconciliation Grants Program. These activities drive improved outcomes for Aboriginal and Torres Strait Islander Queenslanders as a foundation for equality.

The RAP continues the journey to recognise the past and reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders for a reconciled shared future.

MEASURING SUCCESS

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."

Stretch Queensland Government Reconciliation Action Plan 2018–2022

The Queensland Government is pressing ahead with a Path to Treaty process that reframes the relationships between Aboriginal peoples and Torres Strait Islander peoples and non-Indigenous Queenslanders. Reconciliation is a long-term commitment to building a better future for all Queenslanders.

We are committed to a new way of working together, delivering real change and real outcomes through a genuine partnership approach and to continue the journey to reconciliation. We will move forward together with mutual respect, recognition and a willingness to speak the truth about our shared history.

The RAP outlines our commitment to responsive policy development and the delivery of programs and services for Aboriginal and Torres Strait Islander Queenslanders.

We measure our success and learnings through:

- annual reporting on actions and targets of the RAP available publicly in an annual report
- governance via CAL Committee who meet quarterly and aligns to a CAL work plan
- RAP evaluation (\$200,000 investment through external evaluators).

Queenslanders will be able to understand our progress towards reconciliation through the actions of the 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.

Reconciliation Australia

Reconciliation Australia (RA) is the national lead organisation for reconciliation in Australia. RA partner with business, government, education and community sectors to achieve their vision for a just, equitable and reconciled Australia.

RA defines reconciliation as having five dimensions:

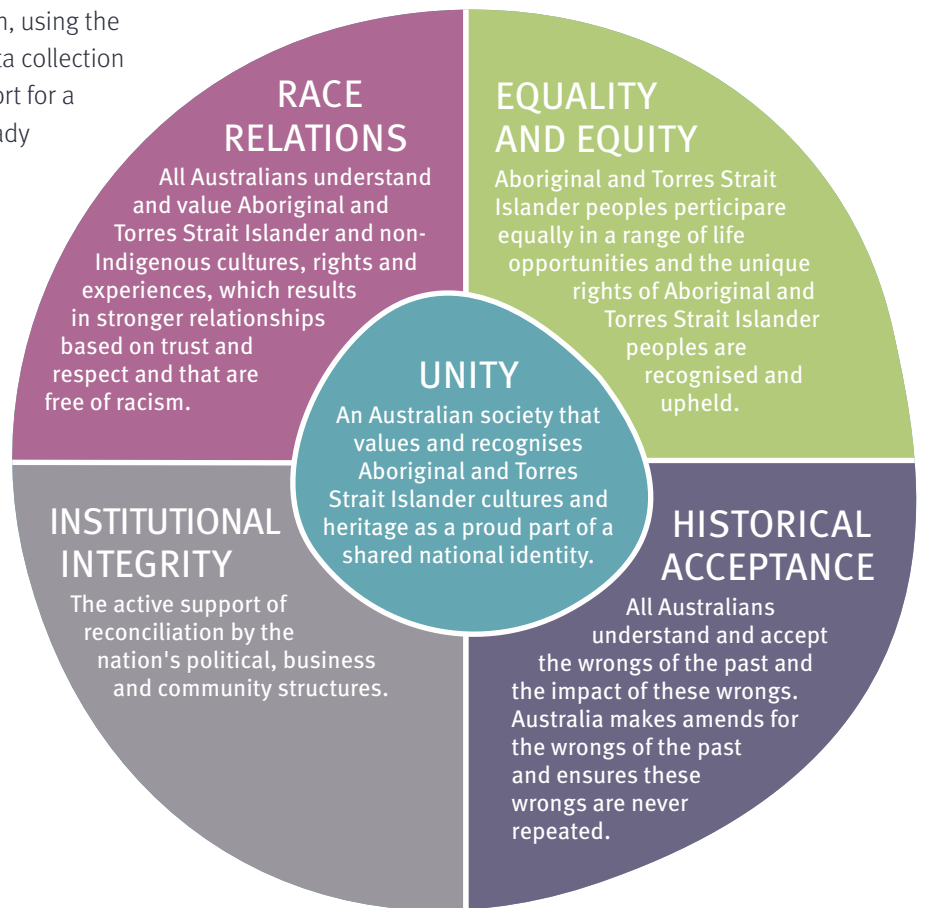
- race relations
- equality and equity
- institutional integrity
- unity
- historical acceptance.

These five dimensions are interrelated, and reconciliation can only be made if progress is made across all dimensions.

The Australian Reconciliation Barometer (ARB) is a biennial, national research study, undertaken by RA since 2008. The ARB measures attitudes towards reconciliation, using the five dimensions of reconciliation to inform data collection and analysis. The 2020 ARB shows that support for a reconciled nation is higher than ever with steady improvement across most measures. However, inequality and racism against Aboriginal peoples and Torres Strait Islander peoples still stand in our way.

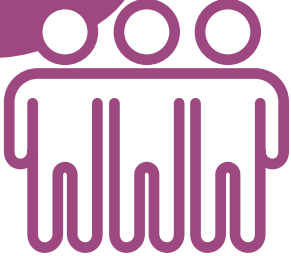
RA acknowledges the potential impact of the COVID-19 pandemic in Australia during the survey period for the 2020 ARB. The advent of heightened awareness and sentiments around the global and local Black Lives Matter movement, and the Juukan Gorge destruction may also have influenced attitudes to reconciliation and other issues.

The 2020 ARB surveyed a national sample of 2,483 residents (495 Aboriginal peoples and Torres Strait Islander peoples and 1,988 general community members) across all states and territories. The 2020 ARB tells us that support for reconciliation is growing and more Australians know how to get involved. Almost all Australians—Aboriginal peoples and Torres Strait Islander peoples and people in the community—believe the relationship between each other is important.



Findings by dimension (Queensland)

RACE RELATIONS




69%
of the general community believe Aboriginal peoples and Torres Strait Islander peoples **have very/fairly low trust for other Queenslanders**

60%
of the general community believe the general community have **very/fairly low trust for Aboriginal peoples and Torres Strait Islander peoples**

66%
of the general community believe it is **very important for Aboriginal peoples and Torres Strait Islander peoples to have a voice**

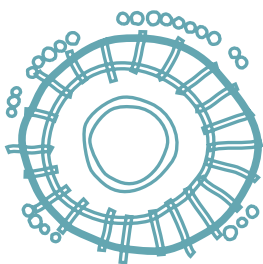


HISTORICAL ACCEPTANCE

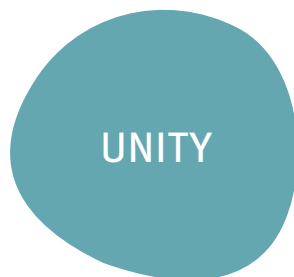


52%
of the general community believe it is **very important to learn about the past issues** of European settlement and government policies experienced by Aboriginal peoples and Torres Strait Islander peoples

52%
of the general community believe it is **very important to undertake formal truth-telling processes**



36%
of the general community believe they have **a fairly high level of knowledge about the histories of Aboriginal peoples and Torres Strait Islander peoples**



46%
of the general community believe they have **a fairly low level of knowledge about the histories of Aboriginal peoples and Torres Strait Islander peoples**



Institutional integrity
No Queensland data available

81%
of the general community believe it is **fairly/very important Aboriginal and Torres Strait Islander histories and cultures are a compulsory part of the school curriculum**

The results of the 2020 ARB, while reaffirming increased public understanding of First Nations histories and cultures, and increased support for reconciliation and justice, also indicate more progress is needed for reconciliation to be achieved.

Workforce data

The Queensland Government recognises that the increased economic participation of Aboriginal and Torres Strait Islander Queenslanders results in significant social and economic benefits for all Queenslanders. These benefits extend to individuals, families, communities, businesses and the broader community.

Launched in September 2016, *Moving Ahead – A strategic approach to increasing the participation of Aboriginal peoples and Torres Strait Islander peoples in Queensland's economy (Moving Ahead)*, is a whole-of-government strategy to improve economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders.

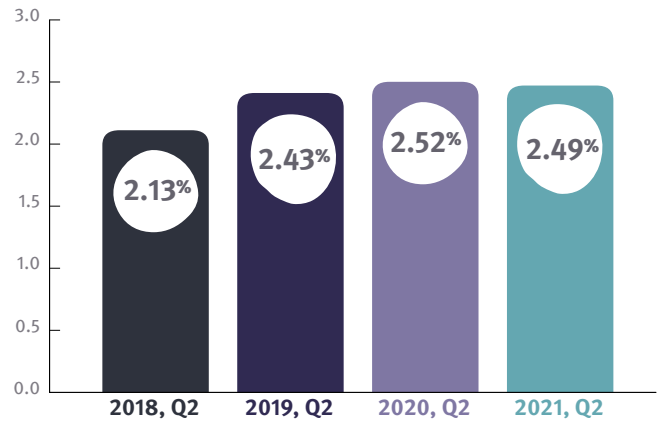
The Queensland Government is committed to increasing the proportion of Aboriginal peoples and Torres Strait Islander peoples working in the Queensland public sector. Under the Queensland Government's Public Sector Workforce Strategy, all Queensland Government agencies are required to improve their practices in attracting, recruiting, developing and retaining Aboriginal and Torres Strait Islander staff. These practices contribute to an aggregate target where 3 per cent of the Queensland public sector workforce identify as First Nations people by 2022.

Noteworthy achievements are being made under the Workforce Strategy. As at June 2021, data provided by the Public Service Commission reported the proportion of Queensland Government employees who identified as Aboriginal peoples and Torres Strait Islander peoples was 2.49 per cent. This is an increase on the June 2018 figure of 2.13 per cent, at the time of the launch of the Queensland Government's RAP.

The proportion of employees who identified as Aboriginal peoples and Torres Strait Islander peoples has displayed a positive trend, for three consecutive years of reporting: at June 2018, 2.13 per cent of the public sector workforce identified as Aboriginal peoples and Torres Strait Islander peoples, increasing to 2.43 per cent in June 2019 and 2.52 per cent in June 2020. There is a slight drop to 2.49 per cent of the public sector workforce who identified as Aboriginal peoples and Torres Strait Islander peoples in June 2021.

It is important to note the impact of the Queensland Government's savings and debt plan on recruitment settings in the Queensland public sector. In July 2020, full-time equivalent (FTE) management policies were implemented which limited the recruitment of most non-frontline roles to existing public sector employees. These settings were modified in early 2021, to allow agencies to recruit externally where a recruitment plan was in place to support the employment of Aboriginal peoples and Torres Strait Islander peoples and/or people with a disability.

Representation of Aboriginal and Torres Strait Islander employees in the Queensland public sector, for the four years to June 2021



Noting the potential impact going forward, DSATSIP is proactively progressing key reforms to support Queensland Government agencies in achieving the three per cent target.

Closing the Gap

Launched in July 2020, the *National Agreement on Closing the Gap* is the first agreement of its kind to be developed in partnership with First Nations people, represented by the national Coalition of Peak Aboriginal and Torres Strait Islander Organisations (Coalition of Peaks). In addition to funding provided to various agencies for services that promote progress against the closing the gap targets, the Queensland Government has allocated \$9.3 million over four years to implement the National Agreement.

The objective of the National Agreement is to improve the life outcomes and wellbeing of Aboriginal peoples and Torres Strait Islander peoples. The following four key priority reforms will guide a shift in how government develops and implements policies and programs and provide the foundation for a genuine partnership between Aboriginal and Torres Strait Islander Queenslanders and government. They are:

- formal partnerships and shared decision-making
- building the community-controlled sector
- transforming government organisations
- shared access to data and information at a regional level.

The National Agreement acknowledges the ongoing strength and resilience of Aboriginal peoples and Torres Strait Islander peoples in sustaining the world's oldest living cultures. Closing the Gap priorities and targets are

underpinned by the belief that when Aboriginal peoples and Torres Strait Islander peoples have a genuine say in the design and delivery of policies, programs and services that affect them, better life outcomes are achieved. It also recognises that structural change in the way governments work with Aboriginal peoples and Torres Strait Islander peoples is needed to close the gap.

In March 2021, the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) was formed by peak organisations to drive implementation of the National Agreement. QATSIC co-chairs the Queensland Closing the Gap Partnership Committee, which also comprises senior representatives from relevant Queensland agencies, as the major governance mechanism for Closing the Gap initiatives in Queensland.

Progress towards the four priorities and 17 socio-economic targets will be published annually on the national Closing the Gap data dashboard, established by the Queensland Productivity Commission in June 2021.

Path to Treaty

Consultations across the state in 2019 found significant support to proceed on a Path to Treaty and identified key areas for action. This included the need for a truth-telling and healing process and building the capacity of First Nations people to equitably participate in a Treaty process.

Based on these findings, the Eminent Panel made recommendations to the Queensland Government in February and May 2020. The principal recommendation was for the Queensland Government to proceed on a Path to Treaty with the ultimate aim of reaching a treaty or treaties with First Nations people. In response to the Eminent Panel recommendations, the Queensland Government committed to a treaty-making process with First Nations Queenslanders.

In August 2020, the Queensland Government released the Treaty *Statement of Commitment* and committed to establishing the Treaty Advancement Committee to provide advice to Government on options for implementation of the Eminent Panel recommendations. The Treaty Advancement Committee was established on 12 February 2021 and will report to government in late 2021.

In the 2021-22 Budget, the Queensland Government also committed to establishing a Path to Treaty Fund, as a major investment in reconciliation and healing. The returns from the fund will be used to progress Queensland's Path to Treaty.

Local Thriving Communities

LTC is the Queensland Government's response to the Queensland Productivity Commission's inquiry into service delivery in the state's 19 remote and discrete Aboriginal and Torres Strait Islander communities. LTC is a long term, systemic reform that is about a different way of government and community working together. It requires a high expectations relationship between government and community so service design and delivery better meets the needs of each community.

In 2020–2021, key achievements included:

- On 17 March 2021, the Joint Coordinating Committee (JCC) met in Yarrabah, followed by a community engagement between community leaders, senior executives from key Queensland Government agencies and the National Indigenous Australians Agency. This engagement resulted in leaders enhancing their cultural capability, furthering their understanding about existing strengths of local leadership, who hold a depth of knowledge; and playing a lead role in decision-making about investment and services for their community.
- On 30 April 2021, Mapoon Aboriginal Shire Council formalised the Interim Mapoon Local Thriving Communities Advisory Committee and endorsed their Terms of Reference signifying the first interim local decision-making body to be established. There was significant progress on community led leadership models and engagement in other communities including Coen, Kowanyama, Napranum and Pormpuraaw.
- DSDSATSIP provided \$10,000 grants to each remote and discrete Aboriginal and Torres Strait Islander Councils and Coen and Mossman Gorge to enhance community engagement, and support leadership development and local decision-making in the design and delivery of government services.
- Provided grant funding of \$140,000 to Torres Cape Indigenous Council Alliance to support increased collaboration and strategic engagement opportunities with member councils from Cape York, Torres Strait and the Gulf regions.

Meriba Omasker Kaziw Kazipa

The *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* (the Act) was passed in Queensland Parliament in September 2020. The Act reconciles Western law with Torres Strait Islander cultural lore and provides a process for Torres Strait Islander families to apply for the legal recognition of Torres Strait Islander traditional child rearing practice.

“In 2020, the Queensland Government undertook historic, nation-leading steps to recognise Torres Strait Islander traditional child rearing practice in law. Today, Torres Strait Islander people are able to apply for this legal recognition.”

Legally recognising Torres Strait Islander traditional child rearing practice is a momentous step forward in the Queensland Government’s journey to a reframed relationship with First Nations people and acknowledges the strength of Torres Strait Islander culture. This is a major achievement in our journey towards reconciliation.

On 11 June 2021, Mr C’Zarke Maza was appointed as the inaugural Commissioner (Meriba Omasker Kaziw Kazipa). Commissioner Maza is a Torres Strait Islander person and has a deep understanding of the diversity and sensitivity of traditional child rearing practice. Commissioner Maza will independently consider applications for the legal recognition of Torres Strait Islander traditional child rearing practice and decide whether to make Cultural Recognition Orders. The making of a Cultural Recognition Order will permanently transfer parentage to the cultural parents legally recognising the practice.

Working together towards reconciliation

To achieve reconciliation, consultations and engagement with Aboriginal peoples and Torres Strait Islander peoples need to be fostered. Without the expertise, guidance and commitment of Aboriginal peoples and Torres Strait Islander peoples, and other visionaries, the Queensland Government’s endeavours to close the gap in life outcomes for First Nations Queenslanders will fall short.

Reconciliation is a journey for all Queenslanders. We all have a role to play when it comes to reconciliation, and in doing so we collectively build relationships and communities that value Aboriginal peoples and Torres Strait Islander peoples and their histories, cultures and futures.

The Queensland Government celebrates culturally important dates such as National Reconciliation Week (NRW) and National Aboriginals and Islanders Day Observance Committee (NAIDOC) to strengthen and maintain relationships between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Queenslanders.

National Reconciliation Week

NRW 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 2020–2021, NRW was celebrated differently. In response to the COVID-19 pandemic, the Queensland Government held 33 events during NRW. Examples of these events included:

- A whole-of-government Speaker Series with Dr Jackie Huggins discussing her role as Co-Chair of the Treaty Advancement Committee, including her work on Path to Treaty to create a new future between First Nations and non-Indigenous Queenslanders with truth-telling and healing at the heart of this dialogue. (*Department of the Premier and Cabinet*)
- Hosting a NRW launch event held at Parliament House which focussed on celebrating reconciliation and hearing from speakers on the topics of reconciliation, opportunities and challenges around implementing a RAP, and promoting Path to Treaty and how organisations can get involved. (*DSDSATSIP*)
- Hosting a music trivia event for staff to raise awareness and funds for the Gumbi Gumbi Women’s and Children’s Centre in Woorabinda. Staff raised \$1,652 which was donated to supply and install an outdoor kitchen at the centre for residents to prepare healthy meals. (*Department of Transport and Main Roads*)



National Reconciliation Week event:
(l-r) Karen Mundine, Chief Executive Officer, Reconciliation Australia; Kieran Shirey, Co-founder, LOGiT/weavr; Natalia Florez, Co-founder, LOGiT/weavr

NAIDOC Week

NAIDOC Week is held each July to celebrate history, culture and achievements of Aboriginal peoples and Torres Strait Islander peoples. NAIDOC is a great opportunity to participate in a range of activities, with Queensland home to the nation's second largest Aboriginal and Torres Strait Islander population and is enriched by the languages, cultures and diversity of the First Nations people.

In 2020–2021, NAIDOC Week was postponed from July to 8–15 November 2020 to minimise the impact from COVID-19 on Elders and communities. The Queensland Government hosted and participated in over 31 events. Examples of these events included:

- An online activity with Indigenous artist Elisa Jane Carmichael inviting children to create their own necklace using natural materials from their local environment. (*Queensland Art Gallery and Gallery of Modern Art's (QAGOMA) Children's Art Centre and Department of Communities, Housing and Digital Economy*)
- Developing a Cultural Capability Significant Events Guide to support staff in recognising culturally significant dates. (*Department of Communities, Youth Justice and Multicultural Affairs*)
- Holding a speaker series 'celebrating our ancient culture—Meet Torres Strait Islander Elder Aunty Rose Elu', and virtual bush food cooking class with Aunty Dale Chapman (*Department of Resources*)
- Seven agencies collaborating to host a joint flag raising ceremony to commemorate the delayed NAIDOC Week in November. (*former Department of Child Safety, Youth and Women; Department of Transport and Main Roads; former Department of Communities, Disability Services and Seniors; Queensland Health; former Department of Housing and Public Works, and former Department of Youth Justice*)

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. RQI works 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 an ongoing commitment, DSDSATSIP provided \$150,000 of funding in 2020–2021 to organise and hold community grassroots reconciliation events across the state. Provision of this funding aligns Queensland with other jurisdictions in relation to financial support to the states' reconciliation peaks.

During 2020–2021, RQI delivered the following activities:

- 3 September 2020—a regional engagement meeting was held via Zoom with all previous Interim Working Group members in Cairns, Cooktown, Cassowary Coast, Douglas, Tablelands, Greater Whitsunday and Mackay regions to discuss five dimensions of reconciliation and associated national and state level activities
- 27 May 2021—the Queensland launch of NRW as a statewide live streaming event incorporating regional reconciliation breakfast events in Brisbane, Cairns, Cooktown, Tully, Townsville, Mount Isa and Moranbah (totaling over 670 attendees across the state)
- 28 May to 3 June 2021—three-part series of 60-minute 'Leadership in reconciliation' webinars featuring panel discussion sessions covering five dimensions of reconciliation.

RQI continues to support major reconciliation functions and promote a greater understanding of how reconciliation can be achieved across the five dimensions of reconciliation.

Who is delivering RAP actions?

The Queensland Government agencies, in the table below, contribute to the RAP's actions and targets.

The contributions of all agencies are acknowledged, including their continuing work under the RAP to drive improved outcomes for Aboriginal and Torres Strait Islander Queenslanders.

On 12 November 2020, following the Queensland State Election held on 31 October 2020, machinery-of-government changes impacted on the structure and functions of a number of Queensland Government agencies. The table below provides a list of up to date agency names and the associated abbreviation used throughout this report.

DEPARTMENT	ABBREVIATION
Department of Agriculture and Fisheries	DAF
Department of Children, Youth Justice and Multicultural Affairs	DCYJMA
Department of Communities, Housing and Digital Economy	DCHDE
Department of Education	DoE
Department of Employment, Small Business and Training	DESBT
Department of Energy and Public Works	DEPW
Department of Environment and Science	DES
Department of Justice and Attorney-General	DJAG
Department of Regional Development, Manufacturing and Water	DRDMW
Department of Resources	DoR
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	DSDSATSIP
Department of State Development, Infrastructure, Local Government and Planning	DSDILGP
Department of the Premier and Cabinet	DPC
Department of Tourism, Innovation and Sport	DTIS
Department of Transport and Main Roads	DTMR
Public Service Commission	PSC
Queensland Corrective Services	QCS
Queensland Fire and Emergency Services	QFES
Queensland Health	QH
Queensland Police Service	QPS
Queensland Treasury	QT

SNAPSHOT OF ACHIEVEMENTS

2018–2022 Summary

The third Queensland Government Reconciliation Action Plan Annual Report (the Report) covers the period 1 July 2020 to 30 June 2021.

The 2018–2022 RAP contains 18 actions and 69 targets with five new targets added in 2019–2020. These are grouped within the three reconciliation themes: 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 RA’s requirements for a Stretch RAP, all actions have been assigned targets and timelines, with the responsibility for delivery assigned to a lead agency.

In 2020–2021, the RAP was extended from 30 June 2021 to 31 December 2022.



2020–2021 COMPLETED ACTIONS

Further information on the progress of each action and target achieved to date is available on pages 18–42 of this report.

Action 1.2 The Queensland Police Service will continue the development, delivery and implementation of the 'Look to the Stars' reconciliation strategy across Queensland. (QPS)

In 2020–2021, the 'Look to the Stars' artwork continued to be a key aspect of the QPS's reconciliation and cultural capability strategies. In recognition of the QPS's commitment to strengthening its relationship with First Nations people, the artwork has been incorporated into QPS branding located across QPS buildings, vehicles, uniforms, publicly available merchandise and internal event equipment such as banners and table runners.



'Look to the Stars' artwork designed as part of QPS's reconciliation strategies

Action 3.1 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. (DCHDE)

On 26 May 2021, the Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ) was launched at Parliament House by The Honourable Leeanne Enoch MP. ATSIHQ offices were established at 41 George Street in Brisbane to work with Indigenous Community Housing Organisations and Aboriginal and Torres Strait Islander Councils to improve housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Action 3.1 Improve housing outcomes for women and children escaping domestic and family violence by replacing or renewing shelters in the remote and discrete communities of Pormpuraaw and Woorabinda. (DCHDE)

In October 2020, DCHDE completed the Woorabinda domestic and family violence (DFV) shelter to improve housing outcomes for women and children escaping domestic and family violence. The cost to complete the new Woorabinda DFV shelter was \$3.3 million.

The Pormpuraaw DFV shelter was completed in the 2019–2020 reporting period.

2020–2021 COMPLETED ACTIONS

Action 3.3 Support Aboriginal and Torres Strait Islander Participation in the Back to Work program that leads to improved social and economic benefits through supporting employment opportunities and business development. *(DESBT)*

In 2020–2021, the Back to Work (BTW) program supported 253 Aboriginal peoples and Torres Strait Islander peoples into jobs. This represents \$2.9 million in funding for 229 employers. Since 2016 to 30 June 2021, there have been a total of 2,411 Aboriginal and Torres Strait Islander jobseekers supported, with \$24.1 million provided to 1,668 employers.

Total Aboriginal and Torres Strait Islander participation in the program from 1 July 2016 to 30 June 2021 is 9.44 per cent. In the 2021–2022 Queensland State Budget, the BTW program was extended with additional funding of up to \$140 million over four years for a revitalised BTW program to provide businesses with the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market.

Action 3.6 Promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda. *(DTIS)*

During 2020–2021, DTIS has continued to promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda.

Specific tourism initiatives included:

- Delivering 'Our Country Indigenous Tourism Development Service' to support 218 businesses that are creating or delivering Indigenous experiences.
- The Advance Queensland One Business program has trained Aboriginal peoples and Torres Strait Islander peoples as trainers. The trainers have delivered 18 online webinars and started face to face services in Townsville. 122 participants have registered to participate across different locations.
- A travel bursary of up to \$1,000 was provided to two Indigenous businesses from monsoon affected regions to attend DestinationQ.

Action 3.6 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. *(DTIS)*

Aboriginal and Torres Strait Islander tourism experiences remain the cornerstone of the tourism industry and will continue to be supported.

In 2020–2021, key achievements included:

- Completion of Stage One of the Eco Cultural project for the Mandingalbay Yidinji Aboriginal Corporation (MYAC). MYAC is seeking investors/other funding to complete stages two to six, which include a mangrove boardwalk, cultural centre and zipline.

MYAC also applied for Year of Indigenous Tourism funding to reposition the tourism offering for a domestic market due to ongoing international border closures.

Action 3.7 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. *(DoE)*

In 2020, Solid Pathways–STEM (Science, Technology, Engineering and Mathematics) was delivered in approximately 239 state schools to 2066 high achieving Aboriginal and Torres Strait Islander students to develop and nurture their scientific capabilities.



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.

Develop and implement culturally safe and responsive solutions

Child protection

The Department of Children, Youth Justice and Multicultural Affairs (DCYJMA) is committed to embedding self-determination, as identified in the *Child Protection Act 1999*, and the co-design, development and delivery of culturally responsive policies, programs and services to Aboriginal and Torres Strait Islander children and families.

DCYJMA continues to work in partnership with Family Matters Queensland to implement *Our Way: a generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037* (Our Way Strategy) which sets the strategic approach to eliminating the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system.

The Our Way Strategy and its supporting action plans represent a fundamental shift in how child protection, family support and other services work with, and for, Aboriginal and Torres Strait Islander children and families.

The Our Way Strategy was developed and is being implemented through a partnership between the Queensland Government and Family Matters Queensland. The Queensland First Children and Families Board strategically guides and oversees the implementation and evaluation of the Our Way Strategy and its supporting action plans. Members are prominent Aboriginal and Torres Strait Islander

leaders from diverse geographical locations across Queensland, with vast expertise and experience across all human services systems.

Guidance and oversight are also provided to DCYJMA by the First Nations Council, which was established to provide cultural advice to the executive leadership to ensure policies, programs and services are culturally responsive and meet the needs of Aboriginal peoples and Torres Strait Islander peoples.

DCYJMA is committed to respectful and inclusive engagement with Aboriginal and Torres Strait children and families. The Family Participation Program, which is delivered by Aboriginal and Torres Strait Islander community-controlled organisations, enables families and children to actively participate in all decisions that affect them across the child protection system. The Family Participation Program supports the principle of self-determination and the full implementation of the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle.

DCYJMA, in partnership with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) and Aboriginal and Torres Strait Islander community organisations and community, is committed to the statewide implementation of delegated authority, which enables the powers and functions of the Chief Executive for an Aboriginal and Torres Strait

Islander child to transfer to the Chief Executive Officer (CEO) of an Aboriginal and Torres Strait Islander community-controlled entity. The blueprint will draw on the learnings, collaborative approach and early indicators of success from the two early adopter locations in Central Queensland and on the Sunshine Coast.

Youth Justice

DCYJMA works with Aboriginal and Torres Strait Islander communities to deliver culturally safe and responsive solutions that result in positive futures for children and young people who are at risk of offending or are already involved in the criminal justice system.





Youth Justice's family led decision-making program is delivered by community controlled organisations to Aboriginal and Torres Strait Islander families in four locations (Toowoomba, Logan, Moreton and Cairns). By partnering and achieving outcomes with community controlled organisations, DCYJMA has empowered families to make the best decisions for their young people and redirect them to pathways that prevent or deter children and young people from entering, or remaining in contact with, the youth justice system.

The initiative has promoted collaborative practice from service providers and Youth Justice Service Centres to seek practical solutions to worries and concerns raised about referred young people.



PROGRESS ON ACTIONS AND TARGETS

2020–2021




Legend






-  On track
-  Refreshed target
-  New target
-  Completed 2018–2019
-  Completed 2019–2020


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 ten (internal and external) National Reconciliation Week events. <i>(All agencies)</i>	National Reconciliation Week was celebrated differently this year due to the impact of the COVID-19 pandemic. Queensland Government agencies hosted over 30 events including morning teas (virtual and in person), film screenings, pledge walls, a whole-of-government speaker series, walking tour, music trivia, colouring competition, acknowledgement of ANTaR's Sea of Hands, and online promotion (daily staff emails and newsletters). <i>Note: ANTaR stands for Australians for Native Title and Reconciliation, and is a small independent organisation representing a grassroots movement of Australians in support of justice, rights and respect for Australia's First Nations people.</i>	27 May–3 June, reported annually	
The Queensland Government will continue to hold the annual Reconciliation Awards and implement improvements based on stakeholder feedback. <i>(DPC)</i>	In 2020–2021, 9 agencies put forward 45 nominations: <ul style="list-style-type: none"> • Business–7 nominations • Community–5 nominations • Education–10 nominations • Partnership–18 nominations • Health and wellbeing–5 nominations In June 2021, DPC coordinated the annual Queensland Reconciliation Awards in Townsville, where the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships (The Honourable Craig Crawford MP) announced the winners and congratulated the 16 award finalists for their dedication and commitment to advancing reconciliation.	31 December 2022, reported 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 (QUT). DTMR to also sponsor up to 40 Aboriginal and Torres Strait Islander high school students to participate in the QUT SID program each year. <i>(DTMR)</i>	DTMR has been a sponsor of the SID school for the previous five years. The program is run by the Oodgeroo Unit at the QUT to provide Aboriginal and Torres Strait Islander students with information on STEM careers. In 2020–2021, the COVID-19 global pandemic prevented any participation in SID. Commitment remains for future programs.	31 December 2022, reported 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. <i>(DoE)</i>	In 2020–2021, all 11 students have continued to receive scholarships in selected Brisbane schools in collaboration with State Schools Indigenous Education.	30 June 2023, reported annually	
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. <i>(DoE)</i>	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		

TARGET	ACHIEVEMENT	TIMELINE	STATUS
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. (DJAG)	<p>The Community Justice Group (CJG) program provides funding for 40 CJGs with a smaller amount of funding provided for CJGs supporting Magistrates Court circuit locations in 10 locations in the Torres Strait outer islands.</p> <p>In 2020–2021, CJGs provided 1,392 written or oral bail and sentence submissions to Magistrates Courts. Collectively, CJGs throughout Queensland provided 3,311 referrals to support services.</p> <p>In October 2020, the Framework for stronger CJGs was released presenting a refocused model for the CJG program and recognising the scope of CJG service delivery across the justice system.</p>	31 December 2022, reported annually	
Engage with Queensland’s Aboriginal and Torres Strait Islander Chambers of Commerce and local business networks to determine appropriate support and assistance measures. (DSDSATSIP)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Communicate the RAP to all internal and external stakeholders including through a RAP industry partnerships promotion strategy. (All agencies, DSDSATSIP lead)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
<p>Hold forums on social cohesion and the importance of Aboriginal and Torres Strait Islander recognition:</p> <ul style="list-style-type: none"> National Reconciliation Week (27 May–3 June) (DSDSATSIP lead) NAIDOC Week (1st week of July) (DSDSATSIP lead) International Day of the World’s Indigenous Peoples (9 August) (DSDSATSIP lead) National Reconciliation Week and Mabo Day lunch box sessions. (DoE) 	<p>In 2020–2021, the Queensland Government participated in the following dates of significance: National Sorry Day, National Reconciliation Week, Mabo Day and NAIDOC.</p> <p>DSDSATSIP funded \$197,500 to 41 grant recipients to hold local community and regional events under the Celebrating Reconciliation Small Grants Program.</p> <p>In 2020, the NAIDOC theme was ‘Always Was, Always Will Be’. DSDSATSIP developed an Elders care pack which was distributed to community Elders. In addition, DSDSATSIP supported five community organisations in South-East Queensland by providing a total funding of \$9,500 to celebrate the history, culture and achievements of Aboriginal peoples and Torres Strait Islander peoples.</p> <p>Agencies hosted a range of activities for cultural dates of significance. For example, QH delivered the following during NAIDOC week, NRW and Coming of the Light Festival: Director-General’s message, eHealth staff email from Deputy Director-General, special broadcasts from the Chief Aboriginal and Torres Strait Islander Health Officer.</p>	31 December 2022, reported annually	
The QPS will transition the Police Indigenous Reference Group (PIRG) to a Council of Elders. (QPS)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
The QPS will continue the development, delivery and implementation of the ‘Look to the Stars’ reconciliation strategy across Queensland. (QPS)	In 2020–2021, the ‘Look to the Stars’ artwork continued to be a key aspect of the QPS’s reconciliation and cultural capability strategies. In recognition of the QPS’s commitment to strengthening its relationship with First Nations people, the artwork has been incorporated into QPS branding located across QPS buildings, vehicles, uniforms, publicly available merchandise and internal event equipment such as banners and table runners.	Ongoing through 2019–2021	




TARGET	ACHIEVEMENT	TIMELINE	STATUS
DCYJMA will work with and empower Aboriginal and Torres Strait Islander communities to deliver culturally-safe and responsive solutions that result in positive futures for children and young people who are at risk of offending or already involved in the criminal justice system. (DCYJMA)	<p>The culturally appropriate Family-Led Decision-Making (FLDM) Program is delivered by community-controlled organisations to Aboriginal and Torres Strait Islander families in four locations (Toowoomba, Logan, Moreton and Cairns).</p> <p>Between July 2020 and May 2021, there was a total of 115 referrals to FLDM Services.</p> <p>For the period 2018–2021, \$3.2 million has been invested.</p> <p>The FLDM initiative has been extended to 30 June 2022.</p>	30 June 2022, reported annually	

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


TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Lead a reinvigorated whole-of-government approach to reframing the Government’s relationship with Aboriginal peoples and Torres Strait Islander peoples to support self-determination, including:</p> <ul style="list-style-type: none"> Establish and support the Treaty Working Group to work with the Eminent Persons Panel to lead the conversation about genuine recognition and agreement with First Nations Queenslanders about reconciliation and self-determination during 2019–2020 Work with Local Thriving Communities Joint Coordinating Committee on co-design of reform in 2019–2020 Support and consult with other advisory bodies, including First Children and Families Board, the Queensland Indigenous Languages Advisory Committee and Languages Working Group and the Coalition of Peaks working on the Closing the Gap refreshed agenda Support the operations of the Eminent Persons Panel of bipartisan, Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders to develop a Path to Treaty Continue to support Queensland’s First Children and Families Board, Joint Coordinating Committee and other advisory groups to co-design in policy development, programs and service delivery and provide a cultural lens and advice Continue to consult communities in remote, regional and urban locations regularly in relation to policy and co-designed reform Support and hold consultations with communities and key stakeholders by the Coalition of Peaks during 2019 to inform the refreshed Closing the Gap agenda 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 Publish an annual Closing the Gap Report Card and Statement. (DSDSATSIP) 	<p>Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.</p>		




*The Cultural Agency Leaders (CAL):
(l-r) Matthew Wilkinson, Director, Treaty Advancement, Strategic Policy and Legislation;
Sallyanne Atkinson AO, Treaty Advancement Committee member;
Dr Ian Mackie, Deputy Director-General, Culture and Economic Participation*


TARGET	ACHIEVEMENT	TIMELINE	STATUS
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. <i>(DSDSATSIP lead)</i>	<p>Through the Local Thriving Communities reform, the Queensland Government seeks to build on each community's strengths by embracing local leadership structures, including Aboriginal and Torres Strait Islander Councils and community leaders to enable local decision-making bodies.</p> <p>Key achievements in 2020–2021 included:</p> <ul style="list-style-type: none"> Community consultation and engagement processes are ongoing with all 19 remote and discrete communities. DSDSATSIP is working with communities to support existing and emerging leadership models in the communities of Yarrabah, Napranum, Kowanyama, Pormpuraaw, Coen and Woorabinda. On 28 September 2020, the Local Thriving Communities Implementation Plan was approved by the Queensland Government. The implementation plan proposes an iterative approach to implementation through a series of action plans DCYJMA funded 33 Family Wellbeing Services and 16 Family Participation Program services, all of which were co-designed and developed in partnership with Aboriginal and Torres Strait Islander communities and stakeholders and delivered by Aboriginal and Torres Strait Islander community-controlled organisations. 	31 December 2022, reported annually	
Establish a Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Policy and Practice. <i>(DSDSATSIP)</i>	Due to the ongoing economic challenges of COVID-19, this action is being re-aligned to the future Treaty agenda.	30 June 2021, reported annually	
Ministerial and Government Champions will continue to work with Aboriginal and Torres Strait Islander discrete communities. <i>(All agencies)</i>	<p>The Queensland Government Champions Program continues to support community development aspirations, employment opportunities and the delivery of quality frontline services.</p> <p>In 2020–2021, key achievements included:</p> <ul style="list-style-type: none"> Ministerial and Government Champions attended regular teleconferences with their partner community as COVID-19 impacted the ability of champions to visit communities. Ministerial Champions held in excess of 26 meetings and 14 visits to communities and Government Champions held in excess of 54 meetings and undertook 21 visits. A review of the Ministerial and Government Champions Program was undertaken in 2019 and DSDSATSIP is implementing the review's recommendations, including ensuring that Ministerial and Government Champions play a critical role in supporting and enabling the LTC reform. The Local Thriving Communities Directors-General Sub Committee oversees this work. Thirteen remote communities have now developed local community safety plans that articulate community-specific strategies to improve safety and wellbeing, reduce demand for alcohol, and address sly grog and homebrewing. 	31 December 2022, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
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)	<p>The Community Justice Group domestic and family violence (DFV) enhancement funding in the 2016–2017 budget provided \$11 million over four years to build the capacity of 18 Community Justice Groups located in discrete Aboriginal and Torres Strait Islander communities to respond to DFV. There is no single model for the Community Justice Group DFV enhancement. Courts Innovation Program have worked with each community to look at their specific issues and co design a place specific program model that will work for them, but also meet the goals of the program. Examples of the local responses implemented include employment of male and female DFV support workers, employment of DFV program manager/coordinators and delivery of on country and cultural healing programs.</p> <p>As at 30 June 2021, co designed DFV local responses are operating in 14 discrete communities.</p>	31 December 2022, reported annually	
Increase the number of Aboriginal and Torres Strait Islander Queenslanders on boards and committees. (DSDSATSIP)	<p>In 2020–2021, DSDSATSIP continued to work with DPC, and other agencies, to promote the registration of Aboriginal peoples and Torres Strait Islander peoples to the Queensland Register of Nominees to Government Bodies for appointment processes.</p> <p>DSDSATSIP contacts every agency that submits significant appointments to raise awareness of this whole-of-government commitment in the RAP.</p> <p>For example, one regional office distributed information to 165 businesses and assisted one applicant to apply for a position on the TAFE Board.</p> <p>At June 2021, 21 members on the 16 Hospital and Health Boards identified as First Nations people.</p>	31 December 2022, reported annually	
Continue to deliver an Indigenous Drivers Licensing Program to remote Indigenous communities each year, providing a range of services including education, learner tests, practical driving assessments, licence replacement and renewal, and Photo Identification Cards. The Indigenous Driver Licensing Unit has a 6 month forward schedule with servicing visits to 12 remote communities. (DTMR)	<p>In 2020, a review of the Indigenous Drivers Licensing Program was completed, resulting in renewed program objectives, reflecting the needs and opportunities present in contemporary First Nations communities. Significantly, and in response to the direct contribution of remote discrete First Nations community members, the objectives included a commitment to increasing the delivery of culturally appropriate and relevant road safety promotion and education in Aboriginal and Torres Strait Islander communities.</p> <p>In 2020–2021, 12 remote and discrete communities were visited. This involved 31 visits to remote discrete communities to issue 236 learner and 266 provisional driver licences.</p>	31 December 2022, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Implement Aboriginal and Torres Strait Islander focussed Advance Queensland programs. (DTIS)	<p>In 2020–2021, DTIS continued to implement Aboriginal and Torres Strait Islander focussed Advance Queensland programs. Key achievements included:</p> <ul style="list-style-type: none"> Developed a corporate wealth sharing model to underpin community wealth creation projects that require the establishment of Community Enterprise owned by Aboriginal and Torres Strait Islander communities with contributors for common benefit. Trained seven businesses as certified One Business trainers and 118 people participated in the One Business Program, which supports Aboriginal peoples and Torres Strait Islander peoples by creating pathways to participate in Queensland's innovation economy. Launched in March 2020, the Deadly Digits program aims to help Queensland's Aboriginal and Torres Strait Islander business sector get ahead, grow and be successful with tailored accounting software and support resources. Awarded 3 Deadly Innovation grants, with one project creating 10 school based apprenticeships on community. Awarded 5 Deadly Deals totaling \$500,000 to support Aboriginal and Torres Strait Islander businesses and innovators undertake the next step in the development of a product, process or service to market. 	31 December 2022, reported annually	

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)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
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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. (DES)	<p>In 2020–2021, QPWS&P has included First Nations people references and/or cultural content on 107 signs and park publications.</p> <p>In 2020–2021, three management plans were co designed with the respective Traditional Owner groups. These were:</p> <ul style="list-style-type: none"> Raine Island: Management Plan and Resource Information (May 2021) Naree Budjong Djara: Management Plan (Sept 2020) and Resource Information (May 2021) Currawinya: Management Plan (June 2021). <p>Artwork by First Nations artists was commissioned for Naree Budjong Djara and Currawinya Management Plans.</p> <p>Additionally, the Camooweal Cave National Park was renamed to Wiliyan ngurru National Park, the traditional name of the location for the Indjalandji Dhidhanu People.</p>	31 December 2022, reported 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.

Queensland's child protection system and Aboriginal and Torres Strait Islander children

The Aboriginal and Torres Strait Islander Child Placement Principle recognises the importance of connection to family, community, culture and country and guides legislation, policy and practice. All five elements of the principle are relevant to recognising, respecting and valuing Aboriginal and Torres Strait Islander cultures and the inherent protective factor for children when they are connected to family, community, culture and country. The five elements of the principle are:

- prevention, which provides that a child has the right to be brought up within the child's own family and community
- partnership, which provides that Aboriginal or Torres Strait Islander persons have the right to participate in significant decisions under the *Child Protection Act 1999* about Aboriginal or Torres Strait Islander children
- placement, which states that if a child is to be placed in care, the child has a right to be placed with a member of the child's family group

- participation, which states that a child and the child's parents and family members have a right to participate, and be enabled to participate, in an administrative or judicial process for making a significant decision about the child
- connection, which provides that a child has a right to be supported to develop and maintain a connection with the child's family, community, culture, traditions and language, particularly when the child is in the care of a person who is not an Aboriginal or Torres Strait Islander person.

In practice, this means working in partnership with Aboriginal and Torres Strait Islander communities to keep children and young people safe within their own families and communities wherever possible. To enable this goal, DCYJMA is continuing to fund 33 Family Wellbeing Services and 16 Family Participation Program services. These services were co-designed, developed and implemented in partnership with Aboriginal and Torres Strait Islander communities and stakeholders and are delivered by Aboriginal and Torres Strait Islander community-controlled organisations.

When Aboriginal and Torres Strait Islander children and young people need to live away from home, DCYJMA is committed to ensuring their cultural identity and relationship with their families and communities are maintained.


DCYJMA is maintaining a continuous practice focus to apply active efforts in the implementation of the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle in the making of all decisions in relation to an Aboriginal child or Torres Strait Islander child.

DCYJMA is committed to ensuring that when making a decision about an Aboriginal child or Torres Strait Islander child, the long term effect of the decision on the child's identity and connection with their family and community is considered.

The Aboriginal and Torres Strait Islander Cultural Capability Action Plan sets out DCYJMA's approach and commitment to growing the cultural capability of all staff. This includes ongoing training, other learning and development opportunities, access to a variety of cultural capability resources and attendance at significant events.

PROGRESS ON ACTIONS AND TARGETS 2020–2021


Legend

-  On track
-  Refreshed target
-  New target
-  Completed 2018–2019
-  Completed 2019–2020

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. (DES)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Implement cultural capability training (including the Cultural Capability Training Strategy Training Matters), as appropriate through: <ul style="list-style-type: none"> • implementation of the Foundation Training Package • all senior executives undertaking cultural capability learning activities • all new staff completing online cultural awareness training with a 100 per cent completion rate • ensuring all cultural capability learning activities are reported in agency performance plans. (All agencies) 	During 2020–2021, DSDSATSIP continued implementing and promoting the foundation training package 'Starting the Journey'. As at 30 June 2021, 15 government agencies currently use the package, and 2,866 views have been recorded. During this period, QFES: <ul style="list-style-type: none"> • continued delivery of the ‘Starting the Journey’ foundation training program to provide insight into interpreting people’s own culture as well as the lived experiences of Aboriginal peoples and Torres Strait Islander peoples • ensured the training is available on the QFES learning cache and Learning Management system. The learning cache provides a modern, user-friendly online training environment for QFES’ paid and volunteer workforce and enables users to access a variety of online professional development training. 	31 December 2022, reported annually	
<ul style="list-style-type: none"> • Implement the Building Cultural Capability in Schools package: • 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) 	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		



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
<p>Develop and implement a whole-of-government Aboriginal and Torres Strait Islander engagement strategy that:</p> <ul style="list-style-type: none"> • 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 • refreshes existing cultural protocols resources • develops the Aboriginal and Torres Strait Islander Knowledge Lens. <i>(DSDSATSIP lead)</i> 	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>		


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
<p>Implement the Co-Naming Strategy by:</p> <ul style="list-style-type: none"> • Upload policy to Cultural Capability Portal • Publish policy information on Queensland Government website • All relevant agencies implement strategy • If required by CAL, conduct a review of the strategy. <i>(All agencies)</i> 	<p>Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.</p>		 

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. <i>(All agencies)</i></p>	<p>The Queensland Government held over 30 events during NAIDOC Week. This included cultural tours, flag raising ceremonies, lighting of government buildings, NAIDOC awards, morning teas, virtual discussions, movie screenings, virtual ‘bush food cooking class’, speaker series and promotion via internal communication channels. As per the Public Health Directions put in place for COVID-19, the Musgrave Park Family Fun Day event was unable to be held.</p>	<p>7–14 July, reported annually</p>	 

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. <i>(DCHDE)</i></p>	<p>Queensland Museum Network (QMN) is the state's lead agency for repatriation. In 2020–2021, QMN received \$100,000 grant funding from the Federal Government's Indigenous Repatriation Program. This funding allowed continued consultation with Aboriginal and Torres Strait Islander communities regarding the secret sacred objects in our care to determine provenance and re-establish responsibility and ownership.</p> <p>QMN's collaboration with Traditional Owners and the Port Curtis Coral Coast Trust Limited to repatriate the Burnett River Rocks continued. In the past decade, almost 30 of the 92 engraved boulders have been repatriated to Bundaberg's Burnett River, including five during 2020–2021.</p> <p>In 2020–2021, the State Library of Queensland (SLQ) held a follow-up online meeting with Gimuy Walubara Yidinji representatives to discuss filming the repatriation of ancestral remains from Germany. Filming of the Gimuy Walubara Yidinji delegation's visit to Germany was undertaken, with the recording added to SLQ's collection. The remains are currently held at Queensland Museum. The final return of the remains to Cairns and the filming has been put on hold due to COVID-19 restrictions.</p> <p>During the reporting period, the Queensland Government Repatriation Working Group held one interdepartmental working group meeting.</p> <p>Queensland State Archives (QSA) appointed the State's first ever First Nations Archives Advisor to guide QSA's achieving its reconciliation goals and its commitment to the Path to Treaty.</p> <p>QSA commenced a languages project with Uncle Farron Crawford from Cherbourg State School to identify Wakka Wakka language in the QSA collection to support the school's language and culture program.</p> <p>QSA has identified language records in the collection and will make them available to support language revitalisation programs throughout the state.</p>	<p>31 December 2022, reported annually</p>	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue to embed reforms to enhance the participation of Aboriginal and Torres Strait Islander families in child protection matters. (DCYJMA)	<p>Amendments to the <i>Child Protection Act 1999</i> commenced on 31 October 2018. DCYJMA has committed to full compliance with the Aboriginal and Torres Strait Islander Child Placement Principle across the five system elements of legislation, policy, programs, processes and practice in the family support system by 2022.</p> <p>DCYJMA's internal Continuous Quality Improvement (CQI) Annual Report 2019 made specific recommendations to support practice improvement which have been accepted and are being implemented.</p> <p>In 2020–2021, key achievements included:</p> <ul style="list-style-type: none"> engaged with Aboriginal and Torres Strait Islander organisations and peak bodies on the next stage of reforms to the <i>Child Protection Act 1999</i> in partnership with DSDSATSIP and the Kupai Omasker Working Group, DCYJMA played a role in developing the <i>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</i> which establishes a process to apply for legal recognition of Torres Strait Islander families' continued use of traditional child rearing practices modified operational policy for reporting to government, prompting strategic thinking on whether each proposal incorporates Aboriginal and Torres Strait Islander perspectives worked with the Australian Government and the Secretariat of National Aboriginal and Islander Child Care on the Successor Plan to the National Framework for Protecting Australia's Children to ensure this is co-designed with Aboriginal peoples and Torres Strait Islander peoples and takes into consideration key initiatives such as Closing the Gap and National Indigenous Early Childhood Strategy. 	31 December 2022, reported annually	
Implement the Aboriginal and Torres Strait Islander Languages Policy. (DSDSATSIP lead and DoE)	<p>DSDSATSIP's Indigenous Languages Grants Program, the first of its kind in Queensland, was developed in partnership with representatives of Aboriginal and Torres Strait Islander language groups and DoE.</p> <p>In 2020–2021, DSDSATSIP and DoE co contributed \$200,000 and funded 28 events.</p> <p>The Indigenous Languages Grants Program supports a range of activities or events across Queensland to preserve, promote and revive Aboriginal and Torres Strait Islander languages.</p>	31 December 2022, reported annually	
Continue to strengthen the Murri Court to ensure culturally appropriate court processes that respect and acknowledge Aboriginal and Torres Strait Islander cultures. (DJAG)	In 2020–2021, the Murri Court received 594 referrals to the program, which resulted in 274 participants on the program (including participants who commenced in the previous financial year), and 482 finalisations.	31 December 2022, reported 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. (DSDSATSIP)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>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. (DCHDE)</p>	<p>\$6.78 million to First Nations artists, arts workers and organisations, of which \$2.13 million was delivered through the Arts and Cultural Recovery Package.</p> <p>In 2020–2021, the Queensland Performing Arts Centre (QPAC) continued its First Nations Program including:</p> <ul style="list-style-type: none"> continued the development of five new First Nations playwrights, in partnership with Playlab Theatre through the Sparks program, which is aimed at emerging First Nations playwrights and provides real-world experience to take their ideas from development stage through to creative realisation ongoing development of new works - <i>Gubal Thayemin, Queens City, Straight from the Strait and Shadows in a Dress</i>; in partnership with Yellamundie Festival and Sydney Festival, supported the creative development and staged reading of <i>Capricornia</i>; in partnership with Bleach Festival, staged readings of <i>Shadows in a Dress</i>; ongoing partnership with La Boite Theatre Arts Queensland provided \$20,000 to deliver QPAC's <i>Green Jam Unlocked</i> over 6 Friday evenings. First Nations performances were presented in partnership with Digi Youth Arts in alignment with NAIDOC week and provided a platform for First Nations artists co-presented The Apology Day event in partnership with Link-Up Queensland, onsite and online, which featured performances by First Nations artists and was attended by more than 100 community members, elders and guests established an Aboriginal and Torres Strait Islander Advisory Group to offer guidance and specialist advice on First Nations issues for the organisation as a whole. QAGOMA acquired 152 works of art by Aboriginal artists and Torres Strait Islander artists. 	<p>31 December 2022, reported annually</p>	
<p>Establish Murridhagun Cultural Centre, to support QCS by:</p> <ul style="list-style-type: none"> Increasing the development and delivery of cultural capability training to QCS staff Building and strengthening partnerships with government and non-government agencies to address Aboriginal and Torres Strait Islander issues Providing advice to QCS senior management and others regarding Aboriginal and Torres Strait Islander culture and tradition Continuing to provide cultural capability training with new materials Assisting correctional centres and locations within QCS to deliver cultural capability/responsiveness training and other programs and services. (QCS) 	<p>In 2020–2021, key achievements included:</p> <ul style="list-style-type: none"> 1054 recruits completed the cultural training as part of the Custodial Officer Entry Program 137 QCS staff completed the Aboriginal and Torres Strait Islander Mental Health First Aid course. <p>As a registered training organisation, QCS developed and delivered cultural awareness/responsiveness training to officers, including custodial recruits and new officers in Community Corrections who attend initial training at the QCS Academy and also at other locations throughout the state. For officers working in correctional centres, training occurs on an ongoing basis, including in those centres with high numbers of Aboriginal and Torres Strait Islander prisoners.</p> <p>The Cultural Responsiveness Training Package, Mental Health First Aid, Cultural Responsiveness Training Package and online cultural package are expected to be finalised in 2021.</p>	<p>31 December 2022, reported annually</p>	



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.

Skilling Queenslanders for Work initiative

The Skilling Queenslanders for Work (SQW) initiative funds training and support for unemployed or underemployed people, with a focus on young people (including those in and transitioned from out of home care), Aboriginal peoples and Torres Strait Islander peoples, people with disability, mature age jobseekers, women re-entering the workforce, veterans and ex-service personnel, and people from culturally and linguistically diverse backgrounds.

The program represents a commitment to increasing workforce participation, driving job growth and strengthening the performance of the Queensland economy by improving skills development and work opportunities for disadvantaged Queenslanders.

In 2020–2021, 1,502 Aboriginal peoples and Torres Strait Islander peoples participated in the SQW program representing a participation rate of 20.6 per cent.

Energy Skills Queensland changes the lives of 24 Aboriginal and Torres Strait Islander job seekers

Energy Skills Queensland Inc was awarded \$71,300 to deliver the ‘Metal Fabrication Career Start’ community work skills project to assist 24 Aboriginal and Torres Strait Islander job seekers in Yatala to develop skills and enhance their employment prospects with direct exposure to the engineering industry.

Participants completed a Certificate II in Engineering Pathways while undertaking practical learning on small engineering projects.

Participants received tailored support in foundation skills, job readiness, job search and networking opportunities. Participants also received up to three months post-participation support and mentoring.

Trista thrives in engineering career

Trista, a 33-year-old Indigenous woman, had always been interested in an engineering career but was not sure where to start. The advertisement for the ‘Metal Fabrication Career Start’ project caught her eye and she decided to apply.

Trista was accepted onto the project and demonstrated her commitment from day one. She also supported and encouraged other participants—even offering to drive them to and from the project every day.

While on the project, Trista was given the opportunity to undertake work experience with Stoddart, a sheet metal fabrication company. Trista’s enthusiasm during her work placement caught the eye of the Human Resources Manager at Stoddart who promptly offered her an apprenticeship.






Trista enrolled into the Certificate III in Engineering—Fabrication Trade as an apprentice in December 2020 and her human resources manager is very happy with her progress.

“Trista’s progress has gone beyond the levels we would expect from a new apprentice. She is enjoying her time at Stoddart and will continue to grow over the next few years,” her human resources manager said.





PROGRESS ON ACTIONS AND TARGETS





2019–2020






Legend

-  On track
-  Refreshed target
-  New target
-  Completed 2018–2019
-  Completed 2019–2020

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
The Queensland Public Sector Workforce Strategy includes a target to increase the proportion of Aboriginal peoples and Torres Strait Islander peoples working in the Queensland Public Sector to 3 per cent by 2022. <i>(All agencies, PSC lead)</i>	<p>As at 30 June 2021, the Queensland public sector workforce had a total of 284,873 employees.</p> <p>Of that number, 7,098 (2.49 per cent) identified as Aboriginal and Torres Strait Islander employees an increase of 68 from 30 June 2020.</p> <p>As at 30 June 2021, there were 85 Aboriginal peoples and Torres Strait Islander peoples in executive roles (an increase from 77 in the previous year), 781 in other leadership roles (a decrease of 225), and 6,232 Aboriginal peoples and Torres Strait Islander peoples in AO1 to AO6 roles (an increase of 285 people).</p> <p>Note: this data does not include the 93,961 employees who did not respond to the workforce diversity census.</p> <p>DCYJMA and DCHDE have engaged Gallang Place Aboriginal and Torres Strait Islander Corporation to provide culturally appropriate support for Aboriginal employees and Torres Strait Islander employees. Gallang Place is a healing place, where all counsellors identify as First Nations people and provide counselling in a culturally safe way for Aboriginal peoples and Torres Strait Islander peoples. Gallang Place counsellors help staff navigate a range of concerns to help improve their social and emotional health and wellbeing.</p> <p>In 2020–2021, SLQ partnered with QAGOMA, Queensland Performing Arts Centre, the Queensland Museum and Arts Queensland to participate in a First Nations Graduate Program.</p>	30 June 2022, reported annually	
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. <i>(DSDSATSIP and PSC)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Develop a strategy to identify and develop leadership talent and promote available career pathways, and advise the CAL group. <i>(DATSIP and PSC)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
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. <i>(DNRME)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		





TARGET	ACHIEVEMENT	TIMELINE	STATUS
Develop, implement, review and update Aboriginal and Torres Strait Islander workforce plans aligned to the QH Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026. (QH)	<p>The Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026 supports Aboriginal and Torres Strait Islander workforce participation through ongoing engagement with Hospital and Health Services (HHS) to refine, review and develop workforce plans.</p> <p>As at 30 June 2021, QH's Aboriginal and Torres Strait Islander health workforce participation is 2.15 per cent (2,357 staff). This is an increase of 0.03 per cent from the previous year.</p> <p>Limitations of the current public service Workforce Establishment Management Framework are expected to change with new public service board approvals set to enable growth of the proportion of the workforce who identify as Aboriginal peoples and Torres Strait Islander peoples.</p> <p>QH has implemented Grow-Your-Own workforce initiatives to enable continued growth in Aboriginal and Torres Strait Islander health workforce participation through support and development.</p> <p>The Incentivised Pathways initiative targets HHS by providing funding for programs such as traineeships and cadetships to increase participations in frontline health roles.</p> <p>In 2019–2020, QH funded 10 programs in Round 1 with a total value of \$541,330. A further 13 programs will receive \$1 million in funding in Round 2 by 2022–2023.</p> <p><i>*Importantly, demand for funding by HHS's far outweighed the amount of funding on offer (up to three times higher than funding available).</i></p>	31 December 2022, reported annually	
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. (DCHDE)	On 26 May 2021, ATSIHQ was launched at Parliament House by The Honourable Leeanne Enoch MP. ATSIHQ offices were established at 41 George Street in Brisbane to work with Indigenous Community Housing Organisations and Aboriginal and Torres Strait Islander Councils to improve housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.	31 December 2022, reported annually	
Under the Queensland Housing Strategy, develop an Aboriginal and Torres Strait Islander Housing Action Plan to address housing outcomes and complex challenges in urban, regional, remote and discrete communities. (DCHDE)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
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)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		

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 Pormpuraaw and Woorabinda. (DCHDE)	In October 2020, DCHDE completed the Woorabinda domestic and family violence (DFV) shelter to improve housing outcomes for women and children escaping domestic and family violence. The cost to complete the new Woorabinda DFV shelter was \$3.3 million. The Pormpuraaw DFV shelter was completed in the 2019–2020 reporting period.	31 December 2022, reported annually	
\$75 million commitment to home ownership on Aboriginal and Torres Strait Islander land. This funding will support the resolution of 344 outstanding <i>Land Holding Act 1995</i> (LHA) home ownership entitlements, which is a legacy issue, and up to 50 home ownership purchases under a 99-year lease arrangement. (DCHDE)	Under the \$75 million commitment, sale prices for 99-year home ownership leases have been agreed with 9 Trustee Groups, with a recent sale achieved in Mapoon in March 2021. As at 30 June 2021, 155 of 344 outstanding LHA entitlements were resolved. Of these, 123 dwellings have been transferred into private ownership, 29 surrendered to remain as social housing, and 3 dwelling demolished at request of the leaseholder.	30 June 2022, reported annually	
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)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Support career and education pathways for First Nations Queenslanders through the <i>Aboriginal and Torres Strait Islander Traineeship Program under the Aboriginal and Torres Strait Islander Housing Action Plan 2021–2023</i> . (DCHDE)	In 2020–2021, 29 trainees (of the first cohort of 32) were appointed across DCHDE workplaces. DCHDE's traineeship program will place up to 64 trainees across the agency over four years.	30 June 2023, reported annually	 

Action 3.2: Increase government procurement from Indigenous businesses.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
450 Aboriginal and Torres Strait Islander businesses securing government procurement over 2019–2020. Total spend value: \$350 million. (DATSIP lead)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		




Action 3.3: Increase industry employment and business supply opportunities.

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue development and implementation of Strategic Industry Partnerships. (<i>DSDSATSIP</i>)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Indigenous projects selected under the Queensland Government Building and Construction Training Policy. Opportunities selected based on local employment and business supply capacity over 2018–2019 and ongoing. (<i>DSDSATSIP lead</i>)	<p>In 2020–2021, DSDSATSIP continued to increase industry employment and business supply opportunities under the Queensland Government Building and Construction Training Policy, by facilitating Indigenous Economic Opportunity Plans (IEOP) on eligible projects with procuring agencies, contractors and councils.</p> <p>Key achievements included:</p> <ul style="list-style-type: none"> Of the 39 selected Indigenous Projects under the Queensland Government Building and Construction Training Policy, 9 were completed, 18 are under construction and 12 are at pre tender/tender stage. The 9 completed projects under the policy resulted in: 112 employment opportunities for Aboriginal workers and Torres Strait Islander workers; 3 Aboriginal and Torres Strait Islander workers undertaking accredited training; and over \$4 million in procurement from 31 Aboriginal and Torres Strait Islander owned businesses. 	31 December 2022, reported annually	
Support Aboriginal and Torres Strait Islander Participation in the Back to Work program that leads to improved social and economic benefits through supporting employment opportunities and business development. (<i>DESBT</i>)	<p>In 2020–2021, the Back to Work program supported 253 Aboriginal peoples and Torres Strait Islander peoples into jobs. This represents \$2.9 million in funding for 229 employers.</p> <p>From 2016 to 30 June 2021, there have been a total of 2,411 Aboriginal and Torres Strait Islander jobseekers supported, with \$24.1 million provided to 1,668 employers.</p> <p>Total Aboriginal and Torres Strait Islander participation in the program from 1 July 2016 to 30 June 2021 is 9.44 per cent.</p> <p>In the 2021–2022 Queensland state budget, the BTW program was extended with additional funding of up to \$140 million over four years for a revitalised BTW program to provide businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market.</p>	31 December 2022, reported annually	 

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


TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue implementation of the Enterprise Queensland Indigenous Program EQuIP (Moving Ahead). (DSDSATSIP)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Continue implementation of the Advancing Indigenous Business Initiative. (DESBT)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		

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

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Implement a Cultural Capability Accreditation Framework to assess and improve the cultural capability of non Indigenous service delivery organisations and businesses serving/partnering with Aboriginal and Torres Strait Islander clients. (DSDSATSIP)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		
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"> User Choice Certificate 3 guarantee Higher Level Skills Skilling Queenslanders for Work. (DESBT) 	<p>DESBT has supported Aboriginal and Torres Strait Islander participation in VET that leads to improved social and economic benefits through VET Investment initiatives such as User Choice, Certificate 3 guarantee, Higher Level Skills, and Skilling Queenslanders for Work.</p> <p>Program participation during 2020–2021 was:</p> <ul style="list-style-type: none"> User Choice: 7.1 per cent Certificate 3 guarantee: 8.9 per cent Higher Level Skills: 5.1 per cent Skilling Queenslanders for Work: 20.6 per cent <p>Since the reinstatement of Skilling Queenslanders for Work initiative, from 1 July 2015 to 30 June 2021, 19 per cent or 11,418 of total participants assisted (60,178) identified as Aboriginal and Torres Strait Islander Queenslanders.</p> <p>The current participation rate across all programs for Aboriginal peoples and Torres Strait Islander peoples is 19 per cent.</p> <p>In 2020–2021, 1,502 Aboriginal peoples and Torres Strait Islander peoples participated in SQW with a participation rate of 20.6 per cent.</p> <p>To date, 10,701 Aboriginal peoples and Torres Strait Islander peoples have exited a SQW program, and of those 5,771 or 53.9 per cent have gained employment or are engaged in further training or education.</p> <p><i>Note: Skilling Queenslanders for Work figures are cumulative from 1 July 2015.</i></p>	31 December 2022, reported annually	
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, DSDSATSIP, QCS)	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		

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. <i>(DCSYW and DSDSATSIP co-lead)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Facilitate discussions with Aboriginal and Torres Strait Islander shire councils and regional councils to identify projects that enhance livability and support community sustainability: <ul style="list-style-type: none"> • 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. <i>(former DSDMIP)</i> 	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
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. <i>(former DSDMIP)</i>	Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.		
Increase jobs and opportunities for Aboriginal peoples and Torres Strait Islander peoples by: <ul style="list-style-type: none"> • Continuing support for 15 QPWS Indigenous Ranger positions in Far North Queensland <i>(DES)</i> • Continuing support for five Ranger positions under the Indigenous Land and Sea Ranger Program (Quandamooka People, Minjerribah Futures). <i>(DES)</i> 	DES continued to support the 15 QPWS Indigenous Ranger positions in Far North Queensland. In 2020–2021, 15 positions have been funded, of which 11 are filled. Recruitment for the remaining four positions is underway. Five rangers continue to be employed under the Indigenous Land and Sea Ranger Program.	31 December 2022, reported annually	
Maintain or exceed an Aboriginal and Torres Strait Islander workforce of 6.6 per cent in the North Queensland Stadium development. <i>(DHPW)</i>	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		
Return the ownership and management of identified Cape York Peninsula lands to Aboriginal Traditional Owners while establishing joint management of national parks and increasing opportunities for cultural protection and economic development. <i>(DES)</i>	In 2020–2021, the Cape York Peninsula Tenure Resolution Program within DES returned ownership of 160,233 hectares of land to the Eastern Kuku Yalanji (EKY) Traditional Owners. This includes the Daintree, Ngalba bulal, Kalkajaka and Hope Islands National Parks Cape York Peninsula Aboriginal Land (CYPAL). These parks will now be jointly managed between DES and the EKY Traditional Owners represented by Jabalbina Yalanji Aboriginal Corporation. The dealing also created a new nature refuge with approximately 100 hectares of Aboriginal freehold land dedicated as the Eastern Yalanjiwarra Nature Refuge.	31 December 2022, reported annually	 



TARGET	ACHIEVEMENT	TIMELINE	STATUS
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)	<p>On 20 May 2021, the <i>Nature Conservation and Other legislation (Indigenous Joint Management – Moreton Island) Amendment Act 2021</i> came into effect, enabling the Mulgumpin Indigenous Joint Management Area to be formally declared in the next reporting period.</p> <p>Delivery of Joint Management Arrangements on Minjerribah are continuing.</p> <p>The Great Barrier Reef Marine Park Region, through the Reef Joint Field Management Program, is finalising an Indigenous Partnerships Strategy to guide an annual investment of \$1 million towards a range of opportunities to strengthen relationships with First Nations people including capacity building, training, cross decking, work placements and fee for service arrangements.</p> <p>The formation of working groups to address identified issues such as cattle management and asset establishment on the Juunju Daarrba Nhirrpan National Park (CYPAL) has further strengthened the relationship and management outcomes of the Cape York Peninsula Regional Protected Area Management Committee.</p> <p>In 2021, joint management commenced for the Daintree, Ngalba bulal, Hope Island and Kalkajaka National Parks (CYPAL).</p> <p>Significant increased involvement and engagement by Joint Management partners and QPWS and external stakeholders, has led to increased funding and land management opportunities. Recent Ministerial commitments to increase Indigenous cultural heritage management has seen the recruitment of three new cultural heritage project officers (First Nations people identified) to work in partnership with Indigenous landholding bodies on Cape York to improve management outcomes.</p>	31 December 2022, reported annually	
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. (DCHDE)	In 2020–2021, \$1.6 million was invested through the Backing Indigenous Art initiative including supporting 14 Indigenous Art Centres, the Indigenous Art Centre Alliance (peak body), the Cairns Indigenous Art Fair and supporting 300 Queensland artists.	31 December 2022, reported annually	
Invest \$2.1 million through new Backing Indigenous Arts Performing Arts funding to strengthen Queensland's Aboriginal and Torres Strait Islander performing arts sector. (DES)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		
<p>Implement Queensland Parole System Review recommendation 64:</p> <ul style="list-style-type: none"> 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. (QCS) 	<p>During 2020–2021, three Cultural Liaison Officers were appointed to correctional centres and Community Corrections offices.</p> <p>Work continues in relation to the role of Cultural Liaison Officers in correctional centres and in Community Corrections offices including those with high numbers of Aboriginal and Torres Strait Islander offenders.</p>	31 December 2022, reported annually	

TARGET	ACHIEVEMENT	TIMELINE	STATUS
Continue to implement the Our Way generational strategy 2017–2037. (DCYJMA)	<p>DCYJMA continues to implement the Our Way strategy and Changing Tracks 2020–2022 action plan in partnership with Family Matters Queensland, Queensland First Children and Families Board, and partner agencies, to reduce the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system and close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families.</p> <p>In 2020–2021, key achievements included:</p> <ul style="list-style-type: none"> • The proportion of Aboriginal and Torres Strait Islander children in the child protection system in Queensland has remained relatively stable over the last 4 quarters (43.6 per cent) • Queensland has one of the lowest rates of over representation of Aboriginal and Torres Strait Islander children in Australia • The proportion of Aboriginal and Torres Strait Islander children in home-based care placed with kin, has increased by 2.4 percentage points to 49.5 per cent compared to 2019–2020 and a 10.4 percentage points increase from pre-reform (39.1 per cent in 2012–2013) • \$42.1 million per annum was allocated for Family Wellbeing Services, that are delivered in 33 locations across Queensland by Aboriginal and Torres Strait Islander community controlled organisations • Queensland leads the nation in the proportion of expenditure provided to Aboriginal and Torres Strait Islander Community Controlled Organisations for family support (20.64 per cent of expenditure in 2020–2021) and intensive family support services (35.94 per cent of expenditure in 2020–2021) • \$14.1 million was allocated to 14 Aboriginal and Torres Strait Islander community-controlled organisations in 16 locations across the state, to implement the Family Participation Program to support Aboriginal and Torres Strait Islander family led decision-making across key decision points of the child protection system. • Commenced in partnership with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak and two Aboriginal and Torres Strait Islander community-controlled organisations (Refocus and Central Queensland Indigenous Development), the implementation of delegated authority enables the powers and functions of the Chief Executive for an Aboriginal and Torres Strait Islander child is delegated to the CEO of an Aboriginal and Torres Strait Islander community-controlled entity • As at end June 2021, eight Instruments of Delegation have been approved by the Director-General enabling the Chief Executive of Refocus to reunify a child with their parent or connect a child with culture, kin and community 	31 December 2022, reported annually	


TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Through the Building our Regions (BoR) program, build the capability of Aboriginal and Torres Strait Islander Councils to identify job-creating infrastructure projects that will improve economic conditions and liveability by:</p> <ul style="list-style-type: none"> Assisting councils in preparing suitable applications when competing for funding under BoR Round 5 (<i>DSDILGP</i>) Working with councils to successfully deliver projects funded under all rounds of BoR. (<i>DSDILGP</i>) 	<p>The Building our Regions program supports local government infrastructure projects in regional communities that create flow on economic development opportunities and jobs.</p> <p>In 2020–2021, key achievements under BoR Round 5 included:</p> <ul style="list-style-type: none"> 9 Aboriginal and Torres Strait Islander community BoR projects reached completion 9 Aboriginal and Torres Strait Islander Councils received over \$7.5 million in funding towards 10 projects. These projects had a total cost at approval of over \$15 million, supporting 48.9* jobs during construction. One project is complete, six are underway and three are at design/tender stage. These projects are all anticipated to improve economic conditions for the councils. <p><i>* Average number of full-time equivalent (FTE) jobs supported by project construction is based on Queensland Treasury's Guidelines for estimating FTE jobs directly supported by capital works.</i></p>	31 December 2022, reported annually	 

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
<p>Promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda. (<i>DTIS</i>)</p>	<p>During 2020–2021, DTIS has continued to promote and support Aboriginal and Torres Strait Islander tourism through Queensland's DestinationQ agenda.</p> <p>Specific tourism initiatives included:</p> <ul style="list-style-type: none"> Delivering Our Country Indigenous Tourism Development Service to 218 businesses that are creating or delivering Indigenous experiences. The Advance Queensland One Business Program has trained Aboriginal peoples and Torres Strait Islander peoples as trainers. The trainers have delivered 18 online webinars and started face-to-face services in Townsville. 122 participants have registered to participate across different locations. A travel bursary of up to \$1,000 was provided to two Indigenous businesses from monsoon-affected regions to attend DestinationQ. 	30 June 2021, reported annually	
<p>Establish a cross-government working group on Aboriginal and Torres Strait Islander Tourism. (<i>DITID</i>)</p>	<p>Completed in the 2018–2019 reporting period. See RAP Annual Report 2018–2019 for further information.</p>		

TARGET	ACHIEVEMENT	TIMELINE	STATUS
<p>Work with Indigenous leaders, Traditional Owners and the wider tourism industry to develop and grow Aboriginal and Torres Strait Islander tourism businesses and experiences. (DTIS)</p>	<p>The Year of Indigenous Tourism was announced for 2020 and has been extended to include 2021 due to COVID-19 interruptions.</p> <p>As at 30 June 2021, the Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) has received \$8.7 million under the Minjerribah Futures Program, and expenditure for Growing Indigenous Tourism in Queensland Fund is \$2.5 million.</p> <p>Indigenous experiences remain the cornerstone of the tourism industry and will continue to be supported as part of the industry.</p> <p>Under the Growing Indigenous Tourism in Queensland Fund, 24 businesses received funding of up to \$25,000 to further develop new business concepts for an Indigenous tourism product or experience, while 9 businesses received funding of up to \$1 million to deliver a new tourism product, experience or infrastructure.</p> <p>The Our Country Indigenous Tourism Development Service has identified over 218 businesses offering Indigenous experiences or Indigenous tourism businesses. The majority of which have a relationship to DTIS in some way to grow indigenous experiences in Queensland Tourism.</p> <p>Minjerribah Futures engages regularly with QYAC's leadership team. As part of Minjerribah Futures, and the North Stradbroke Island Economic Transition Strategy that preceded it, during 2020–2021, several initiatives have been completed including:</p> <ul style="list-style-type: none"> • Pilot of Minjerribah Arts Trail • Completed Minjerribah Ganaba refurbishment • Two place markers installed respectively in Mulumba/Point Lookout and Pulan/Amity Point • Expansion of National Parks and other Protected Areas • Indigenous Business Development Fund • North Stradbroke Island/Minjerribah Marketing and Events Program • Minjerribah Public Transport Study • Eco-Tourism Site Identification Study • Peel Island (Teerk Roo Ra) access • Expanding the Market for School Camps, Field Studies and Tertiary Research. <p>In 2020–2021, the Cape York Peninsula Tenure Resolution Program within DES, through the Eastern Kuku Yalanji land dealing, supported the Jabalbina Yalanji Aboriginal Corporation (JYAC) to develop a tourism strategy. The strategy allows JYAC to engage with the tourism industry and provide significant opportunity for Aboriginal and Torres Strait Islander-led tourism initiatives in the jointly managed Daintree, Ngalba-bulal, Hope Island and Kalkajaka National Parks (CYPAL).</p>	<p>31 December 2022, reported annually</p>	
<p>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. (DTIS)</p>	<p>Aboriginal and Torres Strait Islander tourism experiences remain the cornerstone of the Tourism industry and will continue to be supported as part of the industry.</p> <p>In 2020–2021, key achievements included:</p> <ul style="list-style-type: none"> • Completion of stage one of the Eco Cultural project for the MYAC. MYAC is seeking investors/other funding to complete stages two to six, which include a mangrove boardwalk, cultural centre and zipline. • MYAC also applied for Year of Indigenous Tourism funding to reposition the tourism offering for a domestic market due to ongoing international border closures. 	<p>31 December 2022, reported annually</p>	


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. (DoE)	In 2020, Solid Pathways-STEM was delivered in approximately 239 state schools to 2,066 high achieving Aboriginal and Torres Strait Islander students to develop and nurture their scientific capabilities.	31 December 2022, reported annually	

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. (DoE)	Completed in the 2019–2020 reporting period. See RAP Annual Report 2019–2020 for further information.		

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. (DoE)	<p>In 2020, 91.9 per cent (1,857) of Aboriginal and Torres Strait Islander state school Year 12 completers achieved either a Queensland Certificate of Education (QCE) or Queensland Certificate of Individual Achievement (QCIA), compared to 96.2 per cent (25,217) of non-Indigenous students. The gap in certification (QCE or QCIA) was 4.2 percentage points.</p> <p><i>Note: In 2020, the Queensland Government introduced a new system for QCE. The redevelopment and introduction of new syllabuses combined with changes to assessment and moderation processes represents a break in time-series for the QCE. Comparisons with results prior to 2020 should be interpreted with caution.</i></p> <p>178 out of 242 schools (74 per cent) with Aboriginal and Torres Strait Islander enrolments achieved a certification rate above 98 per cent for Indigenous students.</p> <p>DoE are continuing to work with Aboriginal and Torres Strait Islander students who did not achieve a successful schooling outcome in 2020, to ensure they receive a QCE in 2021 or transition into meaningful employment or further study.</p>	31 December 2022, reported annually	

GOVERNANCE, TRACKING PROGRESS AND REPORTING

Governance

The implementation of the RAP continues to be monitored and overseen by the CAL.

The new Culture and Reconciliation Working Group (CARWG) was established in July 2019 to support the CAL to meet their responsibilities under a number of Queensland Government strategies:

- Queensland Government Cultural Capability Framework
- Queensland Government Reconciliation Action Plan 2018–2022
- Moving Ahead Strategy 2016–2022
- Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy.

Since the establishment of the CARWG, it has met on a quarterly basis to discuss the Queensland Government's strategic reform agendas by exploring synergies and opportunities towards reconciliation.

DSDSATSIP is responsible for coordinating the whole-of-government reporting on the RAP, and will continue to liaise and share information with RA and other key stakeholders during 2021–2022.

Learnings

For the 2020–2021 reporting period, DSDSATSIP improved the reporting templates, by including highlights on each target from the previous two annual reports. This tells a story when collecting data and assists agencies on what to report on. The data received from all agencies for this reporting period has seen significant improvements in the quality provided and has reduced the amount of data validation required.

DSDSATSIP continues to seek constructive feedback from all contributing Queensland Government agencies and sees this as an essential component of the continuous improvement cycle for reporting. DSDSATSIP is exploring options for further streamlining these processes in the 2021–2022 reporting period.

Challenges

The RAP 2018–2021 was due to end on 30 June 2021. Due to the impacts of the global COVID-19 pandemic, the RAP has been extended to 31 December 2022. This will ensure the Queensland Government can complete the RAP evaluation process, and the outcomes of the evaluation can be considered for future RAPs.

To fulfil the RAP commitments, it is critical that all 22 agencies in the Queensland Government are given the opportunity to participate in consultation and engagement as part of developing targets and reporting on achievements. The RAP continues to provide a valuable opportunity for agencies to communicate what they are doing to improve the cultural capability of their employees and Aboriginal and Torres Strait Islander participation. Open communication between agencies on RAP actions and targets has led to the sharing of ideas and concepts which may not have occurred in the absence of a RAP being in place. Strong relationships have also been key in implementing the RAP during a global pandemic and machinery-of-government changes.

RAP evaluation

The Queensland Government RAP includes a commitment to commission an independent review of the RAP.

In 2020–2021, DSDSATSIP undertook a selective tender approach to appoint a consultancy firm to conduct an independent evaluation of the RAP.

The RAP evaluation aims to measure the RAP's progress, process and develop recommendations for improvement in future RAPs and create a transparent dialogue with key stakeholders about its implementation and progress.

The purpose of this evaluation is to explore the progress of the RAP's delivery across Queensland to improve outcomes for Aboriginal and Torres Strait Islander Queenslanders.

The evaluation's two broad objectives are:

- **Process**—to identify what was learnt about the process of developing and implementing the Stretch RAP and what the implications are for the process of developing future RAPs
- **Progress**—to determine the achievements (direct and indirect) arising from the Stretch RAP and what outcomes or impact that has realised with respect to the objective of reconciliation.

The Queensland Government will publish the evaluation findings in 2022.

FUTURE OPPORTUNITIES

Path to Treaty

The Treaty Advancement Committee was established in February 2021 to provide advice on implementation options to progress the Treaty process, with a report to government by the second half of 2021.

The Queensland Government's strong commitment to progressing a treaty-making process with First Nations Queenslanders has been further confirmed through the establishment of a Path to Treaty Fund as part of the 2021–2022 Budget. The returns from the fund will be dedicated to supporting Queensland's Path to Treaty over the next 10 years.

First Nations Health Equity reform agenda

The aim of the First Nations Health Equity reform agenda is to progress a renewed and shared agenda to improve Aboriginal peoples and Torres Strait Islander peoples health outcomes, experiences, and access to care across the health system. This agenda builds on the foundations of the past to reshape the health system by placing 'health equity' and Aboriginal and Torres Strait Islander voices at the centre of healthcare service design and delivery. The success of this new approach is dependent on representation, leadership and shared decision-making with Aboriginal peoples and Torres Strait Islander peoples. It will only succeed by listening to and respecting the voices, lived experiences and cultural authority by Aboriginal peoples and Torres Strait Islander peoples.

Making Tracks Together: Queensland's Aboriginal and Torres Strait Islander Health Equity Framework places First Nations people and voices at the center of healthcare service design and delivery in Queensland. *Making Tracks Together* outlines the strategic framework to drive health equity, eliminate institutional racism across the public health system and achieve life expectancy parity for First Nations people by 2031.

Local Thriving Communities

DSDSATSIP will continue to support communities determine how LTC could best work for them. Once established, local decision-making bodies will work in partnership with their Ministerial and Government Champions to develop and sign a Community Agreement which sets out how government and community will work together to achieve community's aspirations and improve the design and delivery of services for their community.

DSDSATSIP continues to engage with all communities to ensure community perspective is incorporated into the whole-of-government activity that is occurring as part of the LTC reform so that government is ready to engage in and support effective local decision-making.

DSDSATSIP will continue to explore opportunities to work in collaboration with similar reform priorities so Aboriginal peoples and Torres Strait Islander peoples living in urban and regional locations can also benefit from the whole-of-government reform and new ways of working with Aboriginal peoples and Torres Strait Islander peoples.

Meriba Omasker Kaziw Kazipa

The *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* will come into force on 1 July 2021. Mr C'Zarke Maza, the inaugural Commissioner (Meriba Omasker Kaziw Kazipa), will commence duties as the Commissioner in mid-July 2021 and assist the Queensland Government with the finalisation of operational requirements to support the official launch of the application process for Cultural Recognition Orders.

The Queensland Government will facilitate the establishment and opening of the Office of the Commissioner (Meriba Omasker Kaziw Kazipa) and the Meriba Omasker Kaziw Kazipa Program Support Office in Cairns and on Thursday Island. Recruitment of staff to these offices will ensure community members have access to support and information to assist them with the application process.

Aboriginal and Torres Strait Islander Languages program and grants

Queensland plays a significant role in preserving Australia's First Nations languages, holding the nation's second largest Aboriginal and Torres Strait Islander population. In 2021, the Queensland Government doubled its investment to \$400,000 for the Indigenous Languages Grants Program. Up to 30 language initiatives will be supported with increased funding across two tiers: \$20,000 for 10 significant initiatives and \$10,000 for 20 local community impact initiatives.

The Indigenous Languages Grants Program is commitment under the Queensland Aboriginal and Torres Strait Islander Languages Action Plan which is giving effect to the Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy and supports outcomes under Target 16 of the National Agreement on Closing the Gap.

First Nations Training Strategy

As part of the *Future Skills Fund*, the Queensland Government committed \$5 million for the development of a *First Nations Training Strategy* to support Aboriginal and Torres Strait Islander communities develop skills relevant to local needs and to be able to compete for jobs in the future economy. DESBT is leading the development of this strategy.

Aboriginal and Torres Strait Islander Business Innovation Reference Group

The Honourable Stirling Hinchliffe MP, Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement is the Chair of the Business Innovation Reference Group (BIRG), with Co-Chair The Honourable Di Farmer MP, Minister for Employment and Small Business and Minister for Training and Skills Development.

BIRG is a ministerial advisory group that brings together Aboriginal and Torres Strait Islander entrepreneurs, business leaders and researchers to provide advice to the Queensland Government on how best to support the development of existing, emerging, and new Aboriginal and Torres Strait Islander businesses and innovators across Queensland. DESBT provides support to the DTIS secretariat.

BIRG was established under the DTIS Advance Queensland's Deadly Innovation Strategy.

ACRONYMS

ABBREVIATION	TITLE
ANTaR	Australians for Native Title and Reconciliation
ARB	Australian Reconciliation Barometer
ATSIHQ	Aboriginal and Torres Strait Islander Housing Queensland
BIRG	Business Innovation Reference Group
BoR	Building our Regions
BTW	Back to Work
CAL	Cultural Agency Leaders
CARWG	Culture and Reconciliation Working Group
CEO	Chief Executive Officer
CJG	Community Justice Groups
CQI	Continuous Quality Improvement
CYPAL	Cape York Peninsula Aboriginal Corporation
DCHDE	Department of Communities, Housing and Digital Economy
DCYJMA	Department of Children, Youth Justice and Multicultural Affairs
DES	Department of Environment and Science
DESBT	Department of Employment, Small Business and Training
DFV	Domestic and Family Violence
DJAG	Department of Justice and Attorney-General
DoE	Department of Education
DoR	Department of Resources
DPC	Department of the Premier and Cabinet
DSDILGP	Department of State Development, Infrastructure, Local Government and Planning
DSDSATSIP	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships
DTIS	Department of Tourism, Innovation and Sport
DTMR	Department of Transport and Main Roads
EKY	Eastern Kuku Yalanji
FLDM	Family-Led Decision-Making
FTE	Full-time equivalent
HHS	Hospital and Health Services
IAEI	Indigenous Academic Excellence Initiative
JCC	Joint Coordinating Committee
JYAC	Jabalbina Yalanji Aboriginal Corporation
LHA	Land Holding Act 1999

ABBREVIATION	TITLE
LTC	Local Thriving Communities
MYAC	Mandigalbay Yidinji Aboriginal Corporation
NAIDOC	National Aborigines and Islanders Day Observance Committee
NRW	National Reconciliation Week
PSC	Public Service Commission
QAGOMA	Queensland Art Gallery and Gallery of Modern Art
QATSIC	Queensland Aboriginal and Torres Strait Islander Coalition
QATSICPP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
QCE	Queensland Certificate of Education
QCIA	Queensland Certificate of Individual Achievement
QCS	Queensland Corrective Services
QFES	Queensland Fire and Emergency Services
QH	Queensland Health
QIPP	Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy
QMN	Queensland Museum Network
QPAC	Queensland Performing Arts Centre
QPS	Queensland Police Service
QPWS	Queensland Parks and Wildlife Service
QPWS&P	Queensland Parks and Wildlife Service and Partnerships
QSA	Queensland State Archives
QUT	Queensland University of Technology
QYAC	Quandamooka Yoolooburabee Aboriginal Corporation
RA	Reconciliation Australia
RAP	Reconciliation Action Plan
RQI	Reconciliation Queensland Incorporated
SID	Science and Infrastructure Development
SLQ	State Library of Queensland
SQW	Skilling Queenslanders for Work
STEM	Science, Technology, Engineering and Mathematics
VET	Vocational Educational and Training

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 2018–2022**
- Queensland Government **Reconciliation Action Plan 2018–2022 Addendum**
- Queensland Government **Reconciliation Action Plan Annual Report 2020–2021**
- Queensland Government **Reconciliation Action Plan Annual Report 2019–2020**
- Queensland Government **Reconciliation Action Plan Annual Report 2018–2019**

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

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