

DATSIP 2019–2023

STRATEGIC PLAN

Revised for 2020–2021



Queensland
Government

OUR VISION

Aboriginal and Torres Strait Islander Queenslanders

THRIVING

culturally, socially
and economically.

OUR PURPOSE

Leading change through enhanced relationships and improved decision-making across government, to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

OUR PEOPLE

Based on a SOLID culture we have an exceptional sense of who we are, what we do and why we do it.

Strengths based
Open
Loyal
Innovative
Dedicated

OUR PARTNERS

- Aboriginal and Torres Strait Islander Queenslanders living in urban, regional, rural and remote communities
- Companies, non-government organisations, and peak bodies across economic and community sectors
 - Australian, Queensland and Local Governments.

We will respect, protect and promote human rights in our decision-making and actions.

THRIVING

OUR APPROACH

The thriving agenda is supported by building strong partnerships to ensure we deliver innovative, culturally appropriate, well-considered services for Aboriginal and Torres Strait Islander Queenslanders.

Treaties and agreement making
Healing and truth telling
Relationships anchored by high expectations
Investing in and embracing local leadership
Vibrant cultures and communities
Innovative policy and programs
Negotiated solutions to complex challenges
Guaranteed service outcomes

OUR ENVIRONMENT

The department is transitioning from traditional service delivery to have a more central agency focus – to be better positioned to influence, by partnering and working with Aboriginal and Torres Strait Islander Queenslanders, so they are at the forefront of negotiations and decision-making, and leading changes that support our communities to thrive.

Our opportunities are:

- co-designing policies with strategic partners (Aboriginal and Torres Strait Islander Queenslanders, government and community)
- brokering strategic partnerships with agencies to deliver improved social and economic outcomes
- developing information technology solutions that support service delivery (Brisbane, regions and remotes)
- strengthening governance frameworks based on contemporary best practice
- building individual and organisational capability to support the department's priorities.

We are managing risks by:

- working with strategic partners to co-design policy
- managing cybersecurity and secure IT networks
- delivering strong governance and compliance frameworks
- driving alignment of resources to meet departmental priorities.

TRACKS TO TREATY

A NEW WAY OF WORKING

Tracks to Treaty: Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders

We are committed to a new way of working, delivering real change and real outcomes through a genuine partnership approach.



HOW WE CONTRIBUTE



CREATE JOBS IN A STRONG ECONOMY

Supporting economic development and generating new employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

We contribute to the following 'Our Future State: Advancing Queensland's Priorities.'



BE A RESPONSIVE GOVERNMENT

Increasing self-determination and decision-making through co-design and by supporting strategies to improve the cultural capability of the Queensland public sector.



KEEP COMMUNITIES SAFE

Working with communities and our strategic partners to close the gap in health, education, employment and housing outcomes, and to reduce over-representation in the child protection and justice systems.



GIVE ALL OUR CHILDREN A GREAT START

Connecting Aboriginal and Torres Strait Islander Queenslanders to their community and family histories.



OBJECTIVE

Influence positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders

Lime Photography

STRATEGIES

Improve local knowledge and access to Queensland Government led policies and initiatives by all Aboriginal and Torres Strait Islander Queenslanders.

Maximise employment opportunities in communities by:

- integrating employment programs, agreements and projects for on the job and post-job placement opportunities to be delivered by local Aboriginal and Torres Strait Islander leaders.

Influence government agencies to:

- broker job and training opportunities for Aboriginal and Torres Strait Islander Queenslanders in urban, rural and remote communities
- coordinate responses to job placement and economic need
- consider business and employment opportunities for Aboriginal and Torres Strait Islander people through strategic procurement.

Partner with Aboriginal and Torres Strait Islander communities to:

- coordinate and deliver informed capital investment projects
- provide land administration support services to trustees
- explore opportunities with trustees to secure land tenure for existing and emerging businesses.

Invest in and build on community strengths to:

- increase home ownership by Aboriginal and Torres Strait Islander Queenslanders
- advance small business growth in Aboriginal and Torres Strait Islander communities throughout Queensland.

KPIs

Increase in:

- Aboriginal and Torres Strait Islander businesses securing government and industry procurement
- Value of government procurement from Aboriginal and Torres Strait Islander businesses

- Aboriginal and Torres Strait Islander job placements
- Aboriginal and Torres Strait Islander successful job outcomes – employment over 3 months and 6 months
- Number of houses made available for ownership through Queensland Government investment.

Support safe, caring and connected communities that value culture and heritage

Facilitate partnerships with government agencies to identify services that can be delivered by Aboriginal and Torres Strait Islander communities to meet community needs.

Facilitate working partnerships with Aboriginal and Torres Strait Islander Queenslanders to:

- build on and embrace community strengths, culture and heritage
- support programs and projects that have been co-designed and ensure service outcomes.

Ensure legislative framework values and protects culture and heritage.

Maximise opportunities to support and value Aboriginal and Torres Strait Islander Queenslanders' history, culture and language.

Work with Aboriginal and Torres Strait Islander Queenslanders to build civic pride, culture, heritage, and celebration in engagement programs delivered to the community by the community.

Lead the implementation of the whole-of-government Reconciliation Action Plan to promote reconciliation.

Build cultural capability across the public sector, to help agencies develop and implement cultural capability in their own departments.

Increased customer satisfaction with:

- Cultural heritage services
- Community and personal histories services.



Tony Phillips
Photography



Queensland Indigenous Youth Leadership Program

OBJECTIVE

Design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders

STRATEGIES

Partner with communities and government agencies to develop innovative policies and programs that focus on Aboriginal and Torres Strait Islander priorities.

Establish strong lines of communication to support the co-design process, and keep people informed of the progress of our journey together from policy to implementation.

Create community foundations for future generations by providing a strategy to ensure a vibrant economy and healthy community.

Influence government and partners to develop solutions and a way forward on complex challenges.

Develop relationships based on healing and truth telling with Aboriginal and Torres Strait Islander Queenslanders to:

- anchor relationships and agreed outcomes for both the government and the community
- develop pathways with Aboriginal and Torres Strait Islander Queenslanders to be decision-makers with and through government
- agree that decisions on service delivery have service outcomes, with accountability and evaluation.

KPIs

- Efficiency in policy development:*
- Total cost per hour of economic participation policy
 - Total cost per hour of community participation policy.

OBJECTIVE

**Strengthen
capability,
innovation and
governance**



*Petrina Bow and Dr Chris Sarra
DATSIP All Staff Forum 2018*

STRATEGIES

Strengthen performance through contemporary governance best practice.

Deliver corporate solutions and systems that are fit for purpose, managed and streamlined in a consistent manner (Brisbane, regions and remotes).

Deliver staff engagement programs.

Embed the cultural capability framework within the department's governance mechanisms.

Maintain respectful relationships and cultural considerateness that promote trust and accountability to achieve results.

Partner with government agencies, industry and the broader community to establish effective networks that foster collaboration.

Build on and maintain workforce capability that is outcomes focussed to consistently deliver service expectations.

KPIs

- *Increased workforce diversity*
- *Program and project performance against budget allocation*
- *Cultural Capability Action Plan deliverables implemented*
- *Reconciliation Action Plan deliverables implemented.*



ACKNOWLEDGMENT

We pay our respects to Traditional Owners and Elders past and present who have given us strength, inspiration and guidance to create a better Queensland.

FURTHER INFORMATION

For further information or to download our Strategic Plan visit www.datsip.qld.gov.au