

# Innovate Reconciliation Action Plan

Queensland Parliamentary Service  
November 2020 - November 2022



# Our Artwork

## Building Strength



### ABOUT THE ARTIST

**Casey Coolwell is a Quandamooka, Nunukul woman with traditional ties to North Stradbroke Island, on her father's side with links to the Aboriginal and South Sea Islander people of Bowen and Mardigan people of Eulo, Queensland, through her mother's side.**

**Casey co-founded CHABOO, with partner Roy Fisher, where they tell their stories through their painted artwork on home decor, graphic design and murals.**

This artwork represents the strength of our cultures coming together, discussing change and expanding knowledge.

The centre piece is a representation of our Aboriginal and Torres Strait Islander people connecting, sharing and yarning. The surrounding design elements, within the centre piece, signify changes through others steps, discussion points and communication lines.

The outer dots, that form "U" shapes, are our Ancestors watching over our progress and helping guide us with their knowledge.

The background artwork represents the beauty of our red lands and the overlapping struggles that we are trying to conquer and overcome.

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# Acknowledgement

We pay our respects to First Nations peoples in the state of Queensland and acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land and seas.

We also pay our respects to Elders past and our current and future generations.

# Message from the Speaker



At its heart, Reconciliation is about unity.

Reconciliation of Aboriginal and Torres Strait Islander peoples and the wider community is a mark of our progress as a Nation.

This progress reflects Australians' inherent qualities as open, optimistic, inclusive people. Qualities which are found in abundance in Queensland.

We are very fortunate in this country to have two of the world's oldest continuing living cultures in Aboriginal and Torres Strait Islander peoples whose lands, winds and waters we all now share. First Nations peoples and cultures contribute a richness to Australia that is unique and priceless.

The process of reconciliation is as varied as the cultures it embraces. The aspirations of inclusion and unity which inspire the process of Reconciliation allow Australians from all walks of life to make their contribution no matter who they are.

As the 'People's House' Queensland Parliament is welcome to all Queenslanders as a mark of unity.

The members of the Queensland Parliamentary Service are hardworking and earnest towards ensuring that this mark of unity is realised through their dedicated service.

In recent years, this has been evidenced by the establishment of the Junior Indigenous Youth Parliament in 2018, which has alternated between Cairns and Townsville. We have also further recognised Queensland's First Nations heritage with the dedication of two Parliamentary Committee rooms to Aboriginal and Torres Strait Islander peoples and cultures.

The Reconciliation Action Plan (RAP) follows on from the formal recognition of reconciliation action in our Strategic Plan for the first time in 2017-18. Since that time a Reconciliation Action Statement has been a feature of the Parliamentary Service annual reports, an initiative which has now evolved into a Reconciliation Action Plan.

The work of service members to take the next step towards Reconciliation with the development of a RAP is an extension of the spirit and dedication which they bring in service of all Queenslanders.

I wish to thank Reconciliation Australia for its partnership with the Working Group in developing this RAP. Special thanks must go to Uncle Bill Buchanan of Reconciliation Queensland for his experience and expertise in assisting the development of the RAP.

I also wish to thank Casey Coolwell, a Quandamooka, Nunukul woman of North Stradbroke Island with links to Eulo and Bowen for the artwork in the RAP document.

The first RAP of the Queensland Parliamentary Service is our contribution towards the process of Reconciliation and I commend the actions contained within.



Honourable Curtis Pitt MP

# Message from the Clerk



**In supporting the work of the Legislative Assembly, the Parliamentary Service aspires to uphold the principles of democracy and promote inclusion of all Queenslanders in the democratic process.**

These aspirations include supporting and promoting reconciliation between Aboriginal and Torres Strait Islander peoples and other Queenslanders.

As custodians of the symbolic home of democracy in Queensland, the Legislative Assembly and the Parliamentary Service are uniquely placed to take both a symbolic and practical lead in reconciliation efforts.

The Parliamentary Service has been a leader among Australian parliamentary jurisdictions in promoting reconciliation over many years.

Since 1998, there has been a First Nations Welcome to Country at every opening of Parliament. The inaugural delivery of this Welcome to Country was made by former Queensland Senator Neville Bonner, the first Indigenous Australian to sit in the Australian Parliament.

The tabling of the "Hands on Parliament" Report in 2003 from the Parliamentary Legal, Constitutional and Administrative Review Committee was a catalyst for change in how Queensland Parliament engaged with First Nations' Queenslanders.

The report was part of a wider inquiry into First Nation's people's participation in Queensland democracy and contained recommendations across the Government and Parliament.

The recommendation which was most enduring to the Parliament was the proposal for a parliamentary Indigenous Liaison Officer. The ILO role came into existence in 2008 with the initial appointment of Brett Nutley who would go on to serve for over a decade in this role. Until recently this role was the only one of its kind in Australia.

The Indigenous Liaison Officer has become a critical role in the service as the lynchpin for Queensland Parliament's outreach to First Nations Queenslanders, especially in remote communities.

The ILO role is an example of both symbolic and practical reconciliation. Since 2019 this role has been taken on by Joe Stewart who has also served as co-chair of the RAP working group.

This Reconciliation Action Plan is the product of a significant body of work from the RAP Working Group team of Joe Stewart (Co-Chair), George Hasanakos (Co-Chair), Michael Ries (RAP Champion), Uncle Bill Buchanan, Katina Webb (Secretary), Kieran Wagstaff, Tina Grady, Lyneta Darlington, Clint Hart and Brittany Honan.

The group have consulted widely with staff and stakeholders, particularly with the Aboriginal and Torres Strait Islander communities and services that access the Queensland Parliament.

The Queensland Parliament should be accessible to all Queenslanders who wish to participate in its democracy. This Reconciliation Action Plan is worthy of this aspiration.



Neil Laurie  
Clerk of the Parliament



# Message from Reconciliation Australia



**Reconciliation  
Australia commends  
the Queensland  
Parliamentary  
Service on the formal  
endorsement of its  
inaugural Innovate  
Reconciliation Action  
Plan (RAP).**

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for the Queensland Parliamentary Service to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, the Queensland Parliamentary Service will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Queensland Parliamentary Service is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals the organisation's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Queensland Parliamentary Service on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



# Our Vision for Reconciliation

**Our vision for reconciliation is of a Queensland where all people feel they belong. A Queensland where First Peoples are respected and included in all aspects of Queensland life.**

We wish to promote and strengthen cultural respect, equality and opportunities for Aboriginal and Torres Strait Islander peoples. The Queensland Parliamentary Service is committed to developing an organisational structure which facilitates:

- meaningful relationships with the First Peoples of this land
- ongoing educational and personal development opportunities to strengthen cultural understanding and respect, and
- opportunities for Aboriginal and Torres Strait Islander peoples to participate in both the Parliamentary Service and the functions of parliament.

We recognise the institution of Parliament plays a vital role in solidifying democracy for Aboriginal and Torres Strait Islander peoples and we are committed to ensuring equity and respect for all who come into contact with Parliament.







# Our Business

**The purpose of the Queensland Parliamentary Service is to independently support, promote and strengthen the Parliament to fulfil its democratic functions.**



The Parliamentary Service achieves this purpose by:

1. Supporting the Legislative Assembly and its committees in fulfilling its functions within the institution of Parliament to:
  - make law (and supervise delegated law making)
  - approve and scrutinise the State's finances
  - scrutinise the actions of executive government (and oversight independent bodies), and
  - provide a forum for debate and grievance.
2. Supporting members to engage with and represent their Electorates.
3. Providing information, corporate and facility management services.
4. Safeguarding, promoting and strengthening the important institution of Parliament.

The Parliamentary Service employs a total of 588 staff (comprising 426 full-time and part-time permanent and temporary officers and 162 casual staff) on the Parliamentary Precinct in Brisbane and also in 97 Electorate Offices around the length and breadth of Queensland.

There are currently four Parliamentary Service Officers that identify as an Aboriginal and/or Torres Strait Islander person.

# Our RAP

**In supporting the work of the Legislative Assembly, the Parliamentary Service aspires to uphold the principles of democracy and promote inclusion of all Queenslanders in the democratic process.**

These aspirations include supporting and promoting reconciliation between Aboriginal and Torres Strait Islander peoples and other Queenslanders.

As custodians of the symbolic home of democracy in Queensland, the Parliamentary Service is uniquely placed to take both a symbolic and practical lead in reconciliation efforts.

The Parliamentary Service has been a leader among Australian parliamentary jurisdictions in promoting reconciliation over many years. Significant reconciliation milestones and activities for the Parliamentary Service include:

- A Welcome to Country has been part of the official proceedings at each Opening of Parliament since 1998
- Parliamentary Legal, Constitutional and Administrative Review Committee Hands on Parliament Report following an inquiry into First Nations peoples' participation in our system of democracy (2003)
- Renaming of function venues in the parliamentary complex in 2004 to recognise local Indigenous language groups (Undumbi and Dandiir rooms)
- Establishment of the Reconciliation Gallery in the parliamentary complex honouring our first Indigenous Member of Parliament, Uncle Eric Deeral
- Display of Aboriginal and Torres Strait Islander flags alongside the Australian and Queensland flags in the Parliamentary Chamber and outside Parliament House (2007)
- Commissioning of the Parliamentary Wind Yarn (Didgeridoo) for display in the precinct as a symbol of reconciliation between Indigenous and non-Indigenous Queenslanders
- Formal acknowledgement of Traditional Owners of the land prior to each parliamentary sitting week (2007)
- Appointment of Australia's first Parliamentary Indigenous Liaison Officer role (2008)
- Hosting of the first Indigenous Youth Parliament (2009) (since renamed Eric Deeral Indigenous Youth Parliament in 2012)
- A face-to-face cultural awareness seminar for Parliamentary Service staff (2009-2010)
- Hosting a ceremony in 2011 showcasing a performance of the national anthem sung in the Yugambeh language
- Promoting engagement and dialogue with Aboriginal and Torres Strait Islander communities through parliamentary committee public hearings in regional locations throughout Queensland
- Conducting regional education and training activities throughout Queensland including programs for First Nations students
- Hosting the annual Indigenous Schools Constitutional Convention onsite, and participating when held at other Queensland locations
- Hosting Queensland Reconciliation Awards and providing complimentary use of facilities onsite to Reconciliation Queensland for regular meetings
- Conducting Indigenous Youth Parliaments in Regional Queensland since 2018, and
- Renaming Level 6 committee rooms in honour of Aboriginal and Torres Strait Islander peoples.







*Back row (L-R): Brittany Honan, Katina Webb (Secretary), Clint Hart, Tina Grady. Middle row (L-R): Kieran Wagstaff, Michael Ries (RAP Champion). Front row (L-R): Joe Stewart (Co-Chair), George Hasanakos (Co-Chair). Absent: Bill Buchanan, Lyneta Darlington.*

From the 2017-18 Annual Report, the Parliamentary Service committed to reporting on its reconciliation activities through a Reconciliation Action Statement in the Annual Report.

The Parliamentary Service is now advancing its commitment to reconciliation by entering into its first Reconciliation Action Plan.

In acknowledgement of the substantial activities undertaken in the cause of reconciliation, the first Parliamentary Service RAP is based on Reconciliation Australia's 'Innovate RAP' framework. The RAP sets out a framework for reviewing and building on previous achievements.

This RAP includes case studies that highlight the actions towards the cause of reconciliation which have been undertaken by the Parliamentary Service.

The RAP has been developed by the Parliamentary Service RAP Working Group to develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples, and provide opportunities to engage staff and stakeholders in reconciliation activities. Through implementation of this RAP, we will develop and activate strategies for empowering Aboriginal and Torres Strait Islander peoples.

The RAP includes new actions to strengthen the culture of inclusion and respect within the Parliamentary Service and to further progress our reconciliation journey.

The RAP Working Group includes the following representatives:

- Indigenous Liaison Officer (Indigenous Co-chair)
- Executive Officer, Office of the Speaker (Non-Indigenous Co-Chair)
- Deputy Clerk
- Marketing, Communications and Education area representatives
- Human Resource Services representative
- Procurement Services Team Leader
- Electorate Officer representative

The Deputy Clerk is the RAP Champion and provides liaison on RAP matters to the Executive Management Group.



# Relationships

As custodians of the symbolic home of democracy in Queensland, this RAP represents an important opportunity for the Parliamentary Service to build strong ongoing relationships with Aboriginal and Torres Strait Islander peoples to empower them to have their say in the democratic process.

This RAP presents an opportunity for the Parliamentary Service to build strong ongoing relationships.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Work with Aboriginal and Torres Strait Islander stakeholders and communities to develop partnerships and guiding principles for future engagement.	Nov 2020 Oct 2021	Indigenous Liaison Officer
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec 2021	Indigenous Liaison Officer
	1.3 Continue to support emerging leaders in the community by hosting the Eric Deeral Indigenous Youth Parliament and Junior Indigenous Youth Parliament.	Dec 2021	Indigenous Liaison Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2021 May 2022	Manager, Human Resource Services
	2.2 RAP Working Group members to participate in an external NRW event.	May 2021 May 2022	RAP Working Group Co-Chairs
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2021 May 2022	Manager, HR Services
	2.4 Organise at least one NRW event each year and promote NRW activities through suitable channels including social media, Intranet and publications.	May 2021 May 2022	Team Leader – Marketing and Communications
	2.5 Register all our NRW events on Reconciliation Australia's NRW website.	May 2021 May 2022	RAP Working Group Co-Chairs
3. Promote reconciliation through our sphere of influence.	3.1 Implement strategies to engage our employees in reconciliation including: <ul style="list-style-type: none"> <li>regular cultural training, and</li> <li>annual call for membership of working group.</li> </ul>	Nov 2020	Indigenous Liaison Officer
	3.2 Communicate our commitment to reconciliation publicly.	Last week in May 2021	Speaker



Action	Deliverable	Timeline	Responsibility
	3.3 Explore and action opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Jan 2021	RAP Working Group Co-Chairs
	3.4 Collaborate with other like-minded organisations to develop ways to advance reconciliation, including those with or without a RAP.	Dec 2020	RAP Working Group Co-Chairs
	3.5 Include an overview of the RAP as part of employee induction.	Dec 2020	Manager, Human Resource Services
	3.6 Include an overview of the RAP as part of Member induction.	Nov 2020	Deputy Clerk
4. Promote positive race relations through anti-discrimination strategies.	4.1 Review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Nov 2020	Manager, Human Resource Services
	4.2 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors when developing anti-discrimination policy.	Feb 2021	Manager, Human Resource Services
	4.3 Ensure the anti-discrimination policy is communicated effectively to all employees and included in employee inductions.	Jun 2021	Manager, Human Resource Services
	4.4 Arrange training for senior leaders on the effects of racism in line with the cultural learning strategy.	Nov 2022	Manager, Human Resource Services



# Case study Indigenous Liaison Officer



Brett Nutley speaking at the 2019 NAIDOC display launch

**In 2008 the Queensland Parliament became the first Australian parliament to appoint an Indigenous Liaison Officer. Since the appointment of the first holder of the office, Brett Nutley over a decade ago, the Indigenous Liaison Officer has become a valued position within the Queensland Parliamentary Service.**

The position of an Indigenous Liaison Officer was a recommendation of the 2003 Hands on Parliament report by the Legal, Constitutional and Administrative Review Committee of the Queensland Parliament.

Queensland's example has led a number of other jurisdictions to consider creating a similar role.

The prime focus of the Queensland Parliament Indigenous Liaison Officer is to improve engagement between Queensland's Aboriginal and Torres Strait Islander peoples' and the Queensland Parliament.

The Indigenous Liaison Officer is also responsible for:

- Providing protocol advice as it affects the Parliament, for example, Welcome to Country, acknowledgement of Traditional Owners, observance of ceremony and protocol for Aboriginal and Torres Strait Islander flags
- Liaising and consulting with a diverse range of internal and external stakeholders in relation to Indigenous matters

- Providing or arranging the provision of, cultural awareness training to Members of Parliament (including as part of the new members' induction program) and parliamentary staff
- Performing a liaison role between the Parliament, its committees and members and Aboriginal and/or Torres Strait Islander communities where necessary, and
- Assisting Parliamentary Education Services in its programs and activities aimed at Aboriginal and Torres Strait Islander people.

In 2019, Joe Stewart took up the position as Queensland Parliament's second Indigenous Liaison Officer, to continue to strengthen the engagement of Queensland's Aboriginal and Torres Strait Islander peoples' and the Queensland Parliament.

Respect between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders is fundamental to the reconciliation process. The Parliamentary Service has and will continue to encourage understanding and appreciation of Aboriginal and Torres Strait Islander histories, cultures and knowledge for the benefit of all Queenslanders.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within the Queensland Parliamentary Service.	Dec 2021	RAP Working Group Co-Chairs
	5.2 Investigate innovations and improvements in the use of the following existing spaces dedicated to respect and acknowledge First Nations peoples: <ul style="list-style-type: none"> <li>• Dandiir Room</li> <li>• Undumbi Room</li> <li>• Aboriginal People's Room</li> <li>• Torres Strait Islander Room, and</li> <li>• Reconciliation Gallery.</li> </ul>	Jun 2022	Team Leader – Facilities
	5.3 Explore opportunities to honour First Nations peoples contributions through the use of Aboriginal and Torres Strait Islander artwork, including film or portraits of significant First Nations Members on display across the precinct.	Jun 2022	Team Leader – Facilities
	5.4 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy for the Queensland Parliamentary Service.	Apr 2021	Indigenous Liaison Officer
	5.5 Develop a cultural learning strategy for Parliamentary Service staff.	Nov 2021	Indigenous Liaison Officer
	5.6 Implement cultural learning strategy that includes development of a formal and structured Cultural Learning Unit Module to be delivered to all precinct staff (including leadership) and electorate officers during their induction.	Jun 2022	Indigenous Liaison Officer
	5.7 Regularly consult the RAP Good Practice guide to ensure all Parliamentary Service communication meets the standards for inclusive and respectful language.	Dec 2020 Jun and Dec 2021 Jun 2022	Team Leader – Marketing and Communications
	5.8 Investigate appropriate learning opportunities in relation to First Nations languages in all areas of Queensland.	Sept 2022	Indigenous Liaison Officer
	5.9 Investigate the provision of information to Electorate Officers about cultural learning relevant to their electorate and surrounding local region, including on-Country visiting opportunities.	Nov 2022	Team Leader – Education and Liaison
	5.10 Investigate further opportunities for Parliamentary Precinct Staff to participate in On-Country visits when invited.	Dec 2021	Indigenous Liaison Officer

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Ensure that significant Parliamentary Service occasions include appropriate protocols - Welcome to Country or Acknowledgment of Country.	Dec 2020 Jun and Dec 2021 Jun 2022	First Clerk Assistant – Procedure
	6.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Dec 2021	Indigenous Liaison Officer
	6.3 Put a submission to the Speaker to invite a local Traditional Owner to provide a Welcome to Country at the first sitting of the Queensland Parliament each year.	Dec 2020	First Clerk Assistant – Procedure
	6.4 Increase staff understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols as part of induction/ orientation programs.	Nov 2020	Manager, Human Resource Services
	6.5 Produce a Parliamentary Services Acknowledgement of Country card.	Nov 2020	Indigenous Liaison Officer
	6.6 Investigate publication of appropriate Acknowledgment of Country information on the Parliament website with an acknowledgement of all language groups in Queensland.	Jun 2021	Team Leader – Marketing and Communications
	6.7 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Jun 2021	RAP Champion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jun 2021	Manager, Human Resource Services
	7.2 RAP Working Group to participate in an external NAIDOC Week event.	First week in Nov 2020, July 2021 and Jul 2022	RAP Working Group Co-Chairs
	7.3 Promote and encourage participation in external NAIDOC events to all staff.	First week in Nov 2020, Jul 2021 and Jul 2022	Indigenous Liaison Officer
	7.4 Deliver internal NAIDOC Week event for Parliamentary Service Precinct Staff. This event will be organised in consultation with Aboriginal and Torres Strait Islander stakeholders.	First week in Nov 2020, Jul 2021 and Jul 2022	RAP Champion
	7.5 Inform Electorate Officers of NAIDOC Week events.	First week in Nov 2020, Jul 2021 and Jul 2022	Indigenous Liaison Officer
	7.6 Provide NAIDOC e-mail signature block for all Parliamentary Service Staff.	First week in Nov 2020, Jul 2021 and Jul 2022	Team Leader – Marketing and Communications





# Case study Aboriginal and Torres Strait Islander Youth Parliaments

**Queensland Parliament engages Aboriginal and Torres Strait Islander youths in two targeted Youth Parliament programs; the Eric Deeral Indigenous Youth Parliament and the Junior Indigenous Youth Parliament.**

The Eric Deeral Youth Parliament is delivered as the culminating event in the Queensland Indigenous Youth Leadership Program run by the Department of Child Safety, Youth and Women. The Queensland Parliament first hosted the Indigenous Youth Parliament in 2009. Since then, over 300 young Indigenous people from across Queensland have participated in the Indigenous Youth Parliament programs. In 2012, the Indigenous Youth Parliament was renamed the Eric Deeral Indigenous Youth Parliament in honour of Mr Eric Deeral, Queensland's and Australia's first Indigenous state Member of Parliament.

Eric Deeral Indigenous Youth Parliament provides an opportunity for young people to develop an understanding of parliamentary processes and experience Parliament first-hand through mock debate in the Parliament's chambers. Previous participants have gone on to leadership roles in their communities, completed university degrees, entered trades and even stood as a candidate at local government elections.

The Junior Indigenous Youth Parliament is a regional education program for Aboriginal and Torres Strait Islander students in years 5 and 6. The inaugural Junior Indigenous Youth Parliament was held in 2018 with 91 students from 21 schools from the Cairns region. The 2019 Junior Indigenous Youth Parliament was held in Townsville in the lead-up to the Regional Sitting of Queensland Parliament in Townsville. The program supports Australian curriculum outcomes in Civics and Citizenship. Students are introduced to Queensland Parliament's responsibilities and functions through delivering a speech in a parliamentary styled chamber. The Junior Indigenous Youth Parliaments are facilitated by the Parliamentary Education team with the support of classroom educators.

Both the Eric Deeral Indigenous Youth Parliament and the Junior Indigenous Youth Parliament are chaired by the Speaker of the Queensland Parliament along with local Members of Parliament.





Undumbi Room



Dandiir Room

# Case study

## Acknowledgement of Aboriginal and Torres Strait Islanders peoples in precinct spaces

**Queensland Parliamentary Service recognises the importance of Aboriginal and Torres Strait Islander peoples' involvement in its work. At present there are a number of meeting spaces and a Reconciliation Gallery dedicated to acknowledging Aboriginal and Torres Strait Islander peoples in the precinct.**

In 2004, the Queensland Parliament Service extended invited submissions from the Yugara and the Turrbul peoples for naming two meeting rooms. The names were then decided during a meeting of Elders and Queensland Parliamentary Service staff in Brisbane.

Undumbi means the gathering of the Aboriginal clans from the Moreton Bay coastal area. Dandiir is from the Durubul dialect of the Yuggera language. Dandiir is taken from the phrase Tago Dandiir – Tago meaning altogether and Dandiir being the action of meeting or coming together. As large meeting spaces, Undumbi and Dandiir rooms are regularly used by Queensland Parliamentary Service staff, Members of Parliament, for Parliamentary Committee hearings and as function spaces for external organisations.



The Reconciliation Gallery (pictured right), located in the Parliamentary Annex, honours the first Indigenous Member of Queensland Parliament, Uncle Eric Deeral. The Gallery is a regular stop during training courses and public tours of the precinct. Notable works include 'Wind Yarn' didgeridoo (pictured below) and 'Ajarku Muruu', meaning 'All One Country' in the Kalkadoon language. 'Ajarku Muruu' was donated to Queensland Parliament by artist Chern'ee Sutton. The artwork, as explained by the artist, features a kangaroo and emu which represent persistence for equality, always moving forwards and never backwards.



'Wind Yarn', by John Pene-Fonmosa (pictured left), was commissioned for the Queensland Parliament's celebration of the 40th anniversary of the 1967 Federal Referendum. The artwork tells a story of reconciliation, with footprints and circles representing the journey of Aboriginal and European peoples through Queensland's past, present and future.

The Aboriginal Peoples' Room and Torres Strait Islander Peoples Room are used for Parliamentary Committee hearings.



Aboriginal Peoples' Room



Torres Strait Islander Room



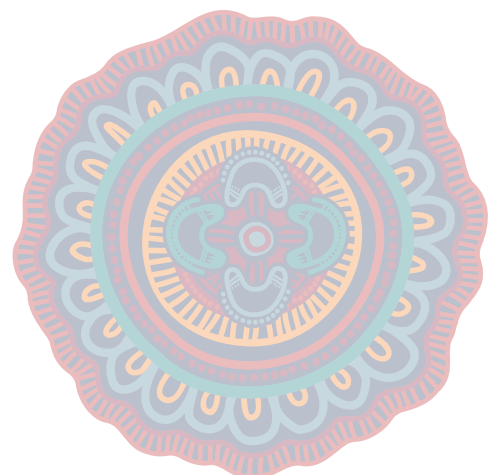
# Opportunities

Creating employment and business opportunities for Aboriginal and Torres Strait Islander Australians will enable the Parliamentary Service to help reduce Aboriginal and Torres Strait Islander marginalisation and enhance diversity of our workforce.

Action	Deliverable	Timeline	Responsibility
8. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	8.1 Engage with Aboriginal and Torres Strait Islander staff to consult on and improve our recruitment, retention and professional development opportunities.	Mar 2021	Manager, Human Resource Services
	8.2 Conduct exit interviews with Aboriginal and Torres Strait Islander staff including questions about retention and professional development to inform future employment strategies.	Nov 2020	Manager, Human Resource Services
	8.3 Collect information on our current Aboriginal and Torres Strait Islander staff to inform for future employment activities.	Nov 2020	Manager, Human Resource Services
	8.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders and investigate utilising social network sites that are relevant.	Mar 2021	Manager, Human Resource Services
	8.5 Review Human Resource and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Mar 2021	Manager, Human Resource Services
	8.6 Investigate and develop an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Dec 2021	Manager, Human Resource Services
	8.7 Implement the above strategy with a view to increasing the percentage of Aboriginal and Torres Strait Islander staff employed in the Parliamentary precinct to a level of parity with the Aboriginal and Torres Strait Islander share of population in Australia.	Sept 2022	Manager, Human Resource Services
	8.8 Investigate opportunities for Indigenous Parliamentary Cadetship and Internships.	Dec 2021	Deputy Clerk
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Register with Supply Nation to aid engagement with Aboriginal and Torres Strait Islander owned businesses.	Nov 2020	Team Leader – Procurement Services
	9.2 Review of current procurement policies and practices to remove any barriers to the procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	Jun 2021	Team Leader – Procurement Services
	9.3 Develop a strategy for the procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	Dec 2020	Team Leader – Procurement Services



Action	Deliverable	Timeline	Responsibility
	9.4 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Sept 2022	Team Leader – Procurement Services
	9.5 Communicate with staff across the Parliamentary Service regarding opportunities for procurement of goods and services from Indigenous businesses, including Supply Nation education materials.	Mar 2021	Manager Finance Administration Service
	9.6 Develop a statement about our commitment to diversity, inclusion and reconciliation to be included in tender documents.	Mar 2021	Manager Finance Administration Services
10. Increase Aboriginal and Torres Strait Islander involvement in the Queensland legislative process.	10.1 Provide advice to Committee Secretariats regarding opportunities to encourage and promote Aboriginal and Torres Strait Islander involvement in committee business. For example: <ul style="list-style-type: none"> <li>• advertise public hearings and submission invitations with Aboriginal and Torres Strait Islander media outlets (e.g. radio, newspaper)</li> <li>• reach out to First Nations groups via social media regarding bills and inquiries of interest, and</li> <li>• find ways to increase submissions and attendance at public hearings from the First Nations community.</li> </ul>	Mar 2021	Indigenous Liaison Officer





# Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	11.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2020, Dec 2021	RAP Champion
	11.2 Elect at least one Aboriginal and/or Torres Strait Islander person to act as RWG Co-Chair.	Feb 2021, Feb 2022	RAP Champion
	11.3 Review Terms of Reference for the RWG to ensure document is relevant for current tasks.	Feb 2021, Feb 2022	RAP Working Group Co-Chairs
	11.4 Meet at least four times per year to drive and monitor RAP implementation. Meeting dates to be determined at commencement of calendar year.	Jan, Apr, Jul and Oct 2021 Jan, Apr, Jul and Oct 2022	RAP Working Group Co-Chairs
12. Provide appropriate support for effective implementation of RAP commitments.	12.1 Develop annual RAP Implementation program and define resourcing requirements for RAP implementation within Parliamentary Service budget preparation timeframes.	Jan 2021, Jan 2022	RAP Champion
	12.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	Feb 2021, Feb 2022	RAP Champion
	12.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	Nov 2020	RAP Champion
	12.4 Appoint and maintain an internal RAP Champion from senior management.	Feb 2021, Feb 2022	Executive Management Groups
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	13.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 2021, 30 Sept 2022	RAP Working Group Co-Chairs
	13.2 Report RAP progress to all staff and senior leaders quarterly.	Dec 2020 Mar, Jun, Sept and Dec 2021 Mar, Jun and Sept 2022	RAP Champion
	13.3 Publicly report our RAP achievements, challenges and learnings, annually through the Parliamentary Service Annual Report.	30 Sept 2021 30 Sept 2022.	RAP Champion
	13.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	RAP Working Group Co-Chairs
14. Continue our reconciliation journey by developing our next RAP.	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	Jun 2022	RAP Working Group Co-Chairs

# Case study

## Indigenous Welcome to Country at the Opening of Parliament

Since the opening of the 49th Queensland Parliament on 29 July 1998, a Welcome to Country by an Indigenous Elder has been an important feature of the official opening, reflecting the Queensland Parliament's commitment to reconciliation between Indigenous and non-Indigenous Queenslanders.

*Uncle Joe Kirk at the 2018 Opening of 56th Parliament*

The Indigenous Welcome to Country has taken place for the last eight openings of Parliament at the commencement of proceedings, with a recognised Queensland Indigenous elder addressing the Governor, Members of Parliament and special guests.

*Mr Speaker and honourable members, I pray that, like my people, you will draw inspiration and wisdom from this land. I pray also that your deliberations, like those of Aboriginal Elders, may be conducted with dignity, respect for tradition and true feeling for the wellbeing of fellow Queenslanders.*

The Indigenous Welcome to Country acts as an acknowledgement of Queensland's First Peoples and seeks to impart the wisdom of generations of Indigenous people onto the Parliamentarians which have just taken their seats.

The first person who gave an Indigenous Welcome to Country at an Opening of Parliament was fittingly Neville Bonner AO, an elder of the Yugara people and a Queenslanders. Mr Bonner was the first Indigenous Australian to become a member of the Commonwealth Parliament as a Senator for Queensland.

Persons who have given an Indigenous Welcome to Country at Opening of Parliaments:

- 1998: Mr Neville Bonner, AO (Chairman of the Indigenous Advisory Council and Yugara Elder)
- 2001: Dr Robert Anderson (Chairperson of the Aboriginal and Torres Strait Islander Advisory Board and Ngugi Elder)
- 2004: Uncle Herb Bligh (President of the Brisbane Council of Elders)
- 2006: Aunty Carol Currie (traditional elder from the Brisbane area)
- 2009: Maroochy Barambah
- 2012: Uncle Joe Kirk (Turrbal Elder)
- 2015: Uncle Joe Kirk (Turrbal Elder)
- 2018: Aunty Carol Currie (Traditional Elder from the Brisbane area)



**For any queries about the  
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