



# QUEENSLAND'S 2021 **CLOSING THE GAP** IMPLEMENTATION PLAN




Tabled by: Hon Crawford MP  
At: Estimates Hearing CSFEC  
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Signature: [Handwritten Signature]

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# 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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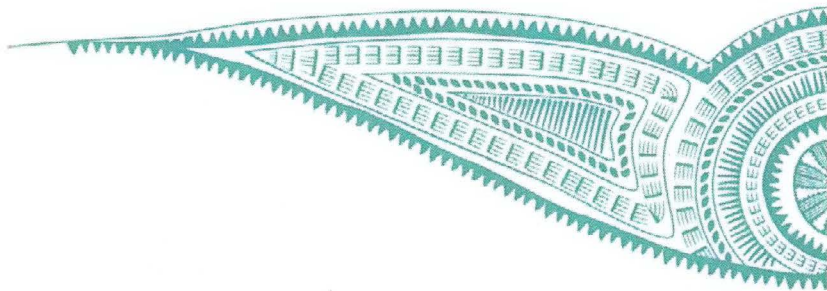
## STATEMENT ON USE OF TERMS

We recognise that Aboriginal peoples and Torres Strait Islander peoples each have their own unique languages, beliefs, cultural practices, traditions and diversity within each culture.

This document includes a range of collective terms to reference and reflect the unique identity of Aboriginal peoples and Torres Strait Islander peoples. The primary term that has been used is Aboriginal peoples and Torres Strait Islander peoples, with other terms used including Aboriginal and Torres Strait Islander peoples and First Nations people/s.

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# OPENING STATEMENTS



## Message from the Premier and Minister for Trade

The release of *Queensland's 2021 Closing the Gap Implementation Plan* (Implementation Plan) is a milestone in our efforts to close the gap in life outcomes between Aboriginal and Torres Strait Islander people and non-Indigenous Australians.

The Queensland Government is committed to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders, by partnering with Aboriginal and Torres Strait Islander organisations and communities in policy development and decision making, to ensure First Nations Queenslanders have a seat at the decision-making table.

The Implementation Plan documents how the Queensland Government is working to address the Priority Reforms and socio-economic Targets in the *National Agreement on Closing the Gap*, and how our progress will be evaluated.

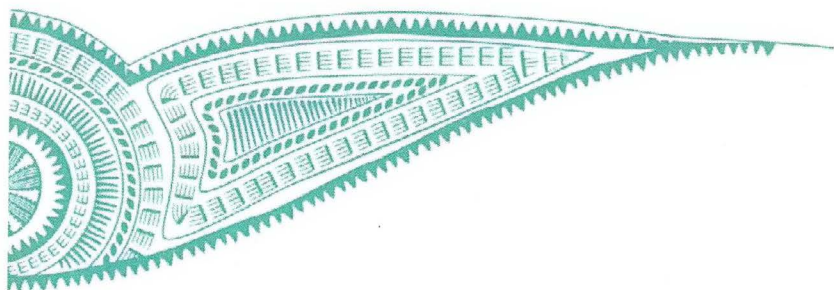
***The Implementation Plan documents the ongoing significant, structural reforms that underpin how we share decision-making with Aboriginal peoples and Torres Strait Islander peoples.***

These structural reforms include progressing the Path to Treaty, Local Thriving Communities, the establishment of the Queensland First Children and Families Board, the development of *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander Domestic and Family Violence*, and the First Nations health equity reform agenda.

I believe this Implementation Plan will help us move forward together with mutual respect and recognition towards a future where all Aboriginal and Torres Strait Islander Queenslanders can thrive.

**The Honourable Anastacia Palaszczuk**

Premier and Minister for Trade



## Message from the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

The release of Queensland's first Implementation Plan is an important step on the journey towards self-determination for Aboriginal and Torres Strait Islander Queenslanders. The Implementation Plan documents how the Queensland Government will address the Priority Reforms and socio-economic Targets in the *National Agreement on Closing the Gap*.

***The Priority Reforms recognise that a shift in how we develop and implement government policies and programs is required for significant improvements in the lives of First Nations Queenslanders.***

Underpinned by the Path to Treaty and Local Thriving Communities reforms, the Queensland Government is committed to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders, working to address historical and ongoing economic and social injustices, and recognising First Nations peoples' sovereignty and right to self-determination.

The Implementation Plan also reflects the Queensland context, and what we have heard from Aboriginal peoples and Torres Strait Islander peoples about their aspirations for their lives and communities.

Whole-of-government collaboration will also be crucial to progress, given the interlinked nature of the socio-economic Targets, with progress in one area dependant on progress in others.

Through mutual respect and high expectations relationships, we can ensure Aboriginal and Torres Strait Islander children, families and communities have the opportunity to thrive.

### **The Honourable Craig Crawford MP**

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



# ABOUT THIS IMPLEMENTATION PLAN

## Purpose of this Implementation Plan

The purpose of this Implementation Plan is to guide Queensland's implementation of the *National Agreement on Closing the Gap* (the National Agreement).

This first Implementation Plan documents the Queensland Government's current efforts to reframe the relationship and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders, and will necessarily not include all matters related to implementing the National Agreement. In the year since the National Agreement was signed, the Queensland Government has focussed on building and strengthening relationships with the Queensland Peak Aboriginal and Torres Strait Islander organisations and establishing the decision-making architecture necessary to implement the Agreement.

As the partnership between the Queensland Government, the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) and the national Coalition of Peaks strengthens, the Implementation Plan will be updated annually to document additional initiatives to address the Priority Reforms and socio-economic Targets. Updated versions will be provided to the Joint Council on Closing the Gap (the Joint Council) for approval, then published online.

## Structure of this Implementation Plan

The Joint Council (comprising Aboriginal and Torres Strait Islander Affairs Ministers and the national Coalition of Peaks) agreed to an Implementation Plan format at its December 2020 meeting, to provide consistency between different jurisdictions' plans.

The Implementation Plan format reflects the Targets established to track progress against the objectives and outcomes of the National Agreement, including both:

- **Priority Reforms:** which measure how governments are changing the way they work with Aboriginal and Torres Strait Islander people
- **socio-economic Targets:** which measure life outcomes for Aboriginal and Torres Strait Islander people.

*Queensland's 2021 Closing the Gap Implementation Plan* is in two parts. This document provides details of initiatives that contribute to the four Priority Reforms under the National Agreement, and a summary of effort to address each socio-economic Target and Further Action area. The companion attachment provides further details of government initiatives by agency that contribute to the socio-economic Targets, and Further Action areas.

Priority Reform and Target areas are interrelated and, in signing the National Agreement, jurisdictions agreed that the full implementation of the Priority Reforms will support accelerated achievement of the socio-economic Targets. As such, this Implementation Plan has been structured to attribute an initiative against its primary Priority Reform(s) or Target(s), acknowledging the same action may also support progress in another areas. To avoid duplication, each initiative has been fully explained only in its first occurrence, with subsequent occurrences containing a summary. Each initiative has a unique number to assist in identifying all Priority Reforms and Targets it contributes to.

## Working in partnership

In accordance with the *Statement of Commitment to reframe the relationship between Aboriginal and Torres Strait Islander peoples and The Queensland Government*, the government is fully committed to building a reframed relationship with Aboriginal peoples and Torres Strait Islander peoples that acknowledges, embraces and celebrates the humanity of First Nations peoples. 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 overarching outcomes sought from this reframed relationship are to work with Aboriginal and Torres Strait Islander Queenslanders to build on strengths and to support thriving communities and self-determination. The focus will be on building partnerships directed to negotiated solutions to complex problems and which support shared outcomes.

The National Agreement provides the overarching framework for efforts to reframe the relationship and improve life outcomes in genuine partnership with Aboriginal and Torres Strait Islander peoples and communities. At the heart of the National Agreement is the principle to work and partner with First Nations peoples in policy development and decision making. The National Agreement also recognises that the best outcomes are achieved when Aboriginal peoples and Torres Strait Islander peoples have a genuine say in, and in some cases lead the design, delivery and evaluation of services that affect them. Alongside our efforts to achieving the commitments under the National Agreement, a range of reforms are enabling the Queensland Government to deliver on this commitment.

In Queensland, we have established the Closing the Gap Partnership Committee (the Partnership Committee), consisting of senior officials from Queensland Government departments and agencies and QATSIC to be the main governance body for the partnership approach to the design, development and coordination of Queensland's implementation of the National Agreement.

The Partnership Committee operates in the spirit of joint problem solving by identifying solutions through a genuine partnership approach. This is achieved by enabling shared decision-making on the design, implementation, monitoring and evaluation of policies and programs to improve life outcomes for Aboriginal and Torres Strait Islander peoples and communities.

The Partnership Committee is accountable for ensuring that all necessary efforts are undertaken to implement the National Agreement in Queensland, including:

- identifying opportunities to embed the Priority Reforms across Queensland Government agencies to transform the way they work with Aboriginal peoples and Torres Strait Islander peoples
- developing Queensland's Implementation Plan and other actions under the National Agreement
- supporting coordination of effort across the Queensland Government to deliver both Queensland's Implementation Plan and the Priority Reforms
- ensuring that government departments and agencies are partnering with Aboriginal and Torres Strait Islander organisations and communities, local governments and the Commonwealth Government when planning, designing and implementing policy and programs
- developing key funding proposals to support priority initiatives aimed at strengthening the community-controlled sector and services aimed at improving outcomes for First Nations peoples
- monitoring progress against actions in the Implementation Plan
- reviewing and agreeing the annual reports
- reviewing and agreeing changes to Queensland's Implementation Plan in response to the Productivity Commission and Aboriginal and Torres Strait Islander led reviews under the National Agreement.

The QATSIC (Co-Chairs) members of the Partnership Committee are:

- Aboriginal and Torres Strait Islander Legal Service (Queensland) Ltd (ATSILS)
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICCP) Ltd
- Queensland Aboriginal and Islander Health Council (QAIHC)
- Queensland Indigenous Family Violence Legal Services (QIFVLS).

Co-chaired by the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP), the Queensland Government members and observers of the Partnership Committee are:

- Department of the Premier and Cabinet
- Department of Agriculture and Fisheries
- Department of Children, Youth Justice and Multicultural Affairs
- Department of Communities, Housing and Digital Economy
- Queensland Corrective Services (QCS)
- Department of Education (DoE)
- Department of Employment, Small Business and Training (DESBT)
- Department of Energy and Public Works
- Department of Environment and Science
- Queensland Fire and Emergency Services
- Queensland Health
- Department of Justice and Attorney-General (DJAG)
- Queensland Police Service
- Department of Regional Development, Manufacturing and Water
- Department of Resources (DoR)
- Department of State Development, Infrastructure, Local Government and Planning
- Department of Tourism, Innovation and Sport
- Department of Transport and Main Roads
- Queensland Treasury
- Local Government Association Queensland (LGAQ)
- Queensland Public Service Commission (observers)
- Queensland Family and Child Commission (observers)
- Queensland Human Rights Commission (observers)
- Queensland Mental Health Commission (observers).

The Queensland Government is also partnering with Aboriginal and Torres Strait Islander Queenslanders at the community level, through Queensland's Aboriginal and Torres Strait Islander Councils, and through First Nations organisations across a range of initiatives. Additionally, the Queensland Government and QATSIC partner with other jurisdictions and the national Coalition of Peaks through the Joint Council and its committees.

## Accountability

The Honourable Annastacia Palaszczuk, Premier and Minister for Trade signed the National Agreement on behalf of the Queensland Government, and as such, the commitments in the National Agreement are a priority for all Queensland Government departments and agencies.

The Honourable Craig Crawford, Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships has responsibility for overseeing Queensland's overall implementation of the National Agreement. Each Queensland Government Minister has individual responsibility for ensuring their portfolio agencies progress strategies and policies that strive to meet the Priority Reforms and Targets in the National Agreement.

Like all jurisdictions, Queensland is accountable for our implementation of the National Agreement, and progress on Priority Reforms and Targets through the national governance structures established to monitor performance and implementation of the Agreement. The Joint Council is the key forum for holding jurisdictions to account, and is supported by the Partnership Working Group (government officials and the Coalition of Peaks) and its various sub-committees.

## Reporting

The Queensland Government is committed to strengthening accountability and transparency in accordance with the National Agreement, and to delivering on the ambitious reporting agenda as an important mechanism to monitor progress and increase transparency. The Queensland Government has been reporting on progress towards Closing the Gap since the first Targets were established through the *National Indigenous Reform Agreement* in 2008. Reporting has become increasingly detailed since that time, with the Queensland Government most recently releasing both a Snapshot and a more comprehensive report describing progress in 2018 and 2019.

At the national level, all jurisdictions are held accountable for progress on Priority Reforms and Targets through the Productivity Commission's Closing the Gap national data dashboard and reports. Jurisdictions are held accountable for progress on delivering on the commitments in the National Agreement through an Implementation Tracker published by the Commonwealth Government on its Closing the Gap website.

Queensland's reporting on the Targets established to monitor progress against the Priority Reforms and socio-economic Targets in the National Agreement will include an annual Snapshot summarising progress and what Queensland is doing to facilitate progress. Data for reporting against each of the Targets will be drawn from the Closing the Gap data dashboard. The Snapshot will be complemented by a suite of reports, one per target, which will examine the target data more closely, and underlying drivers where possible. These reports will focus on strengths, drawing on more detailed data than available from the dashboard and explore outcomes and drivers by sex, age and remoteness. Many of the Targets rely on data that are not updated each year—the suite of comprehensive reports will fill this gap by also looking at proxy measures, for example, mortality and hospitalisation rates to supplement the absence of annual life expectancy measures. Queensland's suite of reports will be published each year and be made available on the DSDSATSIP website at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg). In addition, the Queensland Government will continue to be held accountable through existing reporting mechanisms required through the range of government strategies listed in this Implementation Plan.



# PRIORITY REFORMS

## Priority Reform indicators

The National Agreement commits parties to four Priority Reforms outlined below.

**CLICK ON A PRIORITY REFORM BELOW  
FOR MORE INFORMATION**

### **PRIORITY REFORM ONE: FORMAL PARTNERSHIPS AND SHARED DECISION MAKING**

Building and strengthening structures that empower Aboriginal peoples and Torres Strait Islander peoples to share decision-making authority with governments to accelerate policy and place-based progress against Closing the Gap.

### **PRIORITY REFORM TWO: BUILDING THE COMMUNITY-CONTROLLED SECTOR**

Building formal Aboriginal and Torres Strait Islander community-controlled sectors to deliver services to support Closing the Gap.

### **PRIORITY REFORM THREE: TRANSFORMING GOVERNMENT ORGANISATIONS**

Systemic and structural transformation of mainstream government organisations to improve accountability and respond to the needs of Aboriginal peoples and Torres Strait Islander peoples.

### **PRIORITY REFORM FOUR: SHARED ACCESS TO DATA AND INFORMATION AT A REGIONAL LEVEL**

Shared access to location specific data and information to support Aboriginal and Torres Strait Islander communities and organisations to support the achievement of the first three Priority Reforms.

## Embedding the Priority Reforms

The Queensland Government is committed to reframing the relationship by doing things with Aboriginal peoples and Torres Strait Islander peoples and to ensuring First Nations Queenslanders have a genuine say on matters that are important to them.

Queensland Government recognises that a shift in how we develop and implement government policies and programs is required for significant improvements in Aboriginal peoples and Torres Strait Islander peoples' life outcomes to be achieved. We envision a future where First Nations peoples have a genuine say in the design and delivery of services that affect them.

In July 2019, the Queensland Government launched Tracks to Treaty: Reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders and co-signed a historic Statement of Commitment to give effect to this reframed relationship.

Key elements of Tracks to Treaty, Path to Treaty and Local Thriving Communities (LTC) are significant and long-term reforms providing the opportunity for the Queensland Government and First Nations peoples to come together to negotiate a new way of working that acknowledges, embraces and celebrates the humanity of Aboriginal and Torres Strait Islander Queenslanders.

Path to Treaty is a commitment from the Queensland Government to begin the journey towards negotiated treaties with Aboriginal and Torres Strait Islander Queenslanders and responds to generations of calls from First Nations peoples for a treaty-making process. Path to Treaty is underpinned by self-determination, and will be actioned through truth telling, empowerment and agreement making. Aspirations for a Path to Treaty in Queensland will progress in parallel to the national Indigenous Voice Co-Design process underway and embody the *Uluru Statement from the Heart* themes of Voice, Treaty and Truth.

LTC is a significant, long-term reform that is about the Queensland Government and First Nations peoples working together differently, that aims to improve self-determination, service delivery, productivity, governance and economic opportunities for Queensland's remote and discrete Aboriginal and Torres Strait Islander communities.

These build on a number of Queensland-led initiatives that are advancing reconciliation by fostering a shared pride in culture, healing the wounds of the past, and setting the foundation for a new and just relationship. These include the:

- enactment of *Queensland's Human Rights Act 2019*, which protects the specific cultural rights of Aboriginal peoples and Torres Strait Islander peoples, and acknowledges the importance of the right to self-determination for Aboriginal and Torres Strait Islander Queenslanders
- launch of the *Queensland Government Reconciliation Action Plan 2018–2021* (RAP) which includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes
- amendments to the preamble of the Queensland Constitution, in 2010 which “honour the Aboriginal peoples and Torres Strait Islander peoples, the First Australians, whose lands, winds and waters we all now share; and pay tribute to their unique values, and their ancient and enduring cultures, which deepen and enrich the life of our community”
- legal recognition of traditional Torres Strait Islander child rearing practices through the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*, which will resolve long-standing issues faced by Torres Strait Islander people whose legal identity does not reflect their cultural identity and lived experience
- establishment of the Queensland First Children and Families Board to provide independent cultural leadership, strategic oversight and advice to the minister and department on the implementation of *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families, 2017–2037*
- appointment of Queensland's inaugural First Nations Advisor to the then Queensland Minister for Housing and Public Works
- commitment to ensuring Aboriginal peoples and Torres Strait Islander peoples have increased representation on various government boards and committees
- development of *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander Domestic and Family Violence*, underpinned by the *Domestic and Family Violence Prevention Strategy 2016–2026*, which commit to a new way of working with Aboriginal peoples and Torres Strait Islander peoples, families and communities to address the causes, prevalence and impacts of domestic and family violence
- announcement of \$9.3 million over four years to support the implementation of the National Agreement
- appointment of Queensland Health's inaugural Chief Aboriginal and Torres Strait Islander Health Officer and Deputy Director-General, Aboriginal and Torres Strait Islander Health in October 2019 to drive change across the health system in Queensland, embedding cultural perspectives across the public health sector, addressing institutional racism and increasing accountability for Aboriginal and Torres Strait Islander health equity
- amendments to the *Hospital and Health Boards Act 2011* embedded the Queensland Government's commitment to achieving Aboriginal and Torres Strait Islander health equity by legislating the requirement for all Health and Hospital Services (HHS) in Queensland to deliver sustainable, culturally safe and responsive health care services to improve Aboriginal peoples and Torres Strait Islander peoples health and wellbeing outcomes. Legislation now requires Aboriginal and Torres Strait Islander representation on all Hospital and Health Boards and prescribes the minimum requirements for each HHS to develop and implement a Health Equity Strategy that will articulate actions and key performance measures towards achieving health equity.

***Together, these legislative and policy reforms are examples of the significant structural reforms the Queensland Government has implemented as a first step towards changing how governments share decision-making with Aboriginal peoples and Torres Strait Islander peoples to address historical and ongoing economic and social injustices and recognise First Nations peoples' sovereignty and rights to self-determination.***

Each of these reforms highlight the commitment of the Queensland Government to reframing the relationship, and reaffirming its readiness to fully realise the priorities and outcomes of the National Agreement.



## PRIORITY REFORM ONE: FORMAL PARTNERSHIPS AND SHARED DECISION-MAKING

**Outcome:** People are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.

**Target:** There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander peoples and governments in each state and territory ensuring agreed joint decision-making roles and responsibilities and where Aboriginal peoples and Torres Strait Islander peoples have chosen their own representatives.

Self-determination is a fundamental human right, and the right of all Indigenous Peoples to self-determination, including Aboriginal peoples and Torres Strait Islander peoples, is articulated in the United Nations Declaration on the Rights of Indigenous Peoples. The particular significance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination is acknowledged in the preamble of Queensland's *Human Rights Act 2019*.

Through Priority Reform One, Queensland commits to building and strengthening structures that empower Aboriginal peoples and Torres Strait Islander peoples to share decision-making authority with governments to accelerate policy and place-based progress towards closing the gap. This commitment is based on the belief that better outcomes are achieved when First Nations peoples are central in the design and delivery of services that affect them. This is because:

- Aboriginal and Torres Strait Islander people understand the key issues in their communities
- involvement of First Nations peoples in the design and delivery of services ensures they are culturally appropriate
- inclusion of First Nations peoples in policy development and service delivery builds community capability
- First Nations peoples can use networks to engage with people who may otherwise not participate in these programs<sup>1</sup>.

<sup>1</sup> Behrendt, L., Jorgensen, M. & Vivian, A. (undated). *Self-determination: Background Concepts*. Retrieved from <https://www2.health.vic.gov.au/Api/downloadmedia/%7BCB5F58FE-64C1-441F-96CD-077B693D1FCF%7D>

CLICK ON A PRIORITY



## Partnership and jurisdictional Actions

The Queensland Government is committed to building mechanisms that embed voices of self-determination for Aboriginal peoples and Torres Strait Islander peoples into the heart of decision-making at all levels. Implementation of Priority Reform One will be guided by the principles of self-determination, recognising that the greatest progress in outcomes is achieved when First Nations peoples have a genuine say in decisions that affect them.

Through the Path to Treaty, the government is committed to improving engagement with Aboriginal peoples and Torres Strait Islander peoples and building structures to empower them to share decision-making with governments.

To begin the Path to Treaty journey in Queensland, in 2019 an Eminent Panel of Aboriginal, Torres Strait Islander and other Queenslanders, supported by a Treaty Working Group, led state-wide conversations between all Queenslanders about what a treaty might mean to them. Feedback from consultations reported significant support to proceed on a Path to Treaty in Queensland, and identified truth-telling and healing as a crucial foundation for a Path to Treaty and empowering Aboriginal peoples and Torres Strait Islander peoples to equitably participate in a Treaty process. This sentiment reflects similar discussions with First Nations peoples across Australia on the importance of truth telling and the need for inclusive and authentic representative structures.

In August 2020, the Queensland Government committed to continuing the Path to Treaty in response to the Eminent Panel recommendations that were all either accepted or accepted in-principle. In February 2021, the government established the Treaty Advancement Committee to provide independent advice to the government on options to implement the recommendations and continue engagement with First Nations peoples and Queensland communities.

The Queensland Government is establishing a \$300 million Path to Treaty Fund, with returns from the fund to be used to progress Queensland's Path to Treaty and support the government's response to the Treaty Advancement Committee report, expected to be provided to government later in 2021.

The Queensland Government continues to work in partnership with the Commonwealth Government on the Indigenous Voice Co-Design process. The Queensland Government response to the Indigenous Voice Co-design Interim Report (released by the Commonwealth Government on 9 January 2021) recognises that a co-design process with First Nations peoples is needed to decide on Queensland's final Aboriginal and Torres Strait Islander Voice model which best meets their needs and priorities. Co-design will focus on developing a Queensland Indigenous Voice model including investigating options for the establishment of a state-wide representative body, and how this could link with existing partnership structures.

The government will work with other jurisdictions and the Coalition of Peaks through the Joint Council and its committees to establish policy partnerships as outlined in the National Agreement (clause 38). At its 16 April 2021 meeting, the Joint Council agreed to accelerate the critical work to establish a policy partnership on justice with the aim of reducing youth and adult incarceration. The Queensland Government is fully supporting this process.

The Queensland Government is progressing the establishment of place-based partnerships as part of the LTC reform. The government is working at community's pace in line with the principle of free, prior and informed consent, to establish greater local decision-making authority in service delivery and economic development for the state's 19 remote and discrete Aboriginal and Torres Strait Islander communities. Through LTC, the Queensland Government seeks to build on a community's strengths; embracing existing leadership structures including community leaders and Aboriginal and Torres Strait Islander councils to enable Local Decision Making Bodies (LDMBs) that will:

- influence and co-design delivery of services
- ensure investment makes their community stronger
- maximise opportunities from local service and industry partnerships.

The Queensland Government has engaged with each remote and discrete Aboriginal and Torres Strait Islander community, including councils, to share information about the reform and to listen to local leaders about how LTC might work for their community. The government is working with communities in an iterative co-design approach, building community and government capacity and capability to create the necessary conditions that will enable local decision-making in Queensland.

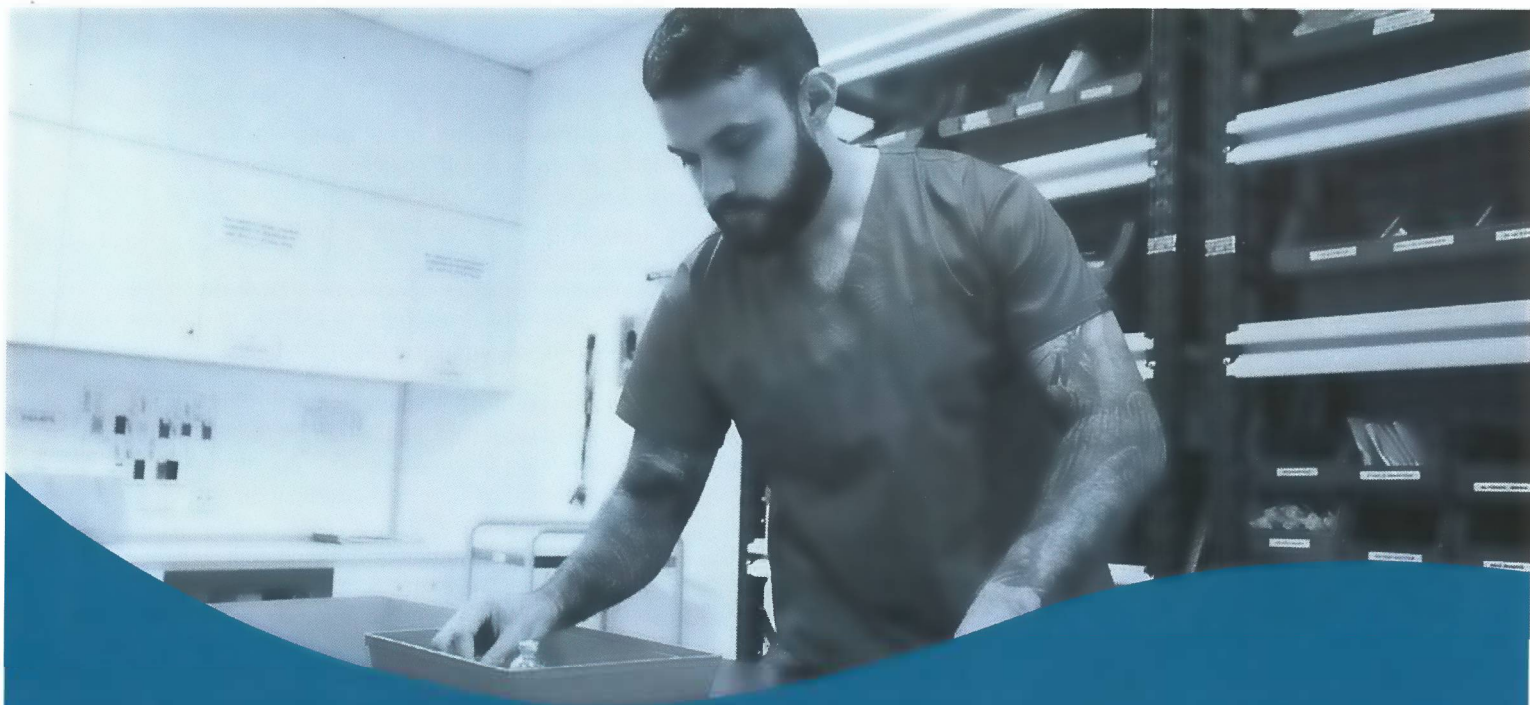
The Queensland Government recognises that each community is different and there are different governance models for local leadership. LTC is not a 'one-size-fits all' approach and recognises the need for both government and community to 'learn by doing' in this new way of working. The Queensland Government is coordinating its activity and working with communities to ensure this approach incorporates the strong partnership elements outlined in the National Agreement (clause 32).

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR1.01	The <b>Queensland First Children and Families Board</b> provides independent cultural leadership, strategic oversight and advice to the minister and department on the implementation of the Our Way Strategy and supporting action plans to close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families and eliminate the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system by 2037.	Existing	\$0.8 million from 2019–20 to 2022–23	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR1.02	The <b>First Nations Arts and Cultures Panel</b> has been established as part of <i>Creative Together 2020–2030: A 10-Year Roadmap for arts, culture and creativity in Queensland</i> . The Panel will provide advice on the necessary actions to realise a range of Creative Together's priorities aligning with cultural maintenance, economic empowerment and participation, community connectedness, truth telling and wellbeing.	New	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR1.03	The <b>Local Community Engagement through Co-design</b> (LCETC) model aims to strengthen educational decision making at the school level. It is currently being piloted across a number of state schools in Queensland. LCETC enables culturally safe, authentic and transparent engagement, and provides for shared decision making and accountability to increase educational outcomes for Aboriginal and Torres Strait Islander students. It adopts partnerships with schools, local Aboriginal and Torres Strait Islander communities, Elders and students and will seek to identify opportunities to work collaboratively across jurisdictions to improve Aboriginal and Torres Strait Islander students' educational outcomes.	New	\$19,794,905 over 2020–21 to 2023–24 (GST Exclusive)	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF ENVIRONMENT AND SCIENCE					
PR1.04	The <b>Gurra Gurra Framework 2020–2026</b> will help the Department of Environment and Science to reframe relationships with Aboriginal peoples and Torres Strait Islander peoples by holding Country and people at the centre of all that we do, from policies and programs to service delivery.	Existing	Within existing resources	Ongoing	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
DEPARTMENT OF RESOURCES					
PR1.05	Development of the <b>Queensland Resources Industry Development Plan</b> (QRIDP). The QRIDP will detail the vision for Queensland's resources sector into the future, including working with communities to maximise the resources sector's contribution to its economic and social well-being and industry growth targets. The QRIDP is subject to a broad public consultation process, as well as a targeted stakeholder advisory group which will provide opportunities for Aboriginal and Torres Strait Islander groups to provide input and advice. These industry growth targets could potentially include targets for Aboriginal and Torres Strait Islander employment. DoR will work with DSATSIP and DESBT on the QRIDP.	New	Funding needs will be determined during the development of the QRIDP	Final QRIDP anticipated for release in 2022.	Minister for Resources
CROSS-DEPARTMENTAL PARTNERSHIPS					
PR1.06	The Joint Coordinating Committee (JCC) a key governance mechanism driving the Queensland Government's <b>Local Thriving Communities</b> reform and championing the reframed relationship between Aboriginal peoples and Torres Strait Islander peoples and the government. The JCC oversees progress of LTC implementation across all participating communities and will ensure that all voices, including those of young people, are heard. The JCC is co-chaired by a community member and the Director-General, DSATSIP demonstrating genuine power sharing of decision making. The JCC includes membership from government (local, state and federal) and community members from Queensland Aboriginal and Torres Strait Islander communities. Where possible, meetings are held in communities.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.07	<b>Ministerial and Government Champions program</b> brings together the CEOs of government departments and Ministers to work together in a collaborative partnership with identified communities towards improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships as well as all Ministers with responsibility to allocated communities
PR1.08	<b>Path to Treaty</b> is a significant long-term reform agenda that is underpinned by self-determination and will be provide a foundation for ongoing co-operation, shared decision making and partnership between the Queensland Government and Aboriginal peoples and Torres Strait Islander peoples. Informed by key findings of consultations in 2019, and the Eminent Panel's recommendations, the Queensland Government will further consider representative structures required to progress towards negotiated treaties informed by Aboriginal peoples' and Torres Strait Islander peoples' views.	Existing and new	\$3.4 million over three years from 2020–21. \$300 million Path to Treaty Fund from 2021–22 for 10 years.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.09	<b>An Indigenous Voice</b> will enable Aboriginal peoples and Torres Strait Islander peoples to have a greater say on laws, policies and services that impact them and their lives through the development of Indigenous Voice structures that will be co-designed with First Nations peoples. It is anticipated that Aboriginal peoples and Torres Strait Islander peoples will be able to select and inform membership of Voice structures once established. The Queensland Government is investigating Indigenous Voice models that best fits Queensland including establishing a state-wide representative body through a co-design process with First Nations peoples. Options will consider how state-wide representative body could link with existing partnership structures. Consideration will also be given to the Australian Government's Indigenous Voice co-design processes and result in a Voice model that reflects Aboriginal peoples' and Torres Strait Islander peoples' views and Queensland's reform context.	New	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.10	Through the <i>Queensland Government Reconciliation Action Plan 2018–2021</i> , the The government has committed to <b>increasing Aboriginal and Torres Strait Islander representation</b> on Queensland Government Boards and Committees.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.11	<p>The <b>Family Responsibilities Commission (FRC)</b> is an independent statutory body established under the <i>Family Responsibilities Commission Act 2008</i>. The FRC operates in the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge to support the restoration of socially responsible standards of behaviour and local authority and to help people in these communities to resume primary responsibility for the wellbeing of their community, and the individuals and families of the community.</p> <p>The FRC operates under a tripartite partnership between the Commonwealth and Queensland Governments and the Cape York Institute. Local Commissioners, who are respected Aboriginal or Torres Strait Islander community members, conference with community members who are welfare recipients on receipt of notices of breaches, triggered by failure to enroll or send children to school, convictions in courts, domestic and family violence, child safety and welfare matters and breaches of housing tenancy agreements. Local Commissioners encourage clients to take responsibility for their lives and families, refer them to community support services, and, if required, order a proportion of their welfare payments to be income managed.</p>	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.12	<p>The <b>Aboriginal and Torres Strait Islander career pathways service</b> was launched in 2019, with the aim of strengthening representation of First Nations employees in senior leadership roles across the Queensland public sector. The service works at an individual level supporting the pathways of First Nations employees, and at a system level to break down the silos and strengthen the cultural capability across the Queensland Public Sector to enable Aboriginal peoples and Torres Strait Islander peoples to naturally progress.</p>	Existing	Within existing resources	Current commitment until 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
DEPARTMENT OF TOURISM, INNOVATION AND SPORT					
PR1.13	<p>The <b>Aboriginal and Torres Strait Islander Business and Innovation Reference Group (BIRG)</b> is a Ministerial advisory group that brings together Aboriginal and Torres Strait Islander entrepreneurs, business leaders and researchers to provide advice to the government on how best to support the development of existing, emerging and new Aboriginal and Torres Strait Islander businesses and innovators across Queensland.</p>	Existing	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development
PR1.14	<p>The BIRG is working in partnership with government to <b>investigate Aboriginal and Torres Strait Islander Business Peak Body models of representation</b>.</p>	New	Within existing resources	November 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.15	Queensland Tourism Industry Council has established an Aboriginal and Torres Strait Islander working group, to <b>scope a peak Indigenous Tourism Organisation for Queensland</b> .	New	Up to \$0.5 million	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport, Minister for Employment and Small Business and Minister for Training and Skills Development
QUEENSLAND CORRECTIVE SERVICES					
PR1.16	The 10-year <b>QCS First Nations Strategy</b> and annual action plans will drive strategic and operational changes needed to contribute to Closing the Gap in the incarceration of Aboriginal peoples and Torres Strait Islander peoples. The Strategy includes a commitment to working in partnership with First Nations peoples to support Aboriginal and Torres Strait Islander-led and locally owned solutions, forging strong partnerships across the criminal justice system.	New	Within existing resources	Over 10 years	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
PR1.17	The <b>Murridhagun Cultural Centre</b> provides advisory, planning and support services to the department and Aboriginal and Torres Strait Islander prisoners and offenders, and is a reference point on matters designed to address the needs of First Nations staff, prisoners, offenders, victims and communities. The Murridhagun Cultural Centre is leading an agency-wide QCS Reconciliation Action Plan.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
QUEENSLAND HEALTH					
PR1.18	Underpinned by a commitment to self-determination and co-designed with QAIHC, Queensland Health is renewing its efforts and seeking to drive systemic change, combatting institutional racism and embedding Aboriginal and Torres Strait Islander-led models of service delivery through a <b>First Nations health equity reform agenda</b> .	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.19	Since July 2020, a ' <b>Declaration of Recognition</b> ' that embeds the principles of Queensland Government's Statement of Commitment has been in the Terms of Reference for all Department of Health executive governance committees, together with including a requirement for Aboriginal and/or Torres Strait Islander representation on each executive committee.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.20	The <b>First Nations Health Improvement Advisory Committee</b> , which included membership from both government and non-government sectors and consumers, embeds shared leadership, decision-making and accountability in Department of Health executive governance structures to drive the First Nations health equity reform agenda across the health and social care ecosystem.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.21	Amendments to the <i>Hospital and Health Boards Act 2011</i> passed in August 2020, now require all <b>Hospital and Health Boards to include at least one Aboriginal and/or Torres Strait Islander member</b> .	New	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR1.22	Recent amendments to the <i>Hospital and Health Boards Act 2011</i> and <i>Hospital and Health Boards Regulation 2012</i> , passed on 29 April 2021, now require all HHS to develop and publish a <b>Health Equity Strategy</b> by 30 April 2022, to be co-designed, co-owned and co-implemented with prescribed stakeholders, including local Aboriginal and Torres Strait Islander stakeholders, to ensure flexible, place-based and culturally capable solutions to local health priorities.	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 April 2022	Minister for Health and Ambulance Services



## PRIORITY REFORM TWO: BUILDING THE COMMUNITY-CONTROLLED SECTOR

**Outcome:** Building the community-controlled sector: There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of First Nations peoples across the country.

**Target:** Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations.

Aboriginal and Torres Strait Islander organisations are a key mechanism for First Nations peoples to exercise their right to self-determination. The National Agreement recognises that better outcomes for First Nations peoples are often achieved by community-controlled services. Australian studies have found that Aboriginal and Torres Strait Islander primary health care services can achieve better outcomes across a range of preventative and acute treatment programs,<sup>1</sup> and there is international evidence for improved outcomes across a range of policy areas.

Aboriginal and Torres Strait Islander community-controlled organisations (CCOs) provide culturally appropriate services and increase program participation by building trusting relationships and actively engaging communities in service design and delivery. Aboriginal and Torres Strait Islander CCOs are one of the largest employers of First Nations peoples.<sup>2</sup>

Representing a high proportion of Aboriginal and Torres Strait Islander CCOs, the Aboriginal and Torres Strait Islander community-controlled health sector (CCHS) offers significant employment opportunity within local communities, with the First Nations workforce making up more than half of all employees of the Aboriginal and Torres Strait Islander community-controlled sector in Queensland.

Strong and sustainable Aboriginal and Torres Strait Islander CCOs are essential to achieving the outcomes in the National Agreement. Research concludes that there are five key characteristics of successful Aboriginal and Torres Strait Islander CCOs:

- self-governing: the community exercises genuine decision-making authority over the issues that affect it
- effective governance: there are mechanisms and structures that implement decisions effectively and efficiently
- 'cultural match': governance structures are legitimate in the eyes of the community in light of culture, values and norms
- public-spirited leadership: leadership puts the nation ahead of individual or family interest
- sustainable strategic planning: proactive and strategic decision-making plans for sustainable futures and collective wellbeing.<sup>3</sup>

<sup>1</sup> Multiple studies, reviewed in Dwyer, J., Silburn, K. & Wilson, G. (2004). *National Strategies for Improving Indigenous Health and Health Care*. Retrieved from [https://www.health.gov.au/internet/main/publishing.nsf/Content/B3CB608ECEF4658FCA257BF0001DAC93/\\$File/vol1national.pdf](https://www.health.gov.au/internet/main/publishing.nsf/Content/B3CB608ECEF4658FCA257BF0001DAC93/$File/vol1national.pdf).

<sup>2</sup> Morley, S. (2015). *What works in effective Indigenous community-managed programs and organisations*. Retrieved from <https://aifs.gov.au/cfca/sites/default/files/publication-documents/cfca-paper32-indigenous-programs.pdf>

<sup>3</sup> Behrendt et. al. *Self-determination: Background Concepts*. <https://www2.health.vic.gov.au/Api/downloadmedia/%7BCB5F58FE-64C1-441F-96CD-077B603D1FCF%7D>

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National and international evidence confirms that Aboriginal and Torres Strait Islander community-controlled health organisations (CCHOs) with strong community, corporate and clinical governance, as well as a sustainable funding base, deliver the most effective primary health care programs to Aboriginal peoples and Torres Strait Islander peoples. Studies have shown that Aboriginal and Torres Strait Islander CCHOs are 23 per cent better at attracting First Nations clients than mainstream providers, and over the last decade the Aboriginal and Torres Strait Islander CCHS has demonstrated its capacity to deliver services with greater efficiency, is more likely to be culturally appropriate and responsive to the needs of First Nations peoples. While this is specific to the health context, it is likely that similar outcomes would be replicated across other community-controlled services.

The *Queensland Procurement Policy* and, more recently, the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*, recognise that value for money can support other government objectives, including the achievement of economic, environmental and social objectives rather than just price. Strong and sustainable investment in Aboriginal and Torres Strait Islander community-controlled organisations support First Nations business growth, create significant opportunity for local employment, and being not-for-profit, organisations typically re-invest all generated income into the provision of a wide range of services targeted to benefit the community.

## Partnership and jurisdictional Actions

While the National Agreement commits to building the community-controlled sector, the Queensland Government acknowledges the existing strengths of many Aboriginal and Torres Strait Islander CCOs across Queensland that have demonstrated success over many years. Established to deliver services that reflect the values and priorities of the community they represent, Aboriginal and Torres Strait Islander CCOs across Queensland have for decades consistently built positive relationships with their clients, and with engagement mechanisms inherently built into community-controlled structures, have maintained high levels of community oversight and accountability.

On this basis, the Queensland Government reiterates its commitment to sharing information and data and to partnering with Aboriginal and Torres Strait Islander CCOs to continue to build on their successes, enabling continuity of service provision and stability for the predominantly First Nations workforce engaged by the community-controlled sector.

Underpinned by the elements of a strong sector identified in the National Agreement, the Queensland Government is committed to prioritising models that embed the voices of Aboriginal peoples and Torres Strait Islander peoples into governance and service delivery. Guided by the principles of self-determination, the Queensland Government commits to implement measures to increase the proportion of services delivered by Aboriginal and Torres Strait Islander CCOs.

As a first step to realising this commitment, the Queensland Government has provided \$9.3 million as part of a national funding effort to build the capability and capacity of the community-controlled sector. The investment of this funding will be guided by the *Strategic Plan For Funding the Development of the Aboriginal and Torres Strait Islander Community-controlled Sector* (the Strategic Plan), agreed by the Joint Council.

It is recognised that a key element of a strong sector is being supported by a Peak Body which has strong governance and policy development and influencing capacity. An example includes funding for the establishment of Aboriginal and Torres Strait Islander Housing Queensland.

The Queensland Government is also supporting the development of Sector Strengthening Plans, which will be developed by Sector Strengthening Plan Working Groups co-chaired by a relevant Coalition of Peaks and Commonwealth representative, with membership from subject matter experts from all jurisdictions and the Coalition of Peaks.

The Strategic Plan and Sector Strengthening Plans are connected, but not the same. While the Strategic Plan outlines how Governments will work with the Coalition of Peaks to identify priority areas for investment from the virtual funding pool, Sector Strengthening Plans are broader and should provide a national framework for a joined-up approach to build a strong community-controlled sector. As such, they are likely to encompass a broad range of initiatives that will contribute to building the community-controlled sector, including from mainstream government agencies or CCOs.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR2.01	The <b><i>Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2020–2022</i></b> commits to continued investment in community-controlled organisations and their workforce to ensure all families enjoy access to quality, culturally safe universal and targeted services necessary for Aboriginal and Torres Strait Islander children to thrive.	Existing	Within existing resources	31 December 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR2.02	Establishment of <b>Aboriginal and Torres Strait Islander Housing Queensland</b> . The newly established peak body was developed after consultation with Indigenous community housing organisations (ICHOs) across the state, and with the formation of an ICHO Working Group to oversee the development of the body. An ICHO has been contracted to auspice the peak body.	New	\$5.5 million (GST exclusive) over four years. Queensland Government funding.	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
PR2.03	Arts Queensland's <b>Backing Indigenous Arts</b> initiative supports Aboriginal and Torres Strait Islander CCOs through funding to Aboriginal and Torres Strait Islander Art Centres, festivals and independent art organisations.	Existing	\$12.6 million over four years	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR2.04	Investigate further opportunities to work with community-controlled organisations in <b>improving early childhood education outcomes</b> .	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF JUSTICE AND ATTORNEY-GENERAL					
PR2.05	DJAG will undertake a <b>review of the 2020–25 significant procurement process</b> for legal assistance services to inform the procurement process in 2025–30. The review will include consideration regarding increasing participation of Aboriginal and Torres Strait Islander CCOs in the future procurement process and support building the community-controlled sector.	New	Within existing resources	2025	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
DEPARTMENT FOR SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR2.06	Supporting the <b>transition of the Palm Island Community Company to community control</b> arrangements.	New	Within existing resources	2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
QUEENSLAND HEALTH					
PR2.07	Building on the commitment over successive Making Tracks Investment Strategies, the <b><i>Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022</i></b> reaffirms the The government's commitment to ongoing investment in the Aboriginal and Torres Strait Islander CCHS. Recognising sustainability and stability of investment as an enabler for success, the <i>Making Tracks Interim Investment Strategy</i> provides a forward commitment for the subsequent <i>Making Tracks Investment Strategy 2022–2025</i> to provide a stable and sustainable investment framework and to partnering with the Aboriginal and Torres Strait Islander CCHS to deliver culturally and clinically safe and accessible health services to First Nations Queenslanders.	New	\$37.837 million over two years from 2021–22	2021–22	Minister for Health and Ambulance Services
PR2.08	Progressing the <b>transition of Queensland Government funded primary health care services</b> to Aboriginal and Torres Strait Islander community-control arrangements guided by community aspirations and evidence of readiness for transition.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR2.09	A new plan for Queensland's state-funded <b>Mental Health, Alcohol and Other Drugs Plan</b> is being developed to following on from <i>Connecting Care to Recovery 2016–2021</i> . The new plan will build on the successful implementation of Connecting Care to Recovery and set a strong reform agenda for the next five years to 2026. The new plan includes initiatives specifically targeted at supporting Aboriginal and Torres Strait Islander culturally capable mental health, alcohol and other drug service, new and emerging models of care with First Nations peoples, increasing access to community led and controlled mental health and alcohol and drug treatment services.	New	Within existing resources	Ongoing to 2026	Minister for Health and Ambulance Services



## PRIORITY REFORM THREE: TRANSFORMING GOVERNMENT ORGANISATIONS

**Outcome:** Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal peoples and Torres Strait Islander peoples, including through the services they fund.

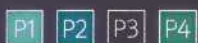
**Target:** Decrease in the proportion of Aboriginal peoples and Torres Strait Islander peoples who have experiences of racism.

Along with the importance of community-controlled organisations, it is critical that mainstream government services and institutions are culturally appropriate and responsive to the needs of Aboriginal peoples and Torres Strait Islander peoples. First Nations peoples should be able to access mainstream services and organisations with the confidence that their cultural identity will be respected and fostered, their agency will be enabled, and their wellbeing will be at the forefront, and their experience will be free from discrimination and institutional racism. Cultural safety is important at the individual service provider level, as well as in organisational policies, procedures and practices to facilitate to culturally safe care.

The National Agreement recognises, that to create culturally safe environments, governments must:

- identify and eliminate racism
- embed and practice meaningful cultural safety
- deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
- increase accountability through transparent funding allocations
- support Aboriginal and Torres Strait Islander cultures
- improve engagement with First Nations peoples.

CLICK ON A PRIORITY



## Partnership and jurisdictional Actions

The *Human Rights Act 2019* requires Queensland Government departments and agencies, local councils, and organisations providing services to the public on behalf of the state government—to act and make decisions which are compatible with the rights it protects, and to properly consider human rights when making decisions. This includes Aboriginal peoples' and Torres Strait Islander peoples' distinct cultural rights, including the right to practice their beliefs and teachings, use their languages, protect and develop their kinship ties, and maintain their relationship with the lands, territories, coastal seas and waterways.

Queensland has several key strategies to increase the public sector's cultural capability. Queensland's RAP includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes. The RAP leverages our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and everyday life and, in so doing, create a better state for all Queenslanders.

The *Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework* looks to build our cultural capability, to develop and deliver policies, programs and services in a culturally sensitive and inclusive manner. It commits all Queensland Government agencies to develop a Cultural Capability Action Plan to embed Aboriginal and Torres Strait Islander cultural capability practices within policies, programs and services.

A key part of the LTC reforms is building capacity within government and structural reform to support a new way of working with remote and discrete communities. The government recognises that it must undertake structural, service delivery and economic reform of its own processes to strengthen each community's voice in local decision-making. A key priority area for whole-of-government action to facilitate the LTC reform is to build whole-of-government cultural capability and capacity at the individual and organisational level to enable genuine, coordinated, culturally safe co-design of service delivery and facilitate shared decision-making with LDMBs.

Similarly, the Path to Treaty seeks to build the government's capacity to enable fair and equitable treaty negotiations. In 2020, the Queensland Government accepted in full the Eminent Panel's recommendation that the Queensland Government coordinate preparations within government for the Path to Treaty process to ensure that Queensland is treaty-ready.

Responding to 2017 report by the Anti-Discrimination Commission Queensland that found high levels of institutional racism across the public health system, Queensland Health has implemented a raft of systemic and structural reforms to improve accountability and respond to the needs of Aboriginal peoples and Torres Strait Islander peoples. Underpinned by a commitment to self-determination, Queensland Health is renewing its efforts and seeking to drive systemic change, combatting institutional racism and embedding Aboriginal and Torres Strait Islander-led models of service delivery through a First Nations health equity reform agenda. Co-designed with QAIHC, three key reforms are driving the health equity agenda across the health system in Queensland: we must see our First Nations peoples across the system; have Aboriginal and Torres Strait Islander voices in the system; and design a better coordinated system for First Nations peoples.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
ALL AGENCIES					
PR3.01	All Queensland Government departments are required to implement and update their <b>Cultural Capability Action Plans</b> to ensure all Queensland Government departments and funded organisations deliver efficient, effective, and culturally responsive services to Aboriginal peoples and Torres Strait Islander peoples.	Existing	Within existing resources	Ongoing	All Queensland Government Ministers
DEPARTMENT OF CHILDREN, YOUTH JUSTICE AND MULTICULTURAL AFFAIRS					
PR3.02	Implementing the Department of Children, Youth Justice and Multicultural Affairs' <b>Cultural Capability Implementation Framework</b> which includes the 'Starting the Journey' training and 'Our Journey, My Story' self-assessment tool to enhance cultural capability across the department to ensure departmental policy, programs and services are co-designed, developed and delivered by the department in partnership with Aboriginal peoples and Torres Strait Islander peoples to ensure they are culturally responsive to the needs of First Nations Queenslanders.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR3.03	Strengthen understanding of the significance of history and systemic racism on Aboriginal and Torres Strait Islander women and children seeking assistance due to Domestic and Family Violence through the <b>'Working To Make a Difference – Housing Assistance to people experiencing domestic and family violence from First Nations, disability and diverse backgrounds'</b> initiative.	New	Within existing resources	Dec 2021	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR3.04	Implementing <b>Engaging communities, empowering futures: Framework for engagement with Aboriginal and Torres Strait Islander communities</b> across DoE.  Sustained, respectful and inclusive engagement with Aboriginal and Torres Strait Islander peoples, organisations and communities at all levels is integral to efforts to improve early childhood and school education outcomes for First Nations children and students.  The Framework was co-designed with the Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee (QATSJETAC). Implementation may include the creation of local partnership arrangements.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
PR3.05	The DoE Commitment Statement, <b>Our Commitment to Aboriginal Peoples and Torres Strait Islander Peoples</b> , was developed in consultation with Aboriginal and Torres Strait Islander employees and stakeholder groups. It aims to provide a foundational platform to support reconciliation, promote culturally safe workplaces within the department and improve outcomes for First Nations families and students. Co-designing the department's Aboriginal and Torres Strait Islander Cultural Capability Framework is a key step in delivering this commitment.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
SENIORS AND DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR1.06	<b>Local Thriving Communities</b> <a href="#">Click to read full details on this action</a>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR1.07	The <b>Ministerial and Government Champions program</b> <a href="#">Click to read full details on this action</a>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.08	<b>Path to Treaty reform</b> <a href="#">Click to read full details on this action</a>	Existing and new	\$3.4 million over three years from 2020–21. \$300 million Path to Treaty Fund from 2021–22 for 10 years.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3.06	The <b>Queensland Government Reconciliation Action Plan 2018–2021</b> includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes. The RAP will build on our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and everyday life and, in so doing, create a better state for all Queenslanders.	Existing	Within existing resources	31 December 2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR3.07	The <b>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</b> establishes an Office of the Commissioner Meriba Omasker Kaziw Kazipa and a Commissioner who is a qualified Torres Strait Islander person with statutory powers to consider applications and make Cultural Recognition Orders. The Act acknowledges the importance of culture underpinning Torres Strait Islander family structures, communities and social networks and will resolve long-standing issues faced by Torres Strait Islander people whose legal identity does not reflect their cultural identity and lived experience. The making of a Cultural Recognition Order will trigger the development of a new birth certificate which reflects the applicant's cultural identity. The Act complements section 28 of Queensland's <i>Human Rights Act 2019</i> by enabling Torres Strait Islander people to enjoy, maintain, control and protect their identity and cultural heritage.	New	\$6.63 million across two financial years (2020–21 and 2021–22) was provided to establish and implement the framework provided for under the Act.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
DEPARTMENT OF TOURISM, INNOVATION AND SPORT					
PR3.08	An <b>Indigenous Economic Framework</b> is in development by the Department of Tourism, Innovation and Sport. It is a commitment to encourage and facilitate economic participation of Aboriginal peoples and Torres Strait Islander peoples in departmental business. This includes the development of a pilot government-compatible IT solution for commitment management and evaluation, and efforts to showcase success.	New	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport
QUEENSLAND HEALTH					
PR1.18	The <b>First Nations health equity reform agenda</b> <a href="#">Click to read full details on this action</a>	Existing		Ongoing	Minister for Health and Ambulance Services

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR3.09	As legislation now requires all HHSs to co-develop and co-implement Health Equity Strategies by 30 April 2022, Queensland Health is developing a <b>Health Equity Framework</b> to guide development and operationalisation of Health Equity Strategies. The framework will include: minimum requirements for co-design; shared decision-making and shared ownership with First Nations peoples; key performance indicators; and requirements for monitoring and evaluation.	New	Within existing resources	Anticipated to be finalised August 2021	Minister for Health and Ambulance Services
PR3.10	<b>Embedding Aboriginal peoples' and Torres Strait Islander peoples' voices</b> into Queensland Health governance, leadership and decision-making, and strengthening the First Nations health workforce, establishment of First Nations health executives across many HHSs have led to systemic and structural changes across Queensland Health.	Existing	Within existing resources	Growing momentum across the state since 2018	Minister for Health and Ambulance Services
PR3.11	Appointment of Queensland Health's inaugural <b>Chief Aboriginal and Torres Strait Islander Health Officer</b> and Deputy Director-General, Aboriginal and Torres Strait Islander Health in October 2019 is fundamental to driving system change, embedding cultural perspectives across the public health sector, addressing institutional racism and increasing accountability for First Nations health equity across the health system in Queensland.	Existing	Within existing resources	Ongoing since October 2019	Minister for Health and Ambulance Services
PR3.12	The inaugural <b>Queensland Aboriginal and Torres Strait Islander Clinical Network</b> brings together multidisciplinary clinicians, non-clinical staff, consumers, and stakeholders from across the primary, community and acute care sectors to provide leadership, cultural and clinical expertise to drive systemwide best practice. It seeks to enable Aboriginal peoples and Torres Strait Islander peoples to develop their own strategies, to better reflect their interests, values, vision and concerns, and to increase their ownership and accountability of their health experiences and outcomes.	New	Within existing resources	From mid-2021	Minister for Health and Ambulance Services
PR3.13	The <b>Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement 2019</b> recognises the unique skills, cultural expertise and community focus of Aboriginal and Torres Strait Islander employees.	Existing		Ongoing	Minister for Health and Ambulance Services
PR3.14	Currently being developed for release by June 2022, a <b>First Nations Health Workforce Strategy</b> will embed Aboriginal and Torres Strait Islander ways of knowing, being and doing across the health system by growing the capacity and capability of the Aboriginal and Torres Strait Islander workforce across the health system in Queensland. Fundamental to eliminating racism, the strategy will be central to ensuring more First Nations peoples are employed at all levels, occupational streams and geographic locations across the health system.	New	Any funding requirements for implementation to be scoped in the development of the Workforce Strategy	To be released by June 2022	Minister for Health and Ambulance Services



## PRIORITY REFORM FOUR: SHARED ACCESS TO DATA AND INFORMATION AT A REGIONAL LEVEL

**Outcome:** Aboriginal peoples and Torres Strait Islander peoples have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

**Target:** Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

Aboriginal peoples and Torres Strait Islander peoples have historically been the subject of significant data collection, with individuals and communities having little ability to withhold consent, no influence over the use of the data, and receiving little benefit from the research derived from the data.

First Nations peoples have been pushing for this approach to change, and for individuals and communities to have control over what data is collected about them, including in the design, implementation and monitoring of programs to ensure they address community priorities.

Data access is critical to for Aboriginal peoples and Torres Strait Islander peoples to inform and influence policy and program decisions to achieve better outcomes. Data access would enable communities and community-controlled organisations to determine what's working and what's not, and to persuasively communicate that to shape policy decisions. Increasing community ownership over data could have a range of benefits, including better targeted data collection and increased community trust in data collection processes, resulting in better quality, more relevant data.

The challenge for governments is not only to facilitate Aboriginal and Torres Strait Islander communities, and organisations data use, but to incorporate them into decision-making on data frameworks and governance promoting data sovereignty and self-determination of data and how it is collected, managed, presented and disseminated.

CLICK ON A PRIORITY



## Partnership and jurisdictional Actions

Each of the Closing the Gap Priority Areas and Targets requires further data development to fully understand the drivers and contexts underpinning progress.

The National Indigenous Australians Agency is working with the Coalition of Peaks in relation to the delivery of the data projects under the National Agreement. These projects aim to support shared decision-making on Closing the Gap at the regional or local level by providing community-level data and facilitating the use of the data to support shared decision-making. Queensland will continue to work with the Closing the Gap Data Working Group to prioritise and advance data development activities.

LTC will complement national data projects by working to provide remote and discrete Aboriginal and Torres Strait Islander communities with greater visibility of government investment in, and outcomes of, service delivery to inform local decision-making.

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
DEPARTMENT OF COMMUNITIES, HOUSING AND DIGITAL ECONOMY					
PR4.01	The <b>Queensland Government Open Data Policy Statement</b> and departmental strategies commit to release Queensland Government data to allow it to be freely used by the public. The Open Data Portal operationalises this commitment, containing almost 3000 datasets. The Queensland Globe enables interaction with spatial data.	Existing	Within existing resources	Open Data Policy & Portal – Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
DEPARTMENT OF EDUCATION					
PR1.03	DoE's <b>Local Community Engagement through Co-design</b> initiative involves sharing localised departmental data with communities to identify challenges and formulate solutions, and providing support to the community to understand and use this data in evidence-based decision-making.	New	\$19,794,905 over 2020–21 to 2023–24 (GST Exclusive)	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
DEPARTMENT OF SENIORS, DISABILITY SERVICES AND ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS					
PR1.06	The <b>Local Thriving Communities</b> reform complements national data projects by working to provide remote and discrete Aboriginal and Torres Strait Islander communities with greater visibility of government investment in, and outcomes of, service delivery to inform local decision-making. <a href="#">Click to read full details on this action</a>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR4.02	<b>Know Your Community</b> enables anyone to build a community profile containing information and data about Queensland's Aboriginal peoples and Torres Strait Islander peoples and the communities they live in.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

NO.	ACTION	STATUS	FUNDING	TIMEFRAME FOR COMPLETION	MINISTER RESPONSIBLE
PR4.03	The Queensland Government provides <b>targeted statistical reports covering education, health, community and child safety, and justice outcomes</b> to remote and discrete Aboriginal and Torres Strait Islander communities to facilitate engagement in local decision-making.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
QUEENSLAND HEALTH					
PR4.04	The <b>Queensland Aboriginal and Torres Strait Islander burden of disease and injury series</b> provides statewide data about which conditions, age groups, and geographic areas contribute the most to the disease and injury burden experienced by Aboriginal and Torres Strait Islander Queenslanders. It demonstrates the effect of risk factors on health and shows where the gaps exist between the burden, highlighting areas that have the largest potential for health gain.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
PR4.05	A statewide <b>First Nations Health Equity monitoring and evaluation framework</b> will be co-developed with QAIHC to measure the effectiveness of Health Equity Strategies and support continuous quality and service improvements across HHSs. It will be underpinned by principles of Aboriginal and Torres Strait Islander data sovereignty and embed a narrative that reflects the voices and experiences of First Nations peoples.	New	Within existing resources	Anticipated for release in August 2021	Minister for Health and Ambulance Services
PR1.06	The <b>Aboriginal and Torres Strait Islander Health Performance Framework</b> (HPF), comprising 68 measures across three tiers, is an important mechanism to inform and shape policy at the national and jurisdictional level. Since 2006, the Australian Institute of Health and Wellbeing has released biennial HPF reports, detailing national data as well as data specific to Queensland and providing information about Aboriginal peoples' and Torres Strait Islander peoples' health outcomes, key drivers of health and the performance of the health system. <a href="#">Click to read full details on this action</a>	Existing	Up to \$50,000 is available in 2021–22	Biennial – next Queensland report due for release in 2022	Minister for Health and Ambulance Services

# TARGETS

The 2008 *National Indigenous Reform Agreement* contained seven socio-economic Targets—life expectancy, child mortality, early childhood education, reading, writing and numeracy, year 12 attainment, employment outcomes, and school attendance. The National Agreement expands on these to commit parties to 17 socio-economic Outcomes, with the new Targets including housing, child protection, justice, languages, domestic and family violence and land and waters.

Each Outcome is underpinned by:

- **Target** – the key measure by which the Queensland Government is publicly accountable to in achieving the socio-economic outcomes. The Target provides a specific, measurable goal that the Queensland Government is accountable to meet over the next decade.
- **Indicators** – supporting measures that provide greater understanding of, and insight into, how Queensland is tracking against the outcomes and targets. Indicators are divided into either drivers or contextual information. Drivers measure those factors that significantly impact the progress made against a Target, while contextual information provides insight into the experiences of Aboriginal peoples and Torres Strait Islander peoples under each outcome.
- **Disaggregation** – how reporting of the Target will be broken down and measured by groups of First Nations peoples (for example males/females, or geographical areas). This provides an understanding of where progress is being made and where greater effort is needed.
- **Data development** – areas that are important for understanding progress towards achievement of outcomes but cannot be measured currently and where further work is required.

A full list of the socio-economic Outcomes and their Targets and Indicators can be viewed at [www.closingthegap.gov.au/national-agreement/national-agreement-closing-the-gap/7-difference/b-targets](http://www.closingthegap.gov.au/national-agreement/national-agreement-closing-the-gap/7-difference/b-targets).

The improvements in life outcomes for Aboriginal peoples and Torres Strait Islander peoples sought by these Targets are underpinned by the four Priority Reforms—progress to improve socio-economic outcomes will be slow without fundamental change in the way that governments work with First Nations peoples. In signing the National Agreement, Queensland agreed that the full implementation of the Priority Reforms will support accelerated achievement of the socio-economic Targets.

The socio-economic Targets are interlinked, having many common contributing factors, with progress in one area dependant on progress in others. For example, evidence tells us there are a range of behavioural and environmental risk factors influencing the likelihood of a young person coming into contact with the youth justice system. Addressing these risk factors, which include experiences with the child protection system, experiences of poor mental health, disability, experiences of violence, harmful substance use, and disengagement with school, is likely to have a significant impact to reducing the rate of Aboriginal and Torres Strait Islander young people in detention.<sup>1</sup> Early effort to reducing exposure to and addressing risk factors, particularly in children and young people, is particularly important to improving outcomes into adulthood.

Commonwealth, state, and local governments have policy responsibility for different aspects of the socio-economic Targets. States are responsible for state policy and program development and delivery for many Targets, including across education, health, justice and child protection. The Commonwealth Government has responsibility for national policy settings and funding for some Targets, while local governments are responsible for delivery of local services.

<sup>1</sup> Department of Justice and Regulation Victoria. (2016) *Risk and Protective Factors*. Retrieved from <https://www.crimeprevention.vic.gov.au/grants/youth-crime-prevention-grants/risk-and-protective-factors>

## Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

### Target 1: Close the Gap in life expectancy within a generation, by 2031

Aspiring to the vision that by 2026 Queenslanders will be among the healthiest people in the world, the government recognises that good health outcomes and access to comprehensive health services are not shared equally across all population groups in Queensland. While significant effort across the health system has resulted in tangible improvements, there continues to be a significant disparity in outcomes between First Nations peoples and other Queenslanders.

The Queensland Government's commitment to Aboriginal peoples' and Torres Strait Islander peoples' health equity is now embedded in legislation. Focusing on formal partnerships and shared decision-making, Aboriginal and Torres Strait Islander ways of knowing, being and doing must underpin effort across the health system, taking account of the cultural and social determinants of health.

The First Nations health equity reform agenda seeks to drive systemic and sustainable change across the health system in Queensland. Embedding Aboriginal and Torres Strait Islander-led models of service delivery, it seeks to ensure First Nations Queenslanders have access to holistic, culturally safe, trauma-informed and responsive health.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

The Queensland Government acknowledges that Aboriginal peoples and Torres Strait Islander peoples are best-placed to determine their health priorities and deliver solutions at the local level. Through the First Nations health equity reform agenda, Queensland Health is partnering with the Aboriginal and Torres Strait Islander CCHS to embed structures that ensure the full involvement of First Nations peoples into decision-making.

Recent amendments to the *Hospital and Health Boards Act 2011* now require each HHS to co-develop and co-implement a Health Equity Strategy with prescribed stakeholders, including local Aboriginal and Torres Strait Islander communities and organisation. By 30 April 2022, all HHSs are required to publish a Health Equity Strategy, detailing action on how the health services it delivers to Aboriginal peoples and Torres Strait Islander peoples in its region will achieve health equity. With prescribed stakeholders including Aboriginal and Torres Strait Islander organisations, consumers and community members in the HHS region, First Nations staff in the HHS, legislation requires the Health Equity Strategies to be co-designed, co-owned and co-implemented in partnership with Aboriginal and Torres Strait Islander stakeholders to share decision-making and accountability to improve local health outcomes.

To operationalise the development of Health Equity Strategies, the government is partnering with QAIHC to develop a First Nations Health Equity Framework and toolkit. Anticipated to be released in August 2021, the Framework will articulate the minimum requirements and the principles for co-design, shared decision-making and shared ownership with Aboriginal peoples and Torres Strait Islander peoples to design, deliver, evaluate and monitor the Health Equity Strategies. It will outline the engagement processes and protocols required and establish public reporting requirements, monitoring and evaluation.

### Key priorities

The Queensland Government's key priorities are to:

- ensure Aboriginal and Torres Strait Islander Queenslanders have access to holistic, culturally safe, trauma-informed and responsive health care, free from racism and integrated across the primary, secondary and tertiary healthcare settings
- deliver culturally safe and responsive health services across the life course, targeting effort to those conditions that are leading drivers of the health gap and focusing on the risk factors that are the key contributors to the burden of disease
- recognise the unique skills, cultural expertise and community focus the Aboriginal and Torres Strait Islander health workforce brings to their roles, and as a key strategy to eliminate racism, embed structures to ensure First Nations' voices are central to governance and decision-making, and build a strong and supported First Nations health workforce at all levels and across all streams of the health system.

### Queensland Government plans and strategies

- *Statement of Action towards Closing the Gap in Health Outcomes for Aboriginal and Torres Strait Islander Queenslanders*
- *Health Equity Strategies (currently being developed in each of the 16 HHSs)*
- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022 (and subsequent Making Tracks Investment Strategy 2022–2025 currently being developed)*
- *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010–2033*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *North Queensland Aboriginal and Torres Strait Islander sexually transmissible infections action plan 2016–2021*
- *Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018–2021*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019–2022*

- *Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016–2026*
- *Aboriginal and Torres Strait Islander Cancer Strategy for Queensland (under development)*
- *Queensland's Aboriginal and Torres Strait Islander COVID-response*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Healthy ageing: A strategy for older Queenslanders*
- *Prevention Strategic Framework 2017–2026*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan for Queensland's state-funded mental health, alcohol and other drugs plan services)*
- *Advancing Kidney Care 2026*
- *Queensland Sexual Health Strategy 2016–2021*
- *Queensland Prisoner Health and Wellbeing Strategy 2020–2025*
- *Optimising the allied health workforce for best care and best value: A 10-year strategy 2019–2029*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Queensland Health Immunisation Strategy 2017–2022*
- *The Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Every life: The Queensland Suicide Prevention Plan 2019–2029*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Activate! Queensland 2019–2029 and Our Active8 2019–2022*
- *The renewed approach to alcohol management in 15 remote and discrete Aboriginal and Torres Strait Islander communities*
- *Action on ice: The Queensland Government's plan to address use and harms caused by crystal methamphetamine*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Housing Strategy 2017–2027*
- *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*
- *Queensland Housing and Homelessness Action Plan 2021–2025*
- *National Health Reform Agreement.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong

**Target 2:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

The Queensland Government's vision is that all Aboriginal and Torres Strait Islander babies born in Queensland are born healthy, into strong and resilient families. We are focusing effort to ensure all First Nations children in Queensland grow up safe and healthy, cared for in family, community and culture. Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to action to ensure Aboriginal and Torres Strait Islander families feeling empowered to live well and enjoy access to quality, culturally safe universal and targeted services foundational for First Nations children to thrive.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

Central to the Queensland Health *Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025* is the commitment that maternity services for Aboriginal and Torres Strait Islander families are co-designed and delivered with the community, in partnership with providers. First Nations women, families and communities are closely involved in the design, delivery and evaluation of maternity services through strong partnerships between service providers. With community endorsement, Queensland Health establishes and strengthen formal partnerships between HHSs and primary health care providers, such as midwives, general practitioners and Aboriginal and Torres Strait Islander CCHOs, to support collaborative woman-centred maternity care services.

### Key priorities

The Queensland Government's key priorities are:

- maternity services for Aboriginal and Torres Strait Islander families are co-designed and delivered with the community, in partnership with providers
- all women in Queensland pregnant with First Nations babies have access to woman-centred, comprehensive and culturally capable maternity care
- a culturally capable workforce with more Aboriginal peoples and Torres Strait Islander peoples employed across all disciplines of maternity care

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- meet the needs of Aboriginal and Torres Strait Islander women and their partners, before and during pregnancy and parenting
- provide First Nations children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture.

#### **Queensland Government plans and strategies**

- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022 (and subsequent Making Tracks Investment Strategy 2022–2025 currently being developed)*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010–2033*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019 and 2020–2022*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Queensland Sexual Health Strategy 2016–2021*
- *North Queensland Aboriginal and Torres Strait Islander sexually transmissible infections action plan 2016–2021*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan Queensland's state-funded mental health, alcohol and other drugs services)*
- *The renewed approach to alcohol management in 15 remote and discrete Aboriginal and Torres Strait Islander communities.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years**

**Target 3:** By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling early childhood education to 95 per cent.

The Queensland Government is committed to ensuring Aboriginal and Torres Strait Islander children grow up safe and healthy, cared for in family, community and culture. Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to giving First Nations children a positive start and supporting them throughout their learning journey.

### **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

*Advancing Aboriginal and Torres Strait Islander Education: an action plan* for Queensland was developed following state-wide consultations, and conversations with Aboriginal and Torres Strait Islander communities and other key stakeholders. Consultation involved targeted sessions with early childhood, schooling and training stakeholders, regional forums across Queensland, discussions with QATSIETAC, and an online submission process. *Advancing Aboriginal and Torres Strait Islander Education* provides the foundation for DoE actions under this outcome.

### **Key priorities**

The Queensland Government's key priorities are to:

- encourage participation in early childhood education through local, culturally sensitive engagement with communities
- work with families, early years services and communities to create supportive and culturally safe environments where Aboriginal and Torres Strait Islander children can flourish
- support provision of quality kindergarten in the year before school, including targeted funding for services supporting children experiencing vulnerability and disadvantage.

#### **Queensland Government plans and strategies**

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *A Great Start for All Queensland Children: An early years plan for Queensland.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years

**Target 4:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent.

Queensland's education system aims to ensure children and young people become lifelong learners, connected global citizens and successful people engaged in their community. The government is committed to giving Aboriginal and Torres Strait Islander children a positive start and supporting them throughout their learning journey.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

DoE supports a number of place-based strategies that emphasise:

- places: Locations focused on early years priorities, including identification of what matters most to children and families including what the strengths, barriers and enablers are at a local level
- partnerships: Local community and services working together to improve the wellbeing of children
- precision: Agreed priorities and evidence-based next steps for a community that are captured in a unique birth to five plan
- pathways: Enhanced support for early learning priorities including playgroup, kindergarten and early years transitions.

Birth to five plans are unique to the communities they are developed for and reflect each community's particular needs and priorities.

### Key priorities

The Queensland Government's key priorities are to:

- support our children to be strong in self and culture, including by promoting and celebrating the strengths of Aboriginal peoples' and Torres Strait Islander peoples' connection to culture, land and kin
- target investment in prevention and early intervention initiatives that help build strong families and communities
- support families as children's first teachers and ensure early learning is accessible and engaging.

### Queensland Government plans and strategies

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *A Great Start for All Queensland Children: An early years plan for Queensland*
- *Queensland Children's Wellbeing Framework*
- *Closing the Registration Gap Strategy*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential

**Target 5:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

A key priority of the government is that every Aboriginal and Torres Strait Islander student in Queensland is afforded the opportunity to achieve successful schooling outcomes. Queensland has an array of education initiatives to support and extend First Nations students, which draw upon the culture and identity of First Nations to achieve positive educational outcomes for all.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 3, *Advancing Aboriginal and Torres Strait Islander Education: an action plan for Queensland* provides the foundation for DoE actions under this outcome.

DoE's Local Community Engagement through Co-design project also informs the steps the department takes in particular communities to improve educational outcomes for students. Community members participate in a genuine partnership approach through Local Community Education Bodies, which inform and develop strategies and program models to address identified needs in each community. Co-designed, whole-of-school strategies ensure that students' wellbeing and cultural identity is nurtured, and localised First Nations perspectives are embedded within program design and implementation.

## Key priorities

The Queensland Government's key priorities are to:

- work with families, schools and communities to create supportive and culturally safe school environments where Aboriginal and Torres Strait Islander students can achieve
- foster enduring partnerships at a local level to identify and address community priorities for school education
- provide First Nations children and young people at risk, or who have complex needs with the right services to support learning
- support First Nations students at-risk of disengagement, and partner with families and communities to reconnect disengaged students to learning
- assist First Nations students' transitions to further education and training
- support First Nations students' participation in science, technology, engineering and mathematics (STEM).

### Queensland Government plans and strategies

- *Advancing Aboriginal and Torres Strait Islander education: An action plan for Queensland*
- *Every Student Succeeding: State Schools Improvement Strategy 2021–2025*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Children's Wellbeing Framework*
- *A Great Start for All Queensland Children: An early years plan for Queensland.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways

**Target 6:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

The government supports initiatives that focus on Aboriginal and Torres Strait Islander Queenslanders getting access to skills training, and providing employment opportunities for school leavers.

## Partnership with Aboriginal peoples and Torres Strait Islander peoples

The *Queensland Government Building and Construction Training Policy* supports employment opportunities and skills development, with particular emphasis on apprenticeship and traineeship opportunities. For designated 'Indigenous projects', it is a priority that the core requirements of the Training Policy be met by Aboriginal and Torres Strait Islander apprentices and trainees, and local First Nations workers. An agreed Indigenous economic opportunities plan must also be established. Selection of Indigenous projects is informed by DSDSATSIP, who maintain a list of priority regional areas i.e. eligible projects located in an Aboriginal or Torres Strait Islander community or the Township of Weipa are automatically Indigenous projects. The Director-General, DSDSATSIP is able to select building or civil construction projects outside of identified Aboriginal or Torres Strait Islander communities to be Indigenous projects.

## Key priorities

The Queensland Government's key priorities are to:

- support Aboriginal and Torres Strait Islander students, and their transitions to further education, training and employment
- build the skills of First Nations peoples and assist them into work
- provide scholarship opportunities for Aboriginal and Torres Strait Islander employees to access further education opportunities.

### Queensland Government plans and strategies

- *The Queensland Skills Strategy: Skills for Queensland – Great Training for Quality Jobs*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Government Building and Construction Training Policy*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education

**Target 7:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent.

The Queensland Government is committed to supporting students to develop the skills and knowledge they require for work and in life, putting them on a path to success in their post-school lives.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 6, the *Queensland Government Building and Construction Training Policy* supports employment opportunities and skills development, emphasising apprenticeships and traineeships.

DESBT has a network of seven regional offices that engages and networks with Aboriginal and Torres Strait Islander stakeholders to address skilling and employment issues, including those facing young people. DESBT and DSDSATSIP Regional Offices collaborate to identify opportunities and strategies to support the skilling needs of First Nations peoples and economic participation by supporting small business.

DESBT works with DoE to inform, consult and co-design programs with QATSIETAC in order to align the Queensland skills system with Aboriginal and Torres Strait Islander stakeholder needs.

### Key priorities

The Queensland Government's key priorities are to:

- support confident and empowered students reach their full potential and contribute to a more prosperous Queensland through further education pathways and learning opportunities aligned to their aspirations
- build the skills of Aboriginal peoples and Torres Strait Islander peoples and assist them into work
- provide culturally appropriate support mechanisms to assist youth in the transition from school to the workplace and increase retention
- broaden entry level career pathway opportunities for First Nations peoples to increase attraction and tailor programs to meet their diverse needs.

### Queensland Government plans and strategies

- *The Queensland Skills Strategy: Skills for Queensland – Great Training for Quality Jobs*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Queensland Government Building and Construction Training Policy*
- *Every student succeeding: State School Strategy 2021–2025*
- *Every Aboriginal and Torres Strait Islander student succeeding*
- *Youth Engagement Strategy*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander peoples and communities

**Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

Aboriginal peoples' and Torres Strait Islander peoples' engagement in Queensland's growing economy is vital for improved employment and training outcomes that not just benefit individuals, but also communities. The government supports initiatives that focus on First Nations Queenslanders getting access to skills training, supporting growing Aboriginal and Torres Strait Islander businesses and providing employment opportunities for school leavers.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

As for Outcome 6, the *Queensland Government Building and Construction Training Policy* (the Training Policy) supports employment opportunities and skills development, with particular emphasis on apprenticeship and traineeship opportunities.

As for Outcome 7, DESBT's regional offices engage and network with Aboriginal and Torres Strait Islander stakeholders to address skilling and employment issues and collaborate with DSDSATSIP offices to identify opportunities and strategies to support the skilling needs of First Nations peoples and economic participation through supporting small business.

The BIRG 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. The BIRG is working in partnership with the Queensland Government to investigate First Nations business peak body models of representation.

The Department of State Development, Infrastructure, Local Government and Planning is actively involved in partnering with Aboriginal peoples and Torres Strait Islander peoples, businesses and communities through various initiatives and projects in striving towards economic participation in the Queensland economy. This partnership also involves active participation with industry, research agencies, councils and other government agencies.

### Key priorities

The Queensland Government's key priorities are to:

- build the skills of Aboriginal peoples and Torres Strait Islander peoples and assist them into work
- increase the economic opportunities available to First Nations communities
- assist Aboriginal and Torres Strait Islander businesses to develop and grow, and support entrepreneurs
- make the Queensland Public Service a diverse and inclusive workplace.

### Queensland Government plans and strategies

- *The Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy*
- *Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*
- *Moving Ahead: a strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022*
- *Advance Queensland Advanced Manufacturing 10-Year Roadmap and Action Plan*
- *Safe children and strong communities strategy and action plan*
- *Respecting Country: A sustainable waste strategy for First Nation communities*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Government Building and Construction Training Policy*
- *Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026*

- *Co-design and implement a new First Nations health workforce action plan to support career development and leadership pathways across the health system and embed Aboriginal and Torres Strait Islander ways of being, doing and knowing into delivering care*
- *Advance Queensland Deadly Innovation Strategy*
- *Year of Indigenous Tourism.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 9: Aboriginal peoples and Torres Strait Islander peoples secure appropriate, affordable housing that is aligned with their priorities and need

**Target 9:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples living in appropriately sized (not overcrowded) housing to 88 per cent.

It is fundamental that every Queenslander has a right to a safe and secure home. Safe, appropriate and sustainable housing underpins the achievement of a range of social and economic wellbeing outcomes, including health, community safety, education and employment. Ensuring communities have adequate housing is essential to addressing overcrowding, population growth, and employment and education outcomes to stimulate local economies.

Queensland Government is investing in social and affordable housing across Queensland, including in remote Aboriginal and Torres Strait Islander communities.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

For Aboriginal and Torres Strait Islander communities, investment is driven by the *Queensland Housing Strategy 2017–2027*, the *Queensland Housing and Homelessness Action Plan 2021–2025* and the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*. At the core of the Housing Action Plan is community involvement in joint decision-making across the legislative, policy and implementation spectrum.

In order to develop the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, community engagement activities were undertaken during November to December 2018 across Queensland. These were used to explore new ways for government, the housing sector and local communities to work together to create housing outcomes for Aboriginal and Torres Strait Islander Queenslanders.

A series of Yarning Circles were led by Mr Mick Gooda, First Nations Advisor to the then Minister for Housing and Public Works. Over 200 participants attended Yarning Circles held in Mount Isa, Townsville, Palm Island, Ipswich, Brisbane, Cairns, Yarrabah and Cherbourg.

Queensland Government also utilised key events with Aboriginal and Torres Strait Islander stakeholders as opportunities to present information and consult on the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, including:

- the LGAQ Indigenous Leaders' Forum 2018 – 29 October 2018, Brisbane
- Torres and Cape Indigenous Councils Alliance meeting – 9 November 2018, Cairns
- Department of Housing and Public Works Staff Forum 2019
- over 40 Aboriginal and Torres Strait Islander Housing and Homelessness providers at the Indigenous Community Housing Organisation Forum – 21 to 22 March 2019, Brisbane.

Placing local communities at the centre of decision-making has been central to implementation of the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*. For example, key decision-making regarding capital funding for remote housing has been led by Aboriginal and Torres Strait Islander communities, with a focus on the need to increase the supply of housing.

The processes for allocating capital works funding, including the Queensland Government \$40 million Interim Remote Capital Program and the Commonwealth Government \$105 million funding for remote housing, have been led by a Working Group of Mayors from the remote and discrete communities, with the government giving priority to community-led decision-making with respect to establishing the allocation methodology to distribute the funding, including consideration of population, overcrowding and homelessness, and the relative cost of construction in each local council area.

This investment will be delivered through the Queensland Government partnering with Aboriginal peoples and Torres Strait Islander peoples to strengthen joint decision-making that enables community-led and place-based responses. The approach to delivery of this funding will enable Councils to maximise local employment and training opportunities for their communities.

The Home Ownership program is a key component providing pathways to home ownership in remote and discrete Aboriginal and Torres Strait Islander communities. This includes 99-year leases, resolution of longstanding issues in relation to *Land Holding Act 1985*, Block Holder leases and Freehold tenure. The program ensures that land administration requirements to facilitate home ownership are undertaken and comprehensive and practical support provided to home ownership applicants, and works in partnership with key stakeholders to assist families to enter into home ownership.

The Master Planning Program in remote discrete communities partners with councils and Traditional Owners across Queensland to develop Master Plans based on their vision for future community, residential, tourism and commercial land use opportunities. This local, community-led approach provides councils with a Master Plan (urban and rural), which is a framework to guide investment and support its funding applications towards community-identified priorities, which include housing developments to address overcrowding, homelessness and population growth.

Through the launch of the *Housing and Homelessness Action Plan 2021–2025*, the government will continue to close the gap for Aboriginal peoples and Torres Strait Islander peoples by delivering tailored housing responses and building on work already delivered under the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*.

Both Action Plans will further develop our key partnerships, growth opportunities, integration with support services and communities, and a safer and fairer housing system.

Through these Action Plans, the government is working with Aboriginal and Torres Strait Islander Queenslanders through a reframed relationship that reflects our commitment to listening to First Nations peoples about their housing concerns and aspirations for a better future.

The government will continue to respond to the emerging needs of Aboriginal peoples and Torres Strait Islander peoples across Queensland through appropriate, targeted and responsive housing services. The government continues to invest decision-making authority in communities through the establishment of Aboriginal and Torres Strait Islander Housing Queensland, and through the development of local housing plans in thirty communities state-wide.

## Key priorities

The Queensland Government's key priorities are to:

- increase access to safe, secure and affordable housing for Aboriginal peoples and Torres Strait Islander peoples in urban, regional, remote and discrete areas
- develop place-based, community-led solutions to local housing challenges and priorities
- leverage housing and homelessness services to support positive health, education and criminal justice system outcomes
- support vulnerable Aboriginal and Torres Strait Islander men, women, children and families through early intervention and crisis responses

- work in partnership with the Aboriginal and Torres Strait Islander Housing Body to strengthen housing outcomes for Aboriginal peoples and Torres Strait Islander peoples, supporting the sustainability of Indigenous housing providers and the community housing sector
- increase home ownership opportunities for Aboriginal peoples and Torres Strait Islander peoples through working with communities and partners
- provide culturally responsive housing with support through a frontline service offer for Aboriginal peoples and Torres Strait Islander peoples across the housing continuum, including through implementing culturally responsive pathway planning and care coordination.

#### **Queensland Government plans and strategies**

- *Queensland Housing Strategy 2017–2027*
- *Queensland Housing and Homelessness Action Plan 2021–2025*
- *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*
- *Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019–2022*
- *Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018–2021.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 10: Aboriginal peoples and Torres Strait Islander peoples are not overrepresented in the criminal justice system**

### **Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.**

The Queensland Government knows how important it is for our communities to feel and be safe. The evidence clearly demonstrates the need to focus on the causes of crime and violence, and on prevention strategies such as education, employment and other social services.

The government is committed to support a suite of preventative actions and early interventions, and will continue funding initiatives in Aboriginal and Torres Strait Islander communities to achieve this goal.

## **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

QCS is developing a ten-year First Nations Strategy with annual action plans to drive strategic and operational changes needed to help close the gap in the incarceration of Aboriginal peoples and Torres Strait Islander peoples.

The QCS First Nations Strategy will include focus areas designed to improve correctional outcomes for Aboriginal peoples and Torres Strait Islander peoples, including working in partnership with First Nations peoples to support Aboriginal and Torres Strait Islander-led and locally owned solutions, forging strong partnerships across the criminal justice system, addressing Aboriginal peoples' and Torres Strait Islander peoples' employment and retention, building the cultural capability of QCS, and improving rehabilitation and reintegration opportunities and outcomes for First Nations peoples through culturally safe programs and reintegration services.

The QCS Murrighagun Cultural Centre provides advisory, planning and support services to QCS and Aboriginal and Torres Strait Islander prisoners and offenders, and is a reference point on matters designed to address the needs of First Nations staff, prisoners, offenders, victims and communities. The Murrighagun Cultural Centre is leading the QCS Cultural Capability Action Plan, an Aboriginal and Torres Strait Islander Recruitment Strategy and an agency-wide Reconciliation Action Plan. The unit also delivers the Aboriginal and Torres Strait Islander Mental Health First Aid program to QCS and external staff, as well as annual cultural awareness training to QCS staff.

QCS also employs Cultural Liaison Officers at all high-security correctional centres and some Community Corrections offices across Queensland to provide cultural support to First Nations peoples within its care.

In addition to a range of criminogenic courses offered in every correctional centre across Queensland, QCS delivers culturally tailored programs in correctional centres and in the community, including a sexual offending program at Lotus Glen Correctional Centre, and 'Positive Futures' program to address family violence, substance abuse and resilience. QCS also funds Aboriginal and Torres Strait Islander Elder groups and chaplaincy services.

In far North Queensland, QCS contributes to addressing crime and re-offending through the Aurukun Prisoner Reintegration Program. The Program provides specific pre and post-release practices to support Aurukun residents on their return to the community from custody.

QCS is also working closely with the Department of Justice and Attorney-General on the implementation of Stronger Community Justice Groups Framework.

Community Justice Groups (CJGs) are non-government organisations funded in over 40 Queensland communities to develop strategies to deal with justice-related issues and provide support to Aboriginal and Torres Strait Islander defendants, victims and families in contact with the justice system.

Developed through a consultation process with relevant government agencies, including QCS, and CJGs, the *Framework for Stronger Community Justice Groups* (the Framework) outlines how government agencies will enable CJGs to deliver justice-related outcomes in their communities and helps government agencies to identify ways of working together to acknowledge, remunerate and support the work of CJGs.

The Framework outlines the whole of system service delivery approach of the CJG program, working towards key program outcomes including culturally informed court decisions, ensuring people receive culturally appropriate services to address underlying needs, and supporting the cultural safety, rights and interests of Aboriginal peoples and Torres Strait Islander peoples in the justice system.

CJGs play an important role supporting Murri Courts in 15 locations (Brisbane, Caboolture, Cairns, Cherbourg, Cleveland, Ipswich, Mackay, Maroochydore, Mount Isa, Richlands, Rockhampton, St George, Toowoomba, Townsville and Wynnum). Members of the Aboriginal and Torres Strait Islander community (Elders and Respected Persons) participate in the Murri Court process, which respects and acknowledges culture and aims to improve the appropriateness of the criminal justice system for First Nations peoples by being inclusive and responsive to culture.

The importance of partnering with Aboriginal peoples and Torres Strait Islander peoples to ensure the justice system is fair, equitable and accessible for all Queenslanders is acknowledged in the *Magistrates Court of Queensland Reconciliation Action Plan* (MCQ RAP). The MCQ RAP aims to address the barriers that exist for First Nations peoples when coming into contact with Magistrates Courts in Queensland. An external Aboriginal and Torres Strait Islander Cultural Advisory Group has been established to advise and provide guidance in the development and implementation of the MCQ RAP.

## Key priorities

The Queensland Government's key priorities are to:

- work in partnership with communities to address the broad economic and social factors leading to offending including poverty and unemployment, and problematic drug and alcohol use
- ensure criminal justice system interventions address the causes of offending, and support successful reintegration with their families, culture and communities
- build a culturally responsive justice system which is fair, equitable and accessible for Aboriginal and Torres Strait Islander Queenslanders.

## Queensland Government plans and strategies

- *Working Together Changing the Story 2019–2023*
- *Implementation of the Queensland Parole System Review*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Queensland Police Service Strategic Plan 2019–2023*
- *Framework for Stronger Community Justice Groups*
- *Development and implementation of the next state disability plan aligned to the National Disability Strategy*
- *Queensland Government's investment in the National Disability Insurance Scheme*
- *Queensland Prisoner Health and Wellbeing Strategy 2020–2025*
- *Queensland Corrective Services Cultural Capability Action Plan*
- *Queensland Corrective Services draft Reconciliation Action Plan*
- *Queensland Corrective Services draft ten year First Nations Strategy and first annual action plan.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system

**Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.**

The Queensland Government knows how important it is for our communities to feel and be safe. The evidence clearly demonstrates the need to focus on the causes of crime and violence, and on prevention strategies such as education, employment and other social services.

The government is committed to support a suite of preventative actions and early interventions, and will continue funding initiatives in Aboriginal and Torres Strait Islander communities to achieve this goal.

## Partnership with Aboriginal peoples and Torres Strait Islander peoples

A key focus of work in Queensland Youth Justice is to reduce reoffending and decrease the over-representation of Aboriginal and Torres Strait Islander young people engaged in the justice system. To do this effectively, the agency is committed to evidence-informed programs and services that are designed and delivered in culturally responsive and safe ways. Examples include Young Black and Proud and Black Chicks Talking, which are group counselling-style programs which are culturally responsive and specific. Both programs have a goal of supporting Aboriginal and Torres Strait Islander young people to learn more about their culture and develop a strong sense of identity. These programs also form part of our suite of core interventions and have the flexibility to allow for design of localised content and method of delivery.

In the design and redesign of programs and services, the agency consults with Aboriginal and Torres Strait Islander staff members including the agency's First Nations Action Groups, First Nations Action Board and the Cultural Unit to ensure program delivery and information is culturally responsive.

Other examples of partnership approaches are:

- a trial of family-led decision making processes to support decision making by families and services coordination to prevent reoffending by young people. In this initiative, young people and families work together with an independent Aboriginal or Torres Strait Islander community-based facilitator to address concerns of police, courts and youth justice about the young person's offending. Program development support is made available through QATSICPP. The trial is being delivered in partnership with organisations such as Wuchopperen Health Service, Goolburri Aboriginal Health Advancement, Kurbingui Youth Development and Aboriginal and Torres Strait Islander Community Health Services Brisbane
- the On Country program delivering cultural mentoring services for young people in Townsville, Cairns and Mount Isa to support their reconnection to culture, family and community. Young people engaged in the program are provided with one-on-one support and supervision by On Country Elders and community leaders, who facilitate connection with culture and country while on camps. The program was designed and is delivered by Aboriginal and Torres Strait Islander community-controlled organisations such as Gr8Motive, Mona Aboriginal Corporation and Jalbalbina Yalanji Aboriginal Corporation
- the Co-responder initiative—a joint initiative between Youth Justice and Queensland Police Service providing a frontline after-hours support service where Youth Justice and Queensland Police Service work alongside each other in addressing at risk youth in

the community. The initiative aims to reduce over-representation of Aboriginal and Torres Strait Islander young people in the youth justice system by diverting at-risk young people from the justice system and referring them to support agencies in the community. Co-responder is currently located in Logan, Moreton, Cairns, Rockhampton, Townsville, Mackay Brisbane North and the Gold Coast. The trial is currently funded until 2023.

Queensland Youth Justice conducts a quality assurance process across all Youth Justice Service Centres and Detention Centres in order to review the effectiveness and connectedness of service delivery. As Aboriginal and Torres Strait Islander young people are over-represented in the justice system, the review process considers cultural responsiveness as a key quality standard of service delivery. The standard considers how cultural capability is built and led, how cultural expertise and knowledge is sought, reflected, and embedded, and how cultural connectedness is valued and promoted within service delivery. The review process seeks the involvement of Aboriginal peoples and Torres Strait Islander peoples including internal staff, and externally through young people, families, Elders, community members and community-controlled organisations.

A range of services are provided by some CJGs to young people in their communities as part of the CJG program. Examples include youth yarning circles, on-country camps, access to Murri Court, and cultural support in the Children's Court. Under the Framework, CJGs are supported to deliver local services within the whole of the criminal justice system including contributing to prevention and early intervention, within the court process, while in custody or under supervision or when returning to community.

## Key priorities

The Queensland Government's key priorities are to:

- intervene early by actively supporting families, children and communities to stem the flow of Aboriginal and Torres Strait Islander children into the Youth Justice system
- work in partnership with communities to address the broad economic and social factors leading to offending including poverty and unemployment, and problematic drug and alcohol use
- work with community-controlled organisations to deliver services and supports to Aboriginal and Torres Strait Islander young people and their families
- ensure criminal justice system interventions address the causes of offending, and support successful reintegration with their families, culture and communities
- build a culturally responsive justice system which is fair, equitable and accessible for Aboriginal and Torres Strait Islander young people in Queensland.

### **Queensland Government plans and strategies**

- *Working Together Changing the Story 2019–2023*
- *Youth Justice Strategy Action Plan 2019–2021*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Queensland Police Service Strategic Plan 2019–2023*
- *Framework for Stronger Community Justice Groups*
- *Townsville Community Youth Response*
- *Queensland Government's investment in the National Disability Insurance Scheme.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system**

**Target 12:** By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

The Queensland Government is committed to ensuring Aboriginal and Torres Strait Islander children grow up safe and healthy, cared for in family, community and culture. The *Child Protection Act 1999* specifically recognises a child has the right to be brought up within the child's own family and community (s5C(2)(a)). Safe families, supported by strong community and cultural networks, provide a solid childhood foundation for education, employment and health outcomes later in life.

The government is committed to empowering Aboriginal and Torres Strait Islander families to exercise opportunities to live well by ensuring families enjoy access to quality, culturally safe universal and targeted services necessary for First Nations children to thrive.

### **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

In 2016 the Queensland Government became the first jurisdictional government to sign up to the Family Matters campaign. Family Matters is a national coalition committed to eliminating the disproportionate representation of Aboriginal and Torres Strait Islander children and families in the child protection system.

Through a partnership with Family Matters Queensland, the *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037* (Our Way) was designed as the roadmap through which the Family Matters vision would be achieved in Queensland. Our Way is supported by a series of actions plans. Changing Tracks (2017–2019 and 2020–2022) focus on the systems and policy setting required to eliminate the disproportionate

representation of Aboriginal and Torres Strait Islander children in the child protection system by 2037 and close the gap in life outcomes for Aboriginal and Torres Strait Islander children and families. The action plans were developed in partnership with Family Matters Queensland and approved by the Queensland First Children and Families Board, which has oversight of the implementation of the Our Way strategy.

The government is also working closely with the Aboriginal and Torres Strait Islander community-controlled sector to design and implement programs and service models that respond to the needs of Aboriginal and Torres Strait Islander families and empower them to make decisions in a child protection context. Aboriginal and Torres Strait Islander community-controlled organisations currently deliver Family Wellbeing Services, which support First Nations families to care for and nurture their children, and the Family Participation Program, which enables families to lead decision making about their children when they become involved in the child protection system. Co-design work is under way on the development of an Aboriginal and Torres Strait Islander kinship care model.

### **Key priorities**

The Queensland Government's key priorities are to:

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- provide Aboriginal and Torres Strait Islander children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture
- support First Nations families to build home and community environments that are free from all forms of violence and abuse.

### **Queensland Government plans and strategies**

- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019 and 2020–2022*
- *Establishing the Queensland First Children and Families Board*
- *Supporting Families Changing Futures 2019–2023*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Queensland Government's investment in the National Disability Insurance Scheme.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 13: Aboriginal and Torres Strait Islander families and households are safe

**Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero.

The government is committed to a Queensland free from domestic and family violence, a Queensland where people feel safe in their own homes and where children can grow and develop in safe, secure environments.

Creating real and lasting change will involve challenging attitudes in our communities, integrating service responses and reforming our law and justice system. We know significant reform takes time and there is still much more to be done.

### Partnership with Aboriginal peoples and Torres Strait Islander peoples

*Queensland's Framework for Action: Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence* is underpinned by the *Domestic and Family Violence Prevention Strategy 2016–2026* and commits the Queensland Government to a new way of working with Aboriginal and Torres Strait Islander peoples, families and communities to address the causes, prevalence and impacts of domestic and family violence. The Framework for Action outlines a number of actions and activities to be implemented by various government agencies, with overall implementation oversight jointly managed between DJAG and DSDSATSIP.

DJAG is working with Northern Peninsula Area (NPA) communities and the NPA Family and Community Services Aboriginal and Torres Strait Islander Corporation to deliver the NPA Young People's Sexual Violence Support Service, which will provide prevention and awareness raising activities for young people 12 years and over, and community awareness-raising and capacity building regarding youth sexual violence.

The CJG Domestic and Family Violence Enhancement program aims to build the capacity of CJGs in 18 discrete Aboriginal and Torres Strait Islander communities to respond to domestic and family violence in the community through local responses developed through a co-design process. This may include delivering prevention and early intervention initiatives, participating in educational and awareness activities or delivering support programs.

## Key priorities

The Queensland Government's key priorities are to:

- increase investment in prevention and early intervention initiatives that help build strong families and communities
- provide Aboriginal and Torres Strait Islander children at risk, and families who have complex needs or have experienced violence with the right services
- promote Aboriginal and Torres Strait Islander children's right to live in culture
- support First Nations families to build home and community environments that are free from all forms of violence and abuse.

### Queensland Government plans and strategies

- *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*
- *Domestic and Family Violence Prevention Strategy 2016–2026*
- *Third Action Plan of the Domestic and Family Violence Prevention Strategy 2019–2020 to 2021–2022*
- *Prevent. Support. Believe. Queensland's Framework to address Sexual Violence*
- *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*
- *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–19 and 2020–2022*
- *Supporting Families Changing Futures 2019–2023*
- *Growing Deadly Families Strategy*
- *Magistrates Court of Queensland Reconciliation Action Plan*
- *Framework for Stronger Community Justice Groups*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Strong Spirit, Safe Mob.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 14: Aboriginal peoples and Torres Strait Islander peoples enjoy high levels of social and emotional wellbeing**

### **Target 14: Significant and sustained reduction in suicide of Aboriginal peoples and Torres Strait Islander peoples towards zero.**

Aboriginal peoples and Torres Strait Islander peoples are resilient, with culture and customs continuing to be a source of strength and pride and the foundation for good social and emotional wellbeing. Social and emotional wellbeing is a protective factor against adverse life events, suicide, problematic alcohol and other drug use, and some mental illnesses. It also supports those living with mental health problems and mental illness to recover. For First Nations peoples, positive social and emotional wellbeing means being resilient, being and feeling culturally safe, having and realising aspirations and being satisfied with life.

Suicide is a long-lasting and far-reaching tragedy that stretches across all age groups, all walks of life and deeply affects all Aboriginal and Torres Strait Islander communities. A multitude of complex factors can lead to a person ending their life, and suicide is not solely a mental health issue. Despite this complexity, suicide is preventable and must be comprehensively addressed as a public health priority.

Aspiring to a sustained reduction in suicides affecting Aboriginal peoples and Torres Strait Islander peoples and communities towards zero, the Queensland Government's vision is to ensure First Nations peoples are healthy and culturally strong, and can access appropriate support to achieve positive social and emotional wellbeing and mental health to feel empowered to live their lives with meaning and purpose.

In addressing suicide rates experienced by Aboriginal peoples and Torres Strait Islander peoples, the government commits to connecting First Nations peoples to services, and to ensuring evidence-based suicide prevention responses, appropriate connected and accessible services, clear clinical pathways, aftercare and postvention, whole-of-system and community-wide interventions, and improved data collection. The government recognises that it will take whole-of-government and whole-of-community commitment and leadership far beyond the health sector to drive reform, improve mental health and wellbeing, and reduce suicide.

## **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

It is critical that Aboriginal and Torres Strait Islander communities are at the centre of decision-making across all aspects of mental health and suicide prevention.

The Queensland Mental Health Commission has a Memorandum of Understanding with DSDSATSIP to support selected remote and discrete Aboriginal and Torres Strait Islander communities to co-design community led initiatives to strengthen mental health and social and emotional wellbeing, respond to problematic alcohol and other drug use, and reduce suicide.

DSDSATSIP is also delivering community-led initiatives to improve Aboriginal peoples' and Torres Strait Islander peoples' social and emotional wellbeing, with a particular focus on youth mental health and suicide prevention and addressing trauma and intergenerational trauma. When established, LTC LDMBs will play an integral role in implementing initiatives that support strong social and emotional wellbeing in remote and discrete communities. This includes addressing the social determinants of suicide as a core component of prevention; supporting children, families and communities to thrive; reducing poverty; and promoting equitable health and social outcomes.

### **Key priorities**

The Queensland Government's key priorities are to:

- strengthen Aboriginal and Torres Strait Islander leadership in suicide prevention
- improve use of Aboriginal and Torres Strait Islander-led data, evidence and evaluation, underpinned by principles of data sovereignty
- work with Aboriginal and Torres Strait Islander communities through LDMBs, once established, to co-design and implement initiatives that support social and emotional wellbeing and positive mental health
- establish a career pathways program to grow a stronger and better supported First Nations social and emotional wellbeing and mental health workforce, including structured and supported pathways into senior leadership and professional roles. The primary aim is to grow a trauma-informed workforce across all levels of service provision to ensure a competent and confident trauma-informed response to suicide in communities
- ensure capability of the health system to deliver culturally safe, respectful and responsive services. This includes a strengthened understanding of Aboriginal and Torres Strait Islander concepts of health and the central role that culture plays in health if there is to be a change in the attitudes, behaviours and practices of non-Indigenous staff across the health system

- build on the findings of the Aboriginal and Torres Strait Islander Suicide Prevention Evaluation Project to establish and evaluate community-led mental health and youth suicide-prevention initiatives in higher-need urban and remote communities across Queensland
- deliver culturally capable and responsive general mental health services with critical intervention points across the life span, complemented by targeted Aboriginal and Torres Strait Islander-specific programs and services
- meet the mental health needs of First Nations peoples in urban, regional, remote and discrete areas.

#### **Queensland Government plans and strategies**

- *Making Tracks towards closing the gap in health outcomes for Indigenous Queenslanders by 2033: Policy and Accountability Framework*
- *Making Tracks towards achieving First Nations health equity: Interim Investment Strategy 2021–2022 and subsequent Making Tracks Investment Strategy 2025–2025 currently being developed*
- *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019–2025*
- *Strong Spirit, Safe Mob*
- *Development of the Queensland Healing Strategy*
- *My health, Queensland's future: Advancing health 2026*
- *Health and Wellbeing Strategic Framework 2017 to 2026*
- *Shifting minds: Queensland Mental Health Alcohol and Other Drugs Strategic Plan 2018–2023*
- *Every life: The Queensland Suicide Prevention Plan 2019–2029*
- *Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021*
- *Connecting care to recovery 2016–2021: a plan for Queensland's state funded mental health, alcohol and other drugs services (and subsequent development of a new plan for Queensland's state-funded mental health, alcohol and other drugs services)*
- *Queensland Health's Aboriginal and Torres Strait Islander Culturally Capability Framework 2010–2033*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters**

**Target 15a:** By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

The Queensland Government acknowledges that Aboriginal peoples and Torres Strait Islander peoples have a deep cultural connection to their lands and waters, and that the knowledge and cultural values of Traditional Owners needs to be maintained and enhanced.

The government is supporting this by maintaining flows of water that support the water-related cultural, spiritual and social values of Aboriginal peoples and Torres Strait Islander peoples, establishing partnership arrangements to continue joint sea country management and custodianship of the Great Barrier Reef, and through agreement-making initiatives such as Indigenous Land Use Agreements which enable joint management and co-stewardship arrangements over protected area estate.

Queensland's Land Rights legislation, the *Aboriginal Land Act 1991* and *Torres Strait Islander Land Act 1991*, provides for the grant of inalienable (cannot be sold) freehold land to be held in trust for the benefit of Aboriginal peoples and Torres Strait Islander peoples. Since enactment of these Acts approximately six million hectares have been granted.

Queensland remains committed to recognising native title where it continues to exist and where the requirements of the *Commonwealth's Native Title Act 1993* can be met. Queensland continues to lead other Australian jurisdictions in the settlement of native title claims.

### **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

In granting land under the *Aboriginal Land Act 1991* and *Torres Strait Islander Land Act 1991*, the nomination of a grantee to hold the land is sought from those Aboriginal and Torres Strait Islander people particularly concerned with land.

The DoR-administered Natural Resource Investment Program specifically provides for the development of partnerships and collaboration with traditional owner groups as part of the program design.

The following Natural Resource Investment Program principles specifically involve partnerships with traditional owner groups:

- Collaboration – the Program provides a framework that promotes effective collaboration between landholders, communities, Traditional Owners, delivery partners, stakeholders and agencies, to harness the knowledge and energy of people committed to building resilient natural landscapes
- Regional coordination/delivery – the Program will organise project delivery to ensure effective natural resource management outcomes state-wide. Regional delivery organisations are well-placed to align and integrate efforts in partnership between government, the natural resource management community, local Aboriginal and Torres Strait Islander peoples and industry
- DoR partners with others, such as Natural Resource Management regional bodies to build the capacity of Aboriginal peoples and Torres Strait Islander peoples to conduct land maintenance activities on state land, specifically in the Cardwell area, with First Nations peoples successfully providing future contracted services to the department and other parties.

## Key priorities

The Queensland Government's key priorities are to:

- implement Queensland's water planning frameworks that require the Minister to ensure that the interests of Aboriginal peoples and Torres Strait Islander peoples are considered, and cultural values of water resources are clearly protected under water plans by requiring cultural outcomes to be specified separately from economic, social and environmental outcomes
- continuing community engagement over the life of the water plans to ensure the views and voices of First Nations peoples continue to be heard and to improve understanding of cultural values and uses of water
- build capacity for First Nations peoples to contribute to the management of Queensland's natural resources, whether through cooperative management, co-stewardship or consultation
- assist Aboriginal and Torres Strait Islander communities to build adaptive capacity and resilience to climate change
- recognise the importance of koalas to First Nations peoples and engage with communities to strengthen cross-cultural knowledge and develop mutually beneficial and innovative partnerships for the conservation of koalas in south east Queensland
- increase coverage of carbon farming projects delivered or supported by Aboriginal peoples and Torres Strait Islander peoples, support cultural and customary connections to land and value First Nations peoples', and management practices including traditional fire stick burning through the Land Restoration Fund.

## Queensland Government plans and strategies

- *The Gurra Gurra Framework 2020–2026*
- *Queensland's Protected Area Strategy 2020–2030*
- *Reef 2050 Long-Term Sustainability Plan*
- *Queensland Climate Change Response: Pathways to a clean growth economy: Queensland Climate Transition Strategy*
- *Queensland Climate Change Response: Pathways to a climate resilient Queensland: Queensland Climate Adaptation Strategy*
- *Implementing the Commonwealth Government Murray-Darling Basin Plan 2012*
- *Water Plan (Condamine and Balonne), Water Plan (Border Rivers and Moonie) and Water Plan (Cape York). A number of Queensland's water plans have also reserved volumes of water specifically to achieve economic and social outcomes for Aboriginal people and Torres Strait Islander people.*
- *Coastal Management Plan*
- *Aboriginal and Torres Strait Islander Heritage Strategy for the Great Barrier Reef Marine Park*
- *South East Queensland Koala Conservation Strategy 2020–2025*
- *The Land Restoration Fund*
- *Advance Queensland Deadly Innovation Strategy.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing

**Target 16:** By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

The preservation of the original languages and cultural heritage of Queensland is not just for Aboriginal peoples and Torres Strait Islander peoples, and not just for Queenslanders, but for everyone.

The government is committed reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders including through protecting, supporting and celebrating Aboriginal and Torres Strait Islander languages. The government supports communities to build and strengthen their culture, and implements initiatives that build broader cultural capability and awareness, such as NAIDOC week.

## Partnership with Aboriginal peoples and Torres Strait Islander peoples

In September 2020, the Honourable Annastacia Palaszczuk MP, Premier and Minister for Trade launched the *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy* (Languages Policy), which was a key action of the RAP.

The former Department of Aboriginal and Torres Strait Islander Partnerships and DoE co-designed the Languages Policy, informed by community consultation at language forums during 2018 and 2019 and expert advice and guidance from the Languages Working Group, which was a joint community and government body. Community members were representative of languages groups across Queensland and provided insight and advice in finalising the Languages Policy. This included how to best support and preserve languages and ways to recognise and value Aboriginal and Torres Strait Islander languages.

A whole-of-government action plan, *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy Action Plan 2020–2022* has since been developed to give effect to the Languages Policy which included four priority areas to inform the development of the Action Plan. The Action Plan builds upon the work already underway across Queensland Government agencies, and its implementation aligns with the United Nations International Decade for Indigenous Languages 2022–2032 which commits to drawing attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalise and promote Indigenous languages, including Aboriginal and Torres Strait Islander languages.

## Key priorities

The Queensland Government's key priorities are to:

- recognise the importance of Aboriginal and Torres Strait Islander languages in maintaining cultural identities and building the resilience of Queensland's Aboriginal and Torres Strait Islander communities
- work in collaboration with First Nations peoples to develop measures to strengthen, promote and preserve Aboriginal and Torres Strait Islander languages
- promote Queensland as a thriving, vibrant cultural state that values, and embraces Aboriginal and Torres Strait Islander cultures and languages as important to everyone
- assist First Nations art industries to grow and develop, while maintaining ethical and sustainable production lines
- support Aboriginal and Torres Strait Islander communities to preserve sites, records and artefacts of cultural and heritage value
- promote First Nations perspectives within the community, including through integration in the school curriculum
- continue promoting respect for First Nations peoples and their ongoing connection to the land and waters through Acknowledgements of Traditional Owners and Elders
- review the *Aboriginal Cultural Heritage Act 2003* and *Torres Strait Islander Cultural Heritage Act 2003* to ensure they are still operating as intended, are achieving outcomes for First Nations peoples and other stakeholders in Queensland.

## Queensland Government plans and strategies

- *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Policy*
- *Many Voices: Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2020–2022*
- *Aboriginal and Torres Strait Islander Sorry Business, Sad News Policy*
- *Banma Kiya—Queensland's Indigenous Languages Advisory Committee*
- *Creative Together 2020–2030: A 10-Year Roadmap for arts, culture and creativity in Queensland*
- *Aboriginal Cultural Heritage Act and Torres Strait Islander Cultural Heritage Act 2003*
- *Queensland Museum Repatriation Fund*
- *Queensland's Protected Area Strategy 2020–2030: Protecting our world-class natural and cultural values*
- *Review of the Aboriginal Cultural Heritage Act 2003 and Torres Strait Islander Cultural Heritage Act 2003.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## **Outcome 17: Aboriginal peoples and Torres Strait Islander peoples have access to information and services enabling participation in the informed decision-making regarding their own lives**

**Target 17: By 2026, Aboriginal peoples and Torres Strait Islander peoples have equal levels of digital inclusion.**

Digital technology is changing how Queenslanders interact with all aspects of their lives, including their friends and families, work, products and services, and with the government. It's critical that Aboriginal and Torres Strait Islander Queenslanders have equitable access to reliable and affordable technologies as we enter the digital age, so all people across Queensland are able to access and enjoy the benefits of technology.

The government is committed to leading the way to use digital technology to build vibrant and prosperous urban, regional and remote communities.

### **Partnership with Aboriginal peoples and Torres Strait Islander peoples**

The government works with customer focus groups to understand and map their journey when designing and developing government digital services and initiatives. The government is currently considering additional ways of engaging with Aboriginal peoples and Torres Strait Islander peoples to identify and develop new actions and initiatives aimed at reducing the digital divide.

Through the *Safe children and strong communities* strategy and action plan, technology-enabled process improvements to the Blue Card application process will continue to be implemented and will include consideration of culturally specific requirements for Aboriginal peoples and Torres Strait Islander peoples. These technology-enabled process improvements will increase the efficiency of the Blue Card application process for all applicants.

The *Safe children and strong communities* strategy and action plan was developed in partnership with PricewaterhouseCoopers Indigenous Consulting and involved robust community consultation across remote, rural and regional Queensland, as well as the establishment of a co-design reference group comprised of senior government and peak body representatives. The government will continue existing partnerships with Aboriginal peoples and Torres Strait Islander peoples as implementation of technology enabled improvements progressed.

Through the *Closing the Registration Gap* strategy and action plan, the Registry of Births Deaths and Marriages will create digitally safe spaces for Aboriginal peoples and Torres Strait Islander peoples to access information and engage with the Registry's services. Community engagement is fundamental to achieving the aims of the strategy. Community members have been able to contribute meaningfully in developing initiatives to encourage greater birth registration of Aboriginal and Torres Strait Islander children. Seeking opportunities to engage, collaborate and learn from First Nations communities is and will continue to be a cornerstone of the Under-Registration Strategy.

### **Key priorities**

The Queensland Government's key priorities are to:

- work with all tiers of government, communities and industry to deliver the best connection solutions for Queenslanders
- build digital literacy so that no one is left behind
- create unified, joined-up digital experiences to interact with government
- expand the scope and reach of telehealth to ensure accessibility for Aboriginal and Torres Strait Islander peoples and communities
- connect data to drive better targeted, more efficient, higher quality healthcare.

### **Queensland Government plans and strategies**

- *Digital 1st: Advancing our digital future (The Queensland Government digital strategy for 2017–2021)*
- *Safe children and strong communities strategy and action plan*
- *Closing the Registration Gap strategy and action plan*
- *Digital Health Strategic Vision for Queensland 2026*
- *Digital Strategy for Rural and Remote Healthcare*
- *Queensland Health Virtual Healthcare Strategy 2021*
- *Advance Queensland Deadly Innovation Strategy*
- *Leveraging government investment and spend on telecommunications to improve connectivity for regional and remote communities including through partnerships under national programs.*

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

# FURTHER ACTIONS

## People with disability

The Queensland Government is committed to supporting people with disability, investing over \$2 billion annually in the National Disability Insurance Scheme (NDIS). The NDIS funds supports for eligible people with disability to have access to disability supports and services they need across their lifetimes. The NDIS enables greater social and economic inclusion and empowerment for participants, including Aboriginal and Torres Strait Islander participants, to exercise choice and control to achieve their goals. It is important that First Nations peoples with disability who are eligible for the NDIS can access culturally appropriate NDIS supports that meet their needs to live in their own community. The NDIS also has the potential to improve economic participation for Aboriginal peoples and Torres Strait Islander peoples more broadly through job creation and business development as part of NDIS market growth in Queensland, including in remote/very remote communities.

Identifying participants for the NDIS and the development of the NDIS market is the responsibility of the National Disability Insurance Agency (NDIA). DSDSATSIP works with the NDIA and the Commonwealth Government through governance structures established in the Bilateral Agreement for the NDIS in Queensland, to identify where the NDIS has not implemented as expected. This includes remote communities and discrete Aboriginal and Torres Strait Islander communities.

As a major shareholder in the scheme, the Queensland Government is working with the Commonwealth Government, and governments in other jurisdictions, through the Disability Reform Ministers' Meeting to ensure the NDIS delivers value to Queensland. A range of policy initiatives, which would contribute to the objectives of Closing the Gap, are being progressed by Disability Reform Ministers, including to improve:

- the operation of the NDIS in thin markets, such as remote and very remote communities
- NDIS workforce development
- education and employment outcomes for participants
- social and community access and inclusion for participants
- access to culturally appropriate supports
- utilisation of supports.

In delivering this work, the Queensland Government will continue to advocate to ensure the needs of Aboriginal and Torres Strait Islander Queenslanders are considered.

DSDSATSIP continues to seek more detailed information from the NDIA to identify areas where participation in the scheme by Aboriginal peoples and Torres Strait Islander peoples is not as expected or where the market has not developed as expected, and people cannot fully access the benefits of the Scheme. DSDSATSIP works through the existing governance structures to ensure that the NDIA establish adequate strategies to build NDIS participation and markets in remote and discrete communities.

The NDIS can assist children with disability to access early intervention supports, assist participants to access education, employment and equipment and technology to assist people with independence and to participate in their community. The NDIS can assist people with appropriate supports to live independently, with housing support and support to access the community.

## Next National Disability Strategy

The Commonwealth Government, other state and territory governments and the Australian Local Government Association are working together to finalise the new *National Disability Strategy 2021–2031* (new NDS). The new NDS is expected to be released later in 2021.

The government continues to advocate to ensure the needs of Aboriginal and Torres Strait Islander Queenslanders are considered in the development of the new NDS.

As part of broader consultation to inform the new NDS in 2019 (Stage 1) and 2020 (Stage 2), consultation was undertaken with Aboriginal peoples and Torres Strait Islander peoples by the First People's Disability Network and Aboriginal and Torres Strait Islander Disability Network of Queensland.

Key issues and areas for action raised during consultation include:

- people with disability are overrepresented in the justice system, particularly Aboriginal peoples and Torres Strait Islander peoples with disability, people with intellectual disability and people with psychosocial disability
- recognising and responding to intersectional discrimination was the most pressing challenge for the NDS as it relates to First Nations peoples with disability
- advocacy was raised as critical for supporting Aboriginal peoples and Torres Strait Islander peoples
- the need for education of First Nations peoples with disabilities about their rights under the *Disability Discrimination Act 1992 (Cth)* and United Nations *Convention on the Rights of Persons with Disabilities*.
- The need for an approach that places parents and their children with disability at the centre. Many participants said supports for parents, carers and children need to centre on the parent.

## Key priorities

The Queensland Government's key priorities are to:

- ensure Aboriginal peoples and Torres Strait Islander peoples with disability are able to access the NDIS
- ensure First Nations children with disability are able to access early intervention supports through the NDIS Early Childhood Early Intervention pathway
- ensure participation rates of Aboriginal peoples and Torres Strait Islander peoples in the NDIS is as expected
- ensure First Nations participants in the NDIS are able to use the NDIS supports in their plans
- ensure the NDIA and the Commonwealth Government develop the NDIS market in Queensland, particularly in remote and very remote communities and discrete Aboriginal and Torres Strait Islander communities.

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

## Women and girls

The Queensland Government is committed to advancing the rights and interests of women and girls and to work to achieve gender equality in Queensland. It is a shared vision with Queenslanders that we live in a community that respects women, embraces gender equality, and promotes and protects the rights, interests and wellbeing of women and girls.

The government recognises the diverse backgrounds and experiences of Queensland women and girls. Some groups of women and girls, for various reasons, face either a higher risk of experiencing poverty, domestic, family and sexual violence, poor health and barriers preventing them from fully and freely participating in the opportunities Queensland has to offer. The government recognises that this includes Aboriginal and Torres Strait Islander women and girls.

The government is working in partnership with all levels of government, the private sector and the wider Queensland community to take significant action to achieve gender equality in Queensland.

For more information on how the Queensland Government is supporting women and girls, including Aboriginal and Torres Strait Islander women and girls, please visit [www.justice.qld.gov.au/about-us/services/women-violence-prevention/women/queensland-womens-strategy](http://www.justice.qld.gov.au/about-us/services/women-violence-prevention/women/queensland-womens-strategy)

## Key priorities

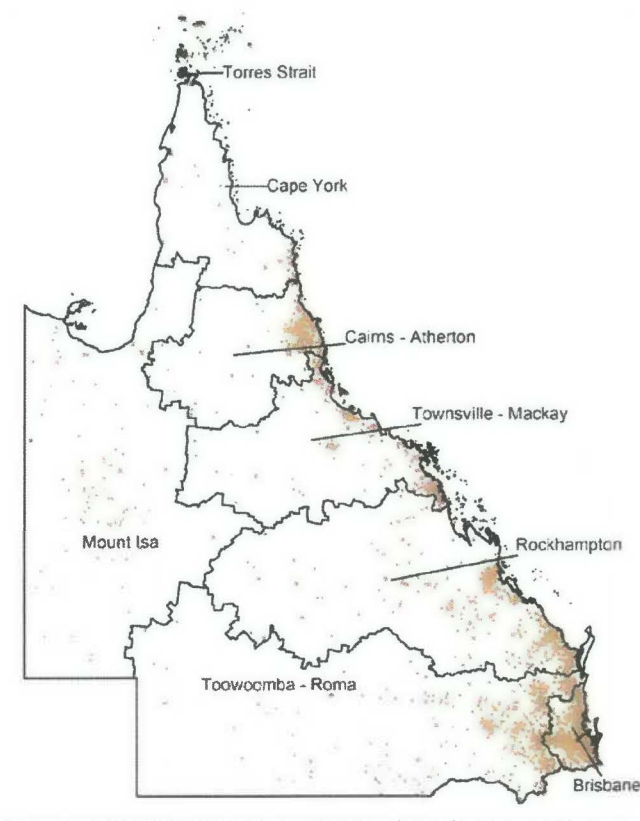
The Queensland Government's key priorities are to:

- build a Queensland community that respects women and embraces gender equality
- ensure women and girls achieve economic security and empowerment across their life
- ensure women and girls are safe, have access to legal and justice services and are healthy, well and active and can participate equally in society.

## Local, regional and remote implementation

Aboriginal peoples and Torres Strait Islander peoples are an integral part of urban, regional, rural and remote communities across Queensland, contributing richly to Queensland's economic, social and cultural fabric.

**Figure 1:** Distribution of Aboriginal peoples and Torres Strait Islander peoples by Indigenous Region<sup>1</sup>, Queensland, 2016<sup>2</sup>



A majority of Aboriginal and Torres Strait Islander Queenslanders live in Brisbane and regional centres including Mt Isa, Cairns, Townsville, Mackay and Rockhampton. First Nations peoples also live in remote and discrete communities.

Queensland's remote and discrete Aboriginal and Torres Strait Islander local government areas account for seven of the top ten most economically and socially disadvantaged locations in Australia (at Census 2016)<sup>3</sup>. Aboriginal peoples and Torres Strait Islander peoples living in these communities experience (relative to outcomes for other Queenslanders) much higher rates of unemployment, lower rates of school attendance, lower rates of home ownership and poorer health outcomes. First Nations peoples living in remote and very remote communities experience significantly poorer wellbeing outcomes in the areas of justice, child protection and domestic and family violence than those experienced by other Queenslanders.

The government delivers population-wide and targeted initiatives for Aboriginal peoples and Torres Strait Islander peoples in urban, regional, rural and remote settings. The government has regional offices across the state with service centres located in many major regional centres. DSDSATSIP's regional offices work with community leaders, funded service providers, businesses and the other layers of government to help deliver appropriate, accessible and quality services to Aboriginal and Torres Strait Islander Queenslanders.

LTC is a long-term systemic reform that reframes the relationship and changes the way the government works with remote and discrete Aboriginal and Torres Strait Islander communities. LTC emphasises self-determination, is tailored for each community and occurs through a genuine partnership approach. It supports a new way of working so that communities influence the design and delivery of services and Queensland Government agencies coordinate and collaborate to enable local decision-making.

For further detail on Queensland Government actions that contribute to achieving this target, please refer to *Attachment to Queensland's 2021 Closing the Gap Implementation Plan—government initiatives* at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg)

<sup>1</sup> Australian Statistical Geography Standard, 2016 edition.

<sup>2</sup> Queensland Treasury. (2017). Aboriginal and Torres Strait Islander peoples in Queensland, Census 2016. Retrieved from <https://www.qgso.qld.gov.au/issues/2796/aboriginal-torres-strait-islander-peoples-qld-census-2016.pdf>. Data source: Australian Bureau of Statistics 2073.0, Census of Population and Housing, 2016.

<sup>3</sup> Australian Bureau of Statistics. (2018). Socio-economic advantage and disadvantage. Retrieved from <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2071.0~2016~Main%20Features~Socio-Economic%20Advantage%20and%20Disadvantage~123>

## Other commitments in the National Agreement

### Data development

The Queensland Government is an active participant in the Data and Reporting Working Group, which is developing the Data Development Plan for future consideration. This Implementation Plan will include actions to address this plan following its development.

### Communication

The ongoing Joint Communications Strategy for the National Agreement was agreed by the Joint Council at its April 2021 meeting. The key components of the Joint Communications Strategy are:

- the central role of Aboriginal and Torres Strait Islander media, in particular community-controlled media, in the delivery of the Communications Strategy. To give effect to this commitment, the Strategy proposes that governments undertake direct or limited tenders to Aboriginal and Torres Strait Islander community-controlled media and communications organisations for the development and distribution of content under the Strategy
- direct, face to face engagement and developing resources to give leaders, community-controlled organisations and their support staff more understanding and confidence about the meaning and implications of the commitments in the National Agreement. The Strategy envisages a series of face-to-face engagements on the National Agreement, led by the Coalition of Peaks in partnership with governments, and focused on implementation
- development of a Closing the Gap logo (to be undertaken at a national level)
- the promotion and distribution of material and information to other Australians.

The Queensland Government is considering how to implement the Joint Communications Strategy, and will communicate actions to do this in the next update of this Implementation Plan.

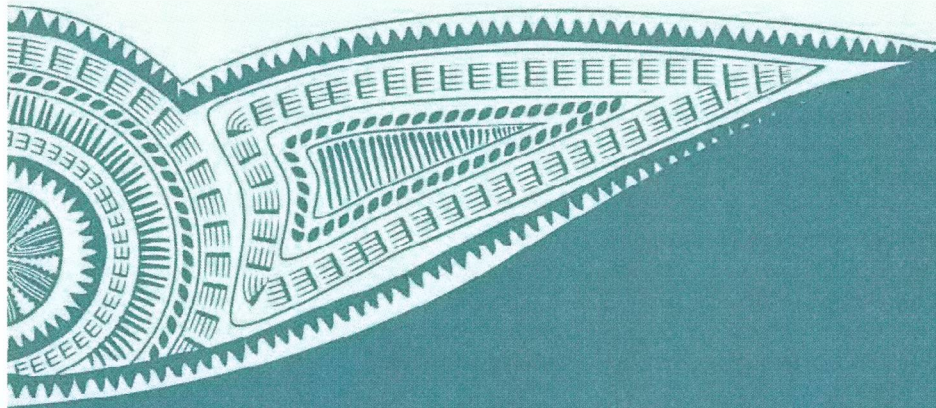


# GLOSSARY OF TERMS

ABBREVIATION	FULL NAME
ATSILS	Aboriginal and Torres Strait Islander Legal Service
BIRG	Business and Innovation Reference Group
CCOs	Community-controlled organisations
CCHOs	Community-controlled health organisations
CCHS	Community-controlled health sector
CJGs	Community Justice Groups
DoE	Department of Education
DESBT	Department of Employment, Small Business and Training
DJAG	Department of Justice and Attorney-General
DSDSATSIP	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships
DoR	Department of Resources
FRC	Families Responsibilities Commission
HHS	Health and Hospital Service
HPF	Health Performance Framework
ICHOs	Indigenous Community Housing Organisations
JCC	Joint Coordinating Committee
LCETC	Local community engagement through co-design
LDMBs	Local Decision Making Bodies
LGAQ	Local Government Association of Queensland
LTC	Local Thriving Communities
MCQ RAP	Magistrates Court of Queensland Reconciliation Action Plan
NDIA	National Disability Insurance Agency
NDIS	National Disability Insurance Scheme
New NDS	New National Disability Strategy
NPA	Northern Peninsula Area
QATSIC	Queensland Aboriginal and Torres Strait Islander Coalition
QATSICCP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
QATSIETAC	Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee
QAIHC	Queensland Aboriginal and Islander Health Council
QCS	Queensland Corrective Services
QIFVLS	Queensland Indigenous Family Violence Legal Services
QRIDP	Queensland Resources Industry Development Plan
RAP	Reconciliation Action Plan
STEM	Science, Technology, Engineering and Mathematics

# MEETING OUR COMMITMENTS

AS PER THE NATIONAL AGREEMENT	CHECKED
Be fully aligned with the <i>National Agreement on Closing the Gap</i> and state that their purpose is to implement the Agreement (clause 96)	✓
Respond to the differing needs, priorities and circumstances of Aboriginal and Torres Strait Islander people across Australia (clause 96)	✓
Demonstrate a commitment to undertake all actions in a way that takes full account of, promotes, and does not diminish in any way, the cultures of Aboriginal and Torres Strait Islander people (clauses 21 and 107)	✓
Be whole-of-government plans, covering government agencies and statutory bodies (clause 108)	✓
Be developed and delivered in partnership between governments, the Coalition of Peaks, and other Aboriginal and Torres Strait Islander partners (clause 108)	✓
Set out how existing policies and programs will be aligned to the Agreement (clauses 104 and 108)	✓
Set out actions to achieve the Priority Reforms and partnership actions (clause 108)	✓
Set out actions to achieve the agreed outcomes and targets (clause 108)	✓
For transparency, include information on funding and timeframes for actions (clause 108)	✓
Include the approach to annual reporting, including when they will release their public report (clause 108)	✓
Include information on how the states and territories will work with local government to implement this Agreement (state and territory Implementation Plans only) (clause 108)	✓
Include data development actions identified in the Data Development Plan (clause 106)	✓
Be published on the jurisdiction's website (clause 111)	✓



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ATTACHMENT TO  
**QUEENSLAND'S 2021**  
**CLOSING THE GAP IMPLEMENTATION PLAN**  
– **GOVERNMENT INITIATIVES**



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## Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

Target 1: Close the Gap in life expectancy within a generation, by 2031.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.06	<b>Local Thriving Communities</b> is a long-term, systemic reform that is about a different way of Government and community working together. The Queensland Government has committed to embracing local leadership and facilitating a community-led approach to service delivery and design so that communities: <ul style="list-style-type: none"> <li>• make decisions about their own future;</li> <li>• build on their strengths as a community; and</li> <li>• invest in the things that will make communities stronger and make a difference to people's lives.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
1.01	The <b>Renewed Approach to Alcohol Management</b> applies to 15 local government areas across remote and discrete Aboriginal and Torres Strait Islander communities, and includes Alcohol Management Plans (AMPs) that seek to ensure communities are safe, thriving and self-empowered to manage and reduce alcohol related harm. The Renewed Approach to Alcohol Management introduced in 2019 after the review of AMPs, retains alcohol restrictions or AMPs and includes development of co-designed community safety plans tailored to each community's needs and aspirations. This approach provides for greater community authority and decision-making, including addressing community concerns related to safety and alcohol related harm.	Existing	\$6.154 million over five years from 2019-20. (Renewed Approach to Alcohol Management)	2023-24	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Department of State Development, Infrastructure, Local Government and Planning</b>					
1.02	The <b>Indigenous Councils Critical Infrastructure Program</b> is a \$120 million Queensland Government program that is provided to Aboriginal and Torres Strait Islander Councils in Queensland to construct new, replace or remediate critical water, wastewater and solid waste infrastructure. The program supports Councils to safely and successfully deliver approved projects which will enhance the health and wellbeing of communities. The program also looks to support local Aboriginal and Torres Strait Islander communities by providing employment opportunities for both skilled and non-skilled personnel.	Existing	\$120 million	2017 - 2022	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
1.03	<b>Indigenous Economic Development Grants</b> improve municipal services in Aboriginal and Torres Strait Islander communities, including waste management.	Existing	\$1.44 million in 2020-21	Ongoing	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
1.04	<b>State Government Financial Aid</b> improves municipal services in Aboriginal and Torres Strait Islander communities, including waste management.	Existing	\$36.3 million in 2020-21	Ongoing	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
1.05	<b>Local Government Grants and Subsidies Program</b> improve municipal and essential infrastructure.	Existing	\$10.7 million for 2019-21	Application based	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
1.06	<b>Water Treatment Infrastructure Upgrade</b> for Torres Shire Council.	Existing	\$12 million	2021-22	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
1.07	<b>Water supply system upgrades</b> for Northern Peninsula Area Regional Council.	Existing	\$7.6 million	2021-22	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
<b>Department of Tourism, Innovation and Sport</b>					



## Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

### Target 1: Close the Gap in life expectancy within a generation, by 2031.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.08	The Indigenous Community Sport and Recreation Program (ICSRP) and Torres Strait Islander Sport and Recreation Program (TSISRP) work with remote and discrete Aboriginal and Torres Strait Islander communities, Councils, businesses and community organisations to develop local physical activity programs to provide culturally appropriate physical activity opportunities to support healthier lifestyles.	Existing	\$1.81 million in 2021-22 for the ICSR and \$0.19 million in 2021-22 for the TSISRP	31 December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport
<b>Motor Accident Insurance Commission</b>					
1.09	The Motor Accident Insurance Commission launched the <b>Drive safe, Drive deadly</b> program in partnership with Elders, community members living with disability, researchers, government agencies and organisations across Queensland in March 2021. The Drive safe, Drive deadly Program promotes road safety, and aims to reduce road trauma and ensure Queensland's Comprehensive Third Party insurance scheme is respectful, safe and supportive for Aboriginal peoples and Torres Strait Islander peoples injured in vehicle crashes.	New	Within existing resources	Ongoing	Treasurer and Minister for Investment
<b>Queensland Health</b>					
PR1.18	The <b>First Nations health equity reform agenda</b> .	Existing	No	Ongoing	Minister for Health and Ambulance Services
PR2.07	Building on effort under the <i>Making Tracks Investment Strategy 2018-21</i> which provided funding for more than 200 initiatives across five priority areas, <b><i>Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021 – 2022</i></b> has been developed as a provisional approach to guide Aboriginal and Torres Strait Islander-specific investment over the next 12 months.	New (preceding expiring strategy)	Yes	2021-22	Minister for Health and Ambulance Services
PR2.08	Progressing the <b>transition of Queensland Government funded primary health care services to Aboriginal and Torres Strait Islander community-control</b> arrangements, guided by community aspirations and evidence of readiness for transition.	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
1.10	Recognising the importance of delivering services that are safe and accessible, both clinically and culturally for Aboriginal peoples and Torres Strait Islander peoples, the <b><i>Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033</i></b> was developed to ensure all staff in Queensland Health have the skills, knowledge and behaviours that are required to plan, support, improve and deliver Queensland Health services to First Nations peoples in a culturally respectful and appropriate manner. Key deliverables of the Cultural Capability Framework include resource development, advice and knowledge brokerage and the delivery of the <b><i>Queensland Health Aboriginal and Torres Strait Islander Cultural Practice Program</i></b> .	Existing	\$3.4 million in 2021-22	To 2033	Minister for Health and Ambulance Services
1.11	Establishing a strong and supported Aboriginal and Torres Strait Islander workforce across all areas and levels of the health system as a key enabler of culturally safe service delivery, the <b><i>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</i></b> aims to increase the Aboriginal and Torres Strait Islander workforce across all occupations and levels of employment within Queensland Health to support the broader economic and social well-being of Aboriginal and Torres Strait Islander Queenslanders.	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services

**Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives****Target 1: Close the Gap in life expectancy within a generation, by 2031.**

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.12	The <i>Queensland Health Aboriginal and Torres Strait Islander Environmental Health Plan 2019-2022</i> takes a multi-strategy approach to improving environmental health conditions in partnership with Aboriginal and Torres Strait Islander local governments. Recognising that an estimated 30 to 50 per cent of health inequalities experiences by Aboriginal peoples and Torres Strait Islander peoples can be attributed to poor environmental health, work under the Plan is focused on healthy living environments as a key driver of health equity, developing partnerships between environmental health and clinical care, providing advocacy across government, and supporting workforce training. It seeks to influence partners to ensure environmental health considerations are embedded in planning and delivery of services that influence healthy environments, focusing action in the 16 discrete Aboriginal and Torres Strait Islander local governments. Under the Plan, funding is provided to these local governments to employ local workers to maintain oversight and management of environmental health aspects in their communities.	Existing	Within existing resources	2019-2022	Minister for Health and Ambulance Services
1.13	Supporting Aboriginal and Torres Strait Islander Councils in remote and discrete Aboriginal and Torres Strait Islander communities to <b>provide environmental health services for their communities</b> .	Existing	Within existing resources	Ongoing	Minister for Health and Ambulance Services
1.14	Implementation of the <i>North Queensland Aboriginal and Torres Strait Islander Sexually Transmissible Infections Action Plan 2016-2021</i> aims to address the high rates of sexually transmissible infections (STIs) in north Queensland through a coordinated regional approach in partnership with the Aboriginal and Torres Strait Islander community-controlled health services and Primary Health Networks to enhance prevention and education, testing and treatment, management of STIs, workforce development and data collection and surveillance. Additional funding for the continuation of the Action Plan for a further 12 months has been allocated for the Better Health North Queensland Alliance, enabling continuation of services under the Action Plan and supporting the co-design of new funding models during 2021-22 for implementation from July 2022.	Existing	\$5.1 million in 2021-22	The Better Health North Queensland Alliance to develop new service and funding models for implementation from July 2022	Minister for Health and Ambulance Services
1.15	Implementation of the <i>Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan 2018-2021</i> (RHD Action Plan) seeks to prevent, manage or lessen the impact of both acute rheumatic fever (ARF) and rheumatic heart disease (RHD). Addressing actions to improve clinical-based care for acute rheumatic fever and rheumatic heart disease, it also strengthens Queensland's response in environmental health, preventative health and primary health care. ARF and RHD are key contributors to poor cardiovascular health outcomes for Aboriginal peoples and Torres Strait Islander peoples, with particular impact of these diseases for children and young adults. Additional funding for the continuation of the RHD Action Plan over three years enables the continuation of services under the RHD Action Plan.	Existing	\$4.5 million in 2021-2024	Continuation of the Queensland Aboriginal and Torres Strait Islander Rheumatic Heart Disease Action Plan to 30 June 2024	Minister for Health and Ambulance Services
1.16	Recognising the link between improved health outcomes, early childhood development and education outcomes as fundamental in supporting children as fundamental in supporting Aboriginal and Torres Strait Islander children to thrive and grow into adulthood, the <i>Deadly Ears Program</i> provides a coordinated and comprehensive response to middle ear disease and the associated hearing loss experienced by Aboriginal and Torres Strait Islander children. In addition to the delivery of clinical and surgical services to remote communities, the Program also coordinates Queensland's multi-agency policy response across health, early childhood development and education. The policy known as <i>Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016-2026</i> , seeks to ensure all Aboriginal and Torres Strait Islander children in Queensland have healthy ears and can listen, learn and reach their full potential.	Existing	Approximately \$5.1 million in 2021-22	Ongoing	Minister for Health and Ambulance Services
1.17	The <b>transition of Queensland Government primary health care services on Palm Island</b> to Aboriginal and Torres Strait Islander <b>community-control arrangements</b> supports and provides access to primary health care on Palm Island, and greater opportunity for Palm Island residents to inform health service decision-making and delivery.	New	Within existing resources	Ongoing	Minister for Health and Ambulance Services



## Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

### Target 1: Close the Gap in life expectancy within a generation, by 2031.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.18	Developing a <b>Queensland Cancer Strategy for Aboriginal and Torres Strait Islander Peoples</b> that will set the priorities and goals for the health system in Queensland to address the growing inequitable cancer burden experienced by Aboriginal and Torres Strait Islander Queenslanders. Including a strategy, implementation plan and monitoring and evaluation framework, the Queensland Cancer Strategy for Aboriginal and Torres Strait Islander Peoples will be jointly launched in August 2022.	New	Within existing resources	Currently being developed and anticipated to be finalised by August 2022	Minister for Health and Ambulance Services
1.19	Delivering the <b>Quitline, Yarn to Quit Initiative</b> , comprised of Aboriginal and Torres Strait Islander counsellors that provide information, planning, coaching and nicotine replacement products to assist Aboriginal peoples and Torres Strait Islander peoples to cease tobacco use.	Existing	Approximately \$1.15 million over three years between 2018-2021	Ongoing	Minister for Health and Ambulance Services
1.20	Delivering the <b>Indigenous Alcohol, Tobacco and other Drugs Youth program</b> , in Cairns, Mount Isa, Cherbourg, Gold Coast and Townsville, to reduce the uptake and rates of harm caused by consumption of alcohol and illicit substances.	Existing	\$1.1 million in 2021-22	Ongoing	Minister for Health and Ambulance Services
1.21	The <b>Opioid Substitution Treatment Program</b> operates in all women's and northern Queensland centres where there is a high proportion of Aboriginal and Torres Strait Islander prisoners.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services Minister for Health and Ambulance Services
1.22	Funding the Institute for Urban Indigenous Health to deliver the <b>Deadly Choices Healthy Lifestyle program</b> , a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way. This includes the Broncos, Cowboys and Titans Deadly Choices partnerships.	Existing	\$27.23 million over three years from 1 July 2021 to 30 June 2024	Program extended to 30 June 2024	Minister for Health and Ambulance Services
1.23	Continuing the important work of <b>Hospital Liaison Officers</b> established within hospitals across Queensland Health to assist Aboriginal and Torres Strait Islander patients and their families to navigate the health system, providing a critical role in the delivery of culturally safe services.	Existing	Approximately \$3.7 million in 2021-22	2021-22	Minister for Health and Ambulance Services
1.24	Funding the delivery of <b>Institute for Urban Indigenous Health Connect</b> , a single referral point for individuals, carers, families, community members and service providers who require assistance in identifying available health and social support services for Aboriginal peoples and Torres Strait Islander peoples. The Program undertakes a comprehensive assessment and transition planning process for referred clients, facilitating culturally safe connections and pathways.	Existing	Approximately \$2.6 million in 2021-22	2021-22	Minister for Health and Ambulance Services
1.25	Continue funding <b>Aboriginal and Torres Strait Islander Mental Health Liaison Officer</b> positions in facilities with the highest volumes of Aboriginal and Torres Strait Islander patients entering the acute mental health system (Cairns, Toowoomba, Townsville, Royal Brisbane and Women's, Logan and Princess Alexandra hospitals) to plan and manage the transition of care and support on entry and discharge from hospital.	Existing	\$750,000 in 2021-22	2021-22	Minister for Health and Ambulance Services
1.26	Delivery of the <b>Indigenous Outreach program</b> focusing on providing access to specialist outreach cardiology and respiratory services in regional and remote communities delivered by the Prince Charles Hospital, Metro North Health and Hospital Service (HHS).	Existing	\$2.3 million in 2021-22	2021-22	Minister for Health and Ambulance Services
1.27	Supporting the continued operation of the <b>Southern Queensland Centre of Excellence in Aboriginal and Torres Strait Islander Primary Health Care</b> , a purpose-built facility servicing over 6,000 clients from across South East Queensland and beyond providing primary health care services fully integrated with specialist services within a holistic, culturally centered model of care. Underpinned by strong links to the local community and Elders groups, the Centre also provides training for the Aboriginal and Torres Strait Islander health workforce, community development and a research agenda centered on best models of care.	Existing	Approximately \$2.9 million in 2021-22	2021-22	Minister for Health and Ambulance Services



## Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives

### Target 1: Close the Gap in life expectancy within a generation, by 2031.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.28	Investing in new and innovative ways of providing patient-centred care closer to home by providing <b>specialist outpatient services</b> for Aboriginal peoples and Torres Strait Islander peoples in a community primary health care setting. Funding under <i>Making Tracks, Collaboration in Health</i> facilitates establishment and strengthened partnerships between HHSs and Aboriginal and Torres Strait Islander Community Controlled Health Services, aiming to improve Aboriginal and Torres Strait Islander patients' experiences in the health system, reduce failure to attend and reduce potentially preventable hospitalisations.	Existing	Up to \$1.28 million is available in 2021-22	2021-22	Minister for Health and Ambulance Services
1.29	Through the <b>Gather + Grow Partnership</b> , Health and Wellbeing Queensland is working with the Torres Cape Indigenous Council Alliance and Local Government Association of Queensland (LGAQ) to lead remote food security agenda. With plans to develop a Remote Food Security Action Plan to find solutions responding to communities' concerns related to the contributors of food insecurity including housing, economic development and freight, the Partnership is planning a series of roundtables focusing on freight, economic development and housing.	Existing	Within existing resources		Minister for Health and Ambulance Services
1.30	Health and Wellbeing Queensland is partnering with the Aboriginal and Torres Strait Islander community-controlled sector to deliver the <b>Gather + Grow Program</b> in the Torres Strait, Cape York and Lower Gulf regions, the program seeks to engage communities to identify and implement actions to improve access to healthy food and drinks.	Existing	\$1.68 million over three years		Minister for Health and Ambulance Services
1.31	The <b>Healthy Stores Project</b> seeks to build the capacity and capability of remote food stores. Led by Health and Wellbeing Queensland, managers and staff from Community Enterprise Queensland are supported to improve in-store environments to support healthy food and drink purchasing behaviour.	Existing	Within existing resources		Minister for Health and Ambulance Services
1.32	The <b>Cancer Screening Strategic Framework 2020-2026</b> seeks to reduce the impact of breast, bowel and cervical cancers by targeting under-screened groups, including increasing the number of Aboriginal peoples and Torres Strait Islander peoples participating in cancer screening programs.	Existing	\$0.36 million	To 2026	Minister for Health and Ambulance Services
1.33	Delivering the <b>Safe and Healthy Drinking Water in Indigenous Local Government Areas Program</b> to support Aboriginal and Torres Strait Islander local governments to deliver a continuous and safe drinking water supply.	Existing	\$9.9 million until 2022-23	To 2022-23	Minister for Health and Ambulance Services
1.34	Continue the provision of the <b>Specialist Mental Health Community Support Services (social and emotional wellbeing and mental health) program</b> for Aboriginal peoples and Torres Strait Islander peoples experiencing a moderate to severe mental illness. This program provides targeted psychosocial approaches utilising a culture-based wrap around service model for First Nations peoples and delivered by the Aboriginal and Torres Strait Islander Community Controlled Health Services in collaboration with key HHSs (Torres and Cape HHS, Cairns and Hinterland HHS, Metro South HHS, West Moreton HHS).	Existing	\$2.6 million per annum	Ongoing	Minister for Health and Ambulance Services
1.35	A legislated requirement to be actioned by all Hospital and Health Services in co-developing and co-implementing First Nations Health Equity Strategies is <b>increasing the Aboriginal and Torres Strait Islander workforce commensurate with its local Aboriginal and Torres Strait Islander population</b> .	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 April 2022	Minister for Health and Ambulance Services
PR3.14	Currently being developed for release by June 2022, a <b>First Nations Health Workforce Strategy</b> will embed Aboriginal and Torres Strait Islander ways of knowing, being and doing across the health system by growing the capacity and capability of the Aboriginal and Torres Strait Islander workforce across the health system in Queensland. Fundamental to eliminating racism, the strategy will be central to ensuring more Aboriginal peoples and Torres Strait Islander peoples are employed at all levels, occupational streams and geographic locations across the health system.	New	Any funding requirements for implementation to be scoped in the development of the plan	To be released by June 2022	Minister for Health and Ambulance Services

**Outcome 1: Aboriginal peoples and Torres Strait Islander peoples enjoy long and healthy lives****Target 1: Close the Gap in life expectancy within a generation, by 2031.**

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.36	The <b>Queensland Immunisation Strategy</b> includes targeted initiatives aimed at protecting Aboriginal and Torres Strait Islander children and adults from vaccine preventable diseases through increased vaccination to targeted age groups. Initiatives include <b>Connecting our Mob, Bubba jabs on time</b> and additional vaccines funded by the National Immunisation Program.	Existing	Yes	Ongoing	Minister for Health and Ambulance Services

**Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong****Target 2:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Queensland Health</b>					
PR1.18	The First Nations health equity reform agenda.	Existing	No	Ongoing	Minister for Health and Ambulance Services
PR2.07	As a building block for good health for children to achieve their full potential throughout life, A Healthy Start to Life is one of the five priority areas for effort under the <b>Making Tracks Interim Investment Strategy 2021-2022</b> . Initiatives being progressed against this priority area in 2021-22 seek to improve care before and during pregnancy and supporting developmental needs required for Aboriginal and Torres Strait Islander children to have the best start to life, has been developed as a provisional approach guiding investment to 30 June 2022. Implementation of the <i>Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</i> is a key deliverable under this priority area.	New (proceeding expired strategy)		2021-2022, with a Making Tracks Investment Strategy 2022-2025 under development	Minister for Health and Ambulance Services
1.10	The <b>Queensland Health Aboriginal and Torres Strait Islander Cultural Practice Program</b> provides data and information to staff regarding the health status of children and young people in the Queensland health system.	Existing	\$3.4 million in 2021-22	To 2033	Minister for Health and Ambulance Services
1.11	The <b>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</b> .	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
PR3.14	Development of a <b>First Nations Health Workforce Strategy</b> .	New	Any funding requirements for implementation to be scoped in the development of the plan	To be released by June 2022	Minister for Health and Ambulance Services
2.01	Implementation of the <b>Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025</b> support progress to ensuring every woman in Queensland giving birth to Aboriginal and Torres Strait Islander babies has access to high quality, clinical and culturally capable maternity services. The Growing Deadly Families Strategy identifies characteristics of effective, culturally focused and safe maternal health services that embed cultural traditions, values and beliefs of Aboriginal and Torres Strait Islander peoples and communities. It recognises that strong family relationships are vital to providing a healthy start to life for babies and children, and to establish the foundation for their future health, wellbeing and safety. Also designed to support Aboriginal and Torres Strait Islander families to navigate and access social support services such as housing, employment, education, child safety, legal and disability services, the Strategy promotes a culturally competent and effective service system, across both the HHS and Aboriginal and Torres Strait Islander community-controlled health organisations, that recognises and nurtures the strength and resilience of Aboriginal and Torres Strait Islander families, provides individual woman-centred care and understands and responds specifically to the ongoing effects of intergenerational trauma, which continue to impact on maternal and infant health outcomes.	Existing	Up to approximately \$7.83 million will be available in 2021-22	To 2025	Minister for Health and Ambulance Services
2.02	The delivery of the <b>Birthing In our Communities (BiOC)</b> program establishes a continuity of care model for women and their families birthing an Aboriginal and Torres Strait Islander baby in Brisbane, including supporting integration of the BiOC Early Learning Program into the BiOC Hub.	Existing	Approximately \$2.43 million in 2021-22	2018-2021	Minister for Health and Ambulance Services
2.03	<b>Culturally supportive maternal health services</b> in Queensland's public hospitals such as Ngarrama Antenatal and Birthing Program in Metro North HHS, KemKem Yanga program at Mackay Base Hospital in Mackay HHS and Gumma Gundoo at Rockhampton Hospital in Central Queensland HHS and new enhancements into innovative models such as the Waijumbah Jarjums in Gold Coast HHS.	Existing	Approximately \$1.26 million in 2021-22	2021-22	Minister for Health and Ambulance Services


**Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong**
**Target 2:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
2.04	Early and regular antenatal care is critical to provide a foundation for good health outcomes for mothers and babies. The <b>Quality Improvement Payment Program</b> aims to increase antenatal contact and promote opportunities for health education to achieve longer time health outcomes, incentivising efforts of HHSs towards addressing two targets relating to antenatal visits and smoking cessation.	Existing	Yes	2018-2021	Minister for Health and Ambulance Services

**Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years****Target 3:** By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling early childhood education to 95 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Education</b>					
3.01	Developing and implementing strategies, including study support, to <b>increase the number of qualified Aboriginal and Torres Strait Islander educators in the early childhood education and care (ECEC) sector</b> . Implemented collaboratively with the Department of Employment, Small Business and Training (DESBT), students in rural and remote locations studying an ECEC qualification are supported to meet together, share experiences and fulfil study requirements through a funded and supported residential program.	Existing, with new elements	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
3.02	Supporting schools in identified Aboriginal and Torres Strait Islander communities to deliver <b>quality kindergarten programs</b> . Regional staff work with State Delivered Kindergartens, and in partnership with local Aboriginal peoples and Torres Strait Islander peoples, to ensure place-based responses that provide quality, culturally responsive programs tailored to each community. The Foundations for Success resource used with the Queensland Kindergarten Learning Guideline supports delivery of a program that is culturally appropriate for the community context. This means First Nations peoples can access mainstream services with confidence their cultural identity will be respected and fostered, their agency will be enabled, and their wellbeing will be at the forefront. A four-year cycle of review aligns with school review cycles to support quality improvement in provision of kindergarten programs in state schools.	Existing, with new elements	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
3.03	The <b>Queensland Kindergarten Funding Scheme Plus Kindy subsidy</b> is designed to support Aboriginal and Torres Strait Islander families by ensuring that the cost of kindergarten is not a barrier to participation and kindergarten remains low or at no cost for Aboriginal and Torres Strait Islander families. Subsidies are paid to kindergarten providers to reduce out of pocket costs, directly benefiting Aboriginal and Torres Strait Islander families through fee reduction.	Existing	Within existing resource	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
3.04	Supporting ECEC services to provide <b>culturally appropriate and welcoming environments</b> for Aboriginal and Torres Strait Islander children and families by promoting inclusive perspectives and the language of inclusion through the Department's ECEC website. This leverages existing partnerships with local Aboriginal and Torres Strait Islander organisations and services to gather evidence examples and images demonstrating inclusive perspectives. It promotes the diversity that exists within Aboriginal and Torres Strait Islander peoples and communities.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
3.05	Conducting <b>state-wide and local communications strategies</b> to promote the importance of the early years for children's development and assist Aboriginal and Torres Strait Islander families to access kindergarten in the year before school. This work provides for locally devised and tailored communication strategies in regional Aboriginal and Torres Strait Islander communities, e.g. the Let's Yarn About Kindy campaign. Regional staff also work directly with schools to support family engagement in kindergarten programs.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing

**Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years**

**Target 4:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Children, Youth Justice and Multicultural Affairs</b>					
4.01	<p>The <b>Aboriginal and Torres Strait Islander Family Wellbeing Services</b> support Aboriginal and Torres Strait Islander families to enhance their capacity to care for and nurture their children, contributing to positive home environments that support the development of children. These services deliver support services to families to enhance their capacity to care for children, including their capacity to meet their developmental and early learning needs.</p> <p>The service model was developed through a prolonged co-design process involving the community-controlled sector and other Aboriginal and Torres Strait Islander stakeholders, and program implementation is overseen by a Strategic Implementation Group involving departmental and service provider representative and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP). All funding under this initiative is allocated to Aboriginal and Torres Strait Islander community-controlled organisations.</p>	Existing	Funding of \$41 million per annum is allocated to 33 Aboriginal and Torres Strait Islander community-controlled services across the state	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
<b>Department of Education</b>					
4.02	<p>The <b>Transition to School initiative</b> supports positive transitions into Prep with a focus on valuing and respecting the languages, cultures, histories and identities of families.</p> <p>ECEC services and schools collaborate on transition practices that respond to the cultures, languages and backgrounds of families and children in the local community, as outlined in the Supporting successful transitions school decision-making tool.</p>	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
4.03	Supporting parents to play an active role in their children's early development through a range of targeted initiatives, <b>Facilitated playgroups</b> provide an intergenerational, culturally responsive and culturally safe model for working with families and children at risk of experiencing vulnerability and/or disadvantage in identified locations, while connecting families with local support services and early childhood education and care services at the right time. Key service partnerships include Aboriginal and Torres Strait Islander health services, Deadly Ears, and Deadly Kindies. Additionally, host schools and agencies partner with local community elders, community organisations and other services to shape a program designed to encourage and sustain active participation of Aboriginal and Torres Strait Islander children and families.	Existing	Within existing resources	Dec 2021	Minister for Education, Minister for Industrial Relations and Minister for Racing
4.04	<p>Working across agencies, and with local communities, to identify additional interventions and coordinate early years' service delivery. A range of strategies and actions delivering interventions and services include:</p> <ul style="list-style-type: none"> <li>locally developed Birth to five plans;</li> <li>targeted support for families to enrol in kindergarten; and</li> <li>capability development for educators.</li> </ul> <p>These strategies aim to build stronger partnerships across agencies and organisations that address local priorities with local solutions.</p>	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
4.05	Funding the operation of <b>Early Years Places</b> in more than 50 communities across Queensland, providing a one-stop shop where families can access multiple support services for their children and themselves. Early Years Places support children from birth to eight years old by assisting their families to achieve better developmental outcomes through delivery of integrated services including early learning, child and maternal health and family support services. Services can be centre-based, via outreach and/or through partnership arrangements such as with primary health care providers e.g. Gidgee Healing and Apunapima. A number of Early Years Places provide place-based culturally safe and appropriate access specifically for Aboriginal and Torres Strait Islander children and families. These work with community to ensure service design and delivery reflects local need, in line with Priority Reform 1. A number of services are auspiced by Aboriginal and Torres Strait Islander community-controlled organisations, consistent with Priority Reform 2.	Existing	\$11.057 million in 2021-22	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing


**Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years**

**Target 4:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
4.06	Delivering the <b>Connect 4 Children strategy</b> to support communities to create local solutions for local priorities to help give all children a great start. Connect 4 Children targets the kindergarten participation of all children, with a specific focus on children who are experiencing vulnerability and Aboriginal and Torres Strait Islander children. It also focuses on closing the gap through the promotion of transitions between home and care, care and kindergarten and kindergarten and school. Aboriginal and Torres Strait Islander families benefit from support to access early years learning opportunities or services that engage with community partners under Birth to five plans. This initiative partners with a range of government and non-government stakeholders to oversee implementation in a number of communities across Queensland.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>Department of Justice and Attorney-General</b>					
4.07	The Registry of Births Deaths and Marriages is leading the <b>Closing the Registration Gap strategy and action plan</b> which is a Queensland government cross-agency strategy to increase the birth registration rate for Aboriginal and Torres Strait Islander Queenslanders to be comparable to other Queenslanders. Every child has a right to be registered. Birth registration establishes a child's legal identity and access to a birth certificate which helps them to access essential services.	New	Within existing resources	2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>Queensland Health</b>					
1.16	The <b>Deadly Ears Program</b> and corresponding policy <b>Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016-2026</b> .	Existing	Approximately \$5.1 million in 2021-22	Ongoing	Minister for Health and Ambulance Services



### Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential

**Target 5:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
5.01	The <b>Employment and Education Housing Program</b> (EEH Program) accommodates students from remote Aboriginal and Torres Strait Islander communities in Cairns, Townsville, Rockhampton and Toowoomba as they pursue their secondary education. Residents at EEH Program facilities are mentored and tutored to improve literacy and numeracy skills with the goal of successful completion of Year 12 and securing employment and/or higher educational outcomes.	Existing	Yes - leases	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.02	AFL Cape York Limited (Cairns) was provided capital grant funding for the construction of <b>AFL Cape York house</b> , a 48-bed student accommodation facility at 53-58 Buchan Street, Portsmith. Cairns Regional Council provided land to the development. The construction was completed in January 2013. The delivery model provides wrap around services that links students to services to provide appropriate support. Funding for support services is not provided by the department. The Provider is required to develop partnerships and secure funding to ensure the delivery of appropriate support services to students. The Department of Education (DoE) also supports the AFL Cape York house through the provision of two teacher positions.	Existing	Yes – Capital Assistance Agreement	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts Minister for Education, Minister for Industrial Relations and Minister for Racing
5.03	The <b>NRL Cowboys House</b> girls and boys campuses in Townsville support young Aboriginal and Torres Strait Islander students to complete their high school education, an enable their future participation in higher education, training and employment. The Queensland Government has leases in place for both campuses and is responsible for maintenance and upgrades to 2030. There is also an operational funding agreement in place for the Girls' Campus to 30 June 2022. DoE also supports the NRL Cowboys house through the provision of one Head of Curriculum and two teacher positions.	Existing	Yes - lease and operational funding for the girls campus of \$2,303,690 over four years to 30 June 2022.	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>Department of Education</b>					
PR1.03	Implementing a pilot program for <b>local community engagement through co-design</b> to strengthen educational decision-making.	New	\$19,794,905 over 2020-21 to 2023-24 (GST Exclusive)	December 2023	Minister for Education, Minister for Industrial Relations and Minister for Racing
5.04	Providing <b>equitable access to the full Australian Curriculum for English as an Additional Language/Dialect learners</b> improves achievement throughout schooling and increases the prospect of Aboriginal and Torres Strait Islander students attaining year 12 or equivalent. This action aligns with Priority Reform 1 and Priority Reform 3 as it requires Aboriginal and Torres Strait Islander parent and community engagement to understand the histories and local language ecologies of school settings. It ensures DoE is responding more accurately to the targeted needs of those Aboriginal and Torres Strait Islander students for whom English is an additional language or dialect so that these students have more equitable access. Aboriginal and Torres Strait Islander individuals and organisations are involved in the implementation of this action at local levels.	Existing	Within existing resources	Ongoing.	Minister for Education, Minister for Industrial Relations and Minister for Racing



## Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential

**Target 5:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
5.05	Supporting high-achieving Aboriginal and Torres Strait Islander state school students through the <b>Solid Pathways program</b> in Years 4 to 6. The Solid Pathways Program engages and increases students' participation and achievement in science, technology, engineering and mathematics from Year 4 to Year 6. This supports students' transition from primary to secondary school, provides a strong start to the secondary years, influences senior subject selections, and strengthens engagement to support increased attainment of Year 12 or equivalent. This initiative aligns with Priority Reforms 1 and 3 by increasing accessibility for students (particularly rural and remote students) through innovative online and virtual platforms and pedagogies. It is developing strategic partnerships with universities, industry and like-minded organisations, re-enforcing a joined-up approach between governments and Aboriginal peoples and Torres Strait Islander peoples.	Existing	\$0.908 million for 2021-22	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
5.06	Implementing the <b>Youth Engagement Strategy</b> to improve responses to children and young people who have disengaged or are at risk of disengaging from education. The Youth Engagement Strategy consists of a range of strategies to boost engagement in education across Queensland by supporting students to stay at school; reconnecting them when they disengage; and strengthening their transition to further study or work. This includes (but is not confined to) Aboriginal and Torres Strait Islander students and young people. The strategy aligns with Priority Reform 1 through multi-agency work occurring with Regional Youth Engagement Hubs and a Youth Engagement Alliance (comprising senior executives from a range of relevant government agencies, focused on strengthening partnerships to lift engagement in study or work of vulnerable children and young people). It also aligns with Priority Reform 3 through initiatives such as Link and Launch and Regional Youth Engagement Hubs which stretch beyond the school gate to support disengaged children and young people.	Existing	\$11.2 million for 2018-19 to 2021-22 to expand Regional Youth Engagement Hubs	June 2022	Minister for Education, Minister for Industrial Relations and Minister for Racing
5.07	<b>Case-managing Aboriginal and Torres Strait Islander state school students</b> in the senior phase of learning who have been identified as being at risk of not receiving a Queensland Certificate of Education (QCE) or Queensland Certificate of Individual Achievement (QCIA) at the end of Year 12. This work contributes to Priority Reform 1, as successfully achieving Year 12 certification prepares students to lead a life of choice. This action is undertaken at the school-level where students have been identified as not progressing toward achievement of either a QCE or QCIA. Schools and regional officers are responsible for ensuring student progress is tracked and any required interventions occur in a culturally appropriate manner.	Existing	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
5.08	Providing Aboriginal and Torres Strait Islander students with <b>opportunities to gain foundation skills in literacy and numeracy</b> and increase their prospects of attaining a QCE through targeted programs. Targeted programs provide students with the opportunity to gain foundation skills in literacy and numeracy, and increase their employment prospects by learning in real world contexts, enriching culture and connecting to the local community.	Existing	Within existing resources	December 2021	Minister for Education, Minister for Industrial Relations and Minister for Racing
5.09	Developing <b>strategies to support early school leavers</b> , and better monitor students with a view to increasing the Aboriginal and Torres Strait Islander student retention rate. Student retention strategies ensure students identified as being at risk of disengaging from school are supported to stay and achieve success through to Year 12. Various partnerships exist across government, and at the school level, to support student retention, e.g. a memorandum of understanding between the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) and DoE provides for sharing of data under the Youth Employment Program.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing

Department of Employment, Small Business and Training


**Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential**
**Target 5:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
5.10	The <b>School-based Apprenticeship and Traineeship</b> initiative supports high school students — typically Years 11 and 12 — to undertake a combination of secondary school subjects, paid work and nationally recognised training, while working towards achievement of their QCE or QCIA.	Existing	Within existing resources	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development. Minister for Education, Minister for Industrial Relations and Minister for Racing
5.11	Implementing <b>Link and Launch</b> , supporting Year 12 completers not in education, training or employment to make a successful transition to study or work in 30 targeted sites by 2022. Specialist officers located in targeted schools assist young people, including Aboriginal and Torres Strait Islander young people, who have completed Year 12 in the last few years to navigate the system in order to make a transition to study or work.	Existing	\$9.6 million over four years from DoE and DESBT	Committed until Dec 2022	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.06	<b>Local Thriving Communities.</b>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
PR1.11	The <b>Family Responsibilities Commission</b> addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by supporting the improvement of year 12 or equivalent attainment of children in our communities by providing guidance, encouragement and information to families on the requirement for children to attend school.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
5.12	The <b>Youth Employment Program</b> is an employment support service for young Aboriginal peoples and Torres Strait Islander peoples who are finishing high school and looking for work or considering further education.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

**Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways**

**Target 6:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
5.01	The Employment and Education Housing Program.	Existing	Yes- leases	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.02	The AFL Cape York house in Cairns.	Existing	Yes – Capital Assistance Agreement	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.03	The NRL Cowboys House girls and boys campuses in Townsville.	Existing	Yes - lease and operational funding for the girls' campus of \$2,303,690 over four years to 30 June 2022	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Employment, Small Business and Training</b>					
5.10	The School-based Apprenticeships and Traineeships initiative.	Existing	Within existing resources	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
5.11	Implementing Link and Launch supporting Year 12 completers not in education, training or employment.	Existing	\$9.6 million over four years from DoE and DESBT	Committed until Dec 2022	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
6.01	The First Nations Training Strategy (FNTS) aims to maximise the connection between Aboriginal peoples and Torres Strait Islander peoples and training that leads to sustainable employment to improve economic and social participation. The FNTS will maximise responsiveness of existing training programs for First Nations peoples and target initiatives at regional or state level that link to sustainable employment, acknowledging that jobs growth is at higher skill levels. The FNTS is currently under development.	New (under development)	\$5 million	2 years from 2020-21	Minister for Employment and Small Business and Minister for Training and Skills Development
6.02	Skilling Queenslanders for Work helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.	Existing	\$320 million over 4 years from 2021-22 and \$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
6.03	The Capacity Building for Remote Indigenous Communities project represents a three-year VET partnership between the Queensland Government and LGAQ assisting 16 Aboriginal and Torres Strait Islander Councils plus six Councils with high Aboriginal and Torres Strait Islander populations to build capacity across their workforce to meet their obligations and support local job outcomes.	Existing	\$1 million each year	June 2023	Minister for Employment and Small Business and Minister for Training and Skills Development
<b>Department of Environment and Science</b>					


**Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways**

**Target 6:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
6.04	Providing education and employment opportunities for Aboriginal peoples and Torres Strait Islander peoples through the <b>GAP Year Program</b> . Under the Gap Year program, the department employs new staff members to work across the business, developing a wide range of knowledge and skills. The 18-month development program commences in the new year with participants undertaking three development blocks, networking with key stakeholders and building networks across the business. Participants are encouraged to work across multiple divisions, receiving broad exposure to the work being undertaken by the department, finding an area of interest as well as building highly relevant and transferrable skills for future employment. Following completion of the program permanent employment opportunities are sourced for the participants within the department or the across the sector. Those remaining within the Department of Environment and Science (DES) are encouraged to support and mentor future participants of the program, helping them to adapt to a new work environment.	Existing	Within existing resources	Ongoing – anticipated annual or bi-annual basis	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
6.05	The Queensland <b>Indigenous Land and Sea Ranger Program</b> partners with 24 communities around Queensland to employ over 100 Aboriginal and Torres Strait Islander rangers. The Program not only allows communities to guide and action conservation and land management activities on their country – but to work together with DES to design and deliver leadership development pathways for rangers, and youth engagement allowing young people to connect with culture and country.	Existing.	2020-21 budget of \$12 million. (2021-22 - \$17 million, 2022-23 – \$19.9 million, 2023-24 \$24.2 million)	Ongoing.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
5.12	The <b>Youth Employment Program</b> is an employment support service for young Aboriginal peoples and Torres Strait Islander peoples who are finishing high school and looking for work or considering further education.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Department of Tourism, Innovation and Sport</b>					
6.06	The <b>Advance Queensland Indigenous Pathways Scholarship Program</b> supports Aboriginal and Torres Strait Islander students to undertake vocational education and transition into university studies in science, technology, engineering, the arts and maths industries. The Queensland Government, through Advance Queensland, has partnered with TAFE Queensland and CQUniversity to offer Indigenous Pathways Scholarships of \$5000 each for Aboriginal and Torres Strait Islander students across a wide range of industry areas in eligible Certificate III to Degree level courses.	Existing	Within existing resources	2022	Minister for Tourism Industry Development and Innovation and Minister for Sport
<b>Queensland Police Service</b>					
6.07	The <b>Indigenous Recruit Preparation Program</b> prepares Aboriginal peoples and Torres Strait Islander peoples for direct entry into the Recruit Training Program. The Queensland Police Service continues to actively market the agency as an employee of choice to First Nations peoples.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education****Target 7:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
PR2.03	Arts Queensland's <b>Backing Indigenous Arts</b> initiative.	Existing	\$12.6 million over four years	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.01	The <b>Employment and Education Housing Program</b> .	Existing	Yes- leases	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.02	The <b>AFL Cape York house</b> in Cairns.	Existing	Yes – Capital Assistance Agreement	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
5.03	The <b>NRL Cowboys House</b> girls and boys campuses in Townsville.	Existing	Yes - lease and operational funding for the girls' campus of \$2,303,690 over four years to 30 June 2022	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Education</b>					
5.11	Implementing <b>Link and Launch</b> , supporting Year 12 completers not in education, training or employment to make a successful transition to study or work in 30 targeted sites by 2022. The Link and Launch Strategy strengthens young people's engagement in study or work. Specialist officers located in targeted schools work with the Australian Government and other state government agencies such as DESBT, TAFE, DSDSATSIP to assist young people, including Aboriginal and Torres Strait Islander young people, who have completed Year 12 in the last few years, to navigate the system in order to make a transition to study or work.	Existing	\$9.6 million over four years from DoE and DESBT	Committed until Dec 2022	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
7.01	<b>Building the cultural capability of teachers and school leaders</b> , including to engage with the Australian Curriculum's Cross Curriculum Priority: Aboriginal and Torres Strait Islander Histories and Cultures. Increasing cultural safety in schools improves the retention and achievement of Aboriginal and Torres Strait Islander students. This initiative aligns with <b>Priority Reform 3</b> , by providing a way to create genuine, permanent and mutually beneficial relationships with Aboriginal and Torres Strait Islander communities and for communities to see that their culture is valued and visible in the school setting.	Existing.	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>Department of Employment, Small Business and Training</b>					
5.10	The <b>School-based Apprenticeships and Traineeships</b> initiative.	Existing	Within existing resources	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
6.01	The <b>First Nations Training Strategy</b> is currently under development.	New	\$5 million	2 years from 2020-21	Minister for Employment and Small Business and Minister for Training and Skills Development
6.02	<b>Skilling Queenslanders for Work</b> helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.	Existing	\$320 million over 4 years from 2021-22 and \$80 million per annum ongoing	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
<b>Department of Environment and Science</b>					



## Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education

**Target 7:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
6.04	Providing education and employment opportunities for Aboriginal peoples and Torres Strait Islander peoples through the <b>GAP Year Program</b> .	Existing	Within existing resources	Ongoing – anticipated annual or bi-annual basis	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
6.05	The Queensland <b>Indigenous Land and Sea Ranger Program</b> .	Existing.	2020-21 budget of \$12 million. (2021-22 - \$17 million, 2022-23 – \$19.9 million, 2023-24 \$24.2 million)	Ongoing.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
7.02	The <b>Reef Assist</b> program is funding 11 projects in the Wet Tropics, Burdekin and Mackay Whitsunday regions. Works include streambank remediation, wetland restoration, tree planting, weed management, rubbish removal and landscaping. The benefits generated for regional Queenslanders through the projects include skill development and job opportunities in these regions that have been most heavily impacted by the COVID-19 pandemic. Half (65) of the approximately 130 jobs that have been created under the program have been filled by Aboriginal peoples and Torres Strait Islander peoples.	New	\$10 million across 2020-21 and 2021-22	Projects to be completed by November 2021	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
<b>Department of the Premier and Cabinet</b>					
7.03	The <b>Policy Futures Graduate program</b> is promoted through a diverse range of communication channels including Aboriginal and Torres Strait Islander networks. The program provides all candidates with reasonable adjustments at all stages of the selection process to support and encourage increased participation of Aboriginal and Torres Strait Islander applicants.	Existing	Within existing resources	Ongoing	Premier and Minister for Trade
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
5.12	The <b>Youth Employment Program</b> is an employment support service for young Aboriginal peoples and Torres Strait Islander peoples who are finishing high school and looking for work or considering further education.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Department of Tourism, Innovation and Sport</b>					
6.06	The <b>Advance Queensland Indigenous Pathways Scholarship Program</b> .	Existing	Within existing resources	2022	Minister for Tourism Industry Development and Innovation and Minister for Sport
7.04	The <b>Young Tourism Leaders program</b> provides influential and inspiring role models to encourage young people to consider a career in the tourism industry. The program promotes participation of Aboriginal & Torres Strait Islander Queenslanders (18-35) years.	Existing	Within existing resources	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport
<b>Department of Transport and Main Roads</b>					
7.05	The <b>Indigenous Drivers Licensing Program</b> aims to work with 24 Aboriginal and Torres Strait Islander communities each year to increase the number of licences issued to Aboriginal peoples and Torres Strait Islander peoples. This will provide them with increased access to employment opportunities.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
7.06	The <b>Community Road Safety Grants – Learner Driver Mentoring Program</b> provides funding for community organisations across Queensland to work with vulnerable young people, including Aboriginal and Torres Strait Islanders to support and mentor them to achieve the 100 driving hours and practical test required to obtain their driver licence. A driver licence provides them with increased access to employment opportunities.	Existing	Community Road Safety Grants scheme will increase from \$4 million per annum to \$5.6 million per annum from 2022-23 for road safety education programs.	Ongoing	Minister for Transport and Main Roads

**Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education****Target 7:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Motor Accident Insurance Commission</b>					
7.07	The PCYC <b>Braking the Cycle learner driver mentor program</b> helps young people at 48 locations including nine satellite and school-based locations across Queensland obtain their driver's licence safely, thereby increasing their employment and education opportunities. This program promotes participation of Aboriginal and Torres Strait Islander participants across all 48 locations, with historically above average participation rates in Townsville, Cairns, Mackay, Rockhampton, Gladstone and Dalby branches.	New five-year funding term commenced from 1 July 2021	\$15.96 million over the next five years funded by the Motor Accident Insurance Fund	2025	Treasurer and Minister for Investment
7.07	The first discrete community <b>Braking the Cycle location is launching in Napranum</b> in April 2021. Napranum PCYC will deliver an adapted version of Braking the Cycle, designed to support the specific cultural and learning needs of Aboriginal peoples and Torres Strait Islander peoples living within remote communities.	New	\$165,000 approved and funded by the Motor Accident Insurance Fund	2022	Treasurer and Minister for Investment
<b>Queensland Police Service</b>					
6.07	The <b>Indigenous Recruit Preparation Program</b> .	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services


**Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities**
**Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
PR1.02	The <b>First Nations Arts and Cultures Panel</b> .	New	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
PR2.03	Arts Queensland's <b>Backing Indigenous Arts</b> initiative.	Existing	\$12.6 million over four years	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Employment, Small Business and Training</b>					
5.10	The <b>School-based Apprenticeship and Traineeship</b> initiative.	Existing	Within existing resources	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
5.11	Implementing <b>Link and Launch</b> supporting Year 12 completers not in education, training or employment.	Existing	\$9.6 million over four years from DoE and DESBT	Committed until Dec 2022	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Education, Minister for Industrial Relations and Minister for Racing
6.01	The <b>First Nations Training Strategy</b> is currently under development.	New	\$5 million	2 years from 2020-21	Minister for Employment and Small Business and Minister for Training and Skills Development
6.02	<b>Skilling Queenslanders for Work</b> helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.	Existing	\$320 million over 4 years from 2021-22	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development
6.03	The <b>Capacity Building for Remote Indigenous Communities</b> project.	Existing	\$1 million each year	June 2023	Minister for Employment and Small Business and Minister for Training and Skills Development
8.01	The <b>Queensland Government Building and Construction Training Policy</b> allows to the selection of certain infrastructure projects as 'Indigenous projects', incorporating targets for employment and procurement opportunities. The policy promotes, encourages and creates skills development, employment and business opportunities for Aboriginal people and Torres Strait Islander people in relation to Queensland Government building and civil construction projects.	Existing	Within existing resources	Ongoing	Minister for Employment and Small Business and Minister for Training and Skills Development Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

**Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities****Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.02	<p>In the 2021-22 Queensland State Budget, the <b>Back to Work</b> (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> <p>The revitalised BTW program will continue to give businesses the confidence to employ Queenslanders who have experienced a period of unemployment. Support payments are available to eligible employers who hire a previously unemployed Queenslanders who had experienced a minimum period of unemployment directly prior to commencing work with them. The revitalised BTW program supports targeted cohorts including youth, Aboriginal peoples and Torres Strait Islander peoples, people with disability and long term unemployed.</p> <p>The revitalised BTW program will have two types of employer incentive payments:</p> <ul style="list-style-type: none"> <li>Youth Boost is available to employers who hire an eligible young person (aged 15 – 24 years old) may receive up to \$20,000; and</li> <li>Back to Work support payment is available to employers who hire an eligible person from the following targeted cohorts (First Nations peoples, person with disability and long-term unemployed person) may receive up to \$15,000.</li> </ul> <p>The revitalised BTW program will deliver targeted employer wage incentives and a suite of wrap around supports including: the pre-employment support program, the Jobseeker Support Pool, small business short courses, the Small Business Support Pool, and the Pilot Programs Fund.</p> <p>The wrap around supports will provide intensive support for Aboriginal and Torres Strait Islander jobseekers and businesses who employ Aboriginal and Torres Strait Islander jobseekers with the intent of creating genuine, long-term employment outcomes.</p> <p>The Back to Work program has teams based throughout Queensland who can help provide local support to Aboriginal and Torres Strait Islander employers and Aboriginal and Torres Strait Islander jobseekers in each region. Teams work in collaboration with employers, service providers and community representatives to assist in building regional employment solutions that meet both current and emerging needs.</p>	Changed/new	\$140 million over four years	30 June 2025	Minister for Employment and Small Business and Minister for Training and Skills Development
<b>Department of Environment and Science</b>					
6.04	Providing education and employment opportunities for Aboriginal peoples and Torres Strait Islander peoples through the <b>GAP Year Program</b> .	Existing	Within existing resources	Ongoing – anticipated annual or bi-annual basis	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
6.05	The Queensland <b>Indigenous Land and Sea Ranger Program</b> .	Existing.	2020-21 budget of \$12 million, 2021-22 - \$17 million, 2022-23 – \$19.9 million, 2023-24 \$24.2 million)	Ongoing.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
8.03	<p>The <b>Respecting Country: A sustainable waste strategy for First Nation communities</b>, developed in partnership with LGAQ and Aboriginal and Torres Strait Island councils, identifies and prioritises actions to help improve waste management and resource recovery activities in Aboriginal and Torres Strait Island communities. The aim of the Strategy is to deliver long-term and sustainable jobs and business development opportunities for communities using waste and resource recovery as the catalyst. The Strategy will be implemented through the development of regional waste management plans.</p> <p>Additional plans are currently being prioritised based on feedback from the Indigenous Leaders Forum on 28 April. The first of the regional waste management plans, for the Torres Region, is currently being finalised.</p>	New	\$400,000 (funding available from 2020-21 Budget) to continue development of additional co-designed regional waste management plans in partnership with LGAQ and Aboriginal and Torres Strait Islander councils.	The Strategy was released on 28 April 2021. Key actions are based on short (1-2 years), medium 3-5 years) and long term (5+ years) basis	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs



## Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities

**Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.04	The <b>Land Restoration Fund (LRF)</b> is investing in the growth of environmental markets in Queensland and, in particular, is investing in carbon farming projects that are delivering additional environmental, socio-economic and Aboriginal and Torres Strait Islander co-benefit outcomes. This includes projects that take place on Aboriginal and Torres Strait Islander land and projects where Aboriginal peoples and Torres Strait Islander peoples are directly involved in project delivery. The LRF's <b>first investment round</b> , offering \$100 million to the market, saw 6 projects funded that will deliver Aboriginal and Torres Strait Islander co-benefits, along with other outcomes that include reforestation of native forests, improving water quality to the Great Barrier Reef, and future works that will drive job creation in addition to the carbon credits.	New	\$61.7 million committed through investments by the LRF Trust towards projects benefiting First Nations peoples.	Approximately 15 years for LRF Trust investments from 2021-22	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
<b>Department of Justice and Attorney-General</b>					
8.05	The <b>Safe children and strong communities strategy and action plan</b> aim to provide improved support for Aboriginal and Torres Strait Islander individuals and organisations in each stage of the Blue Card process and to strengthen cultural capability in the Blue Card system. Expected outcomes of successful implementation include increasing the number of Aboriginal peoples and Torres Strait Islander peoples securing employment and participation in child-related services.	New	Within existing resources	2026	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>Department of Resources</b>					
PR1.05	Development of the <b>Queensland Resources Industry Development Plan</b> .	New	Funding needs will be determined during the development of the Plan	Final Plan anticipated for release in 2022.	Minister for Resources
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.12	The <b>Aboriginal and Torres Strait Islander career pathways service</b> .	Existing	This action has resourcing of 2 FTE roles, minimal project related costs and uses existing investment within agencies to provide pathways opportunities	Current commitment until 2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
8.06	The <b>Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy</b> provides a whole-of-government framework to increase procurement with Aboriginal and Torres Strait Islander businesses to be three per cent of the value of government procurement contracts by 2022. The Policy provides a framework that seeks to grow and develop a diverse and sustainable Aboriginal and Torres Strait Islander business sector in Queensland by increasing the capacity and capability of Aboriginal and Torres Strait Islander businesses to supply to the Queensland Government, and improved employment outcomes and opportunities for Aboriginal peoples and Torres Strait Islander peoples.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
8.07	The <b>whole-of-government workforce strategy</b> provides a framework to increase the proportion of Aboriginal peoples and Torres Strait Islander peoples working in the Queensland Public Sector to an aggregate three per cent target on the direct employment of Aboriginal and Torres Strait Islander staff by 2022. All Queensland government agencies are required to improve their practices in attracting, recruiting, retaining and developing Aboriginal and Torres Strait Islander staff to contribute to an aggregate target where three per cent of the Queensland public sector workforce identify as Aboriginal and Torres Strait Islander by 2022.	Existing	Within existing resources	2022	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

**Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities****Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.08	The <b>Remote Indigenous Land and Infrastructure Program Office</b> works in partnership with community leaders, the three tiers of Government and key stakeholders in the 34 remote discrete Aboriginal and Torres Strait Islander communities in Queensland to improve coordination of whole-of-Government funded works and address complex tenure and land administration issues. The Office works to develop Indigenous Employment Opportunity Plans to maximise local business and employment outcomes for capital works projects. This work supports the Local Thriving Communities initiative by providing a link between Government, Councils and local community decision-makers, to maximise social and economic outcomes from infrastructure investments.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
8.09	Through regions and central office teams, the department works to <b>influence economic outcomes, and empower Aboriginal and Torres Strait Islander individuals, businesses and communities</b> to achieve their economic aspirations by: <ul style="list-style-type: none"> <li>engaging with business and communities to identify barriers and gaps, and provide advice and referral;</li> <li>maximising employment opportunities and support jobs by facilitating specific employment opportunities for First Nations peoples;</li> <li>working with our strategic partners in government and industry to create more economic opportunities (for example, through implementation of the Queensland Indigenous Procurement Policy); and</li> <li>supporting government agencies in developing and implementing effective policies and programs to support economic outcomes for First Nations peoples.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Department of State Development, Infrastructure, Local Government and Planning</b>					
8.10	<b>Works for Queensland</b> improves employment outcomes in Aboriginal and Torres Strait Islander communities.	Existing	Yes - \$28.08 million	2019-21	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
8.11	<b>COVID Works for Queensland</b> improves employment outcomes in Aboriginal and Torres Strait Islander communities.	Existing	Yes - \$26.05 million	2020-21	Deputy Premier and Minister for State Development, Infrastructure, Local Government and Planning
<b>Department of Tourism, Innovation and Sport</b>					
PR1.13	The <b>Aboriginal and Torres Strait Islander Business and Innovation Reference Group</b> .	Existing	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport Minister for Employment and Small Business and Minister for Training and Skills Development
8.12	The <b>Advance Queensland Deadly Innovation Strategy</b> seeks to deliver jobs and economic wealth for Aboriginal peoples and Torres Strait Islander peoples. It creates pathways for Aboriginal and Torres Strait Islander businesses and innovators to turn their ideas into reality, so they can build wealth and create jobs. It empowers communities to activate their traditional values of participation and innovation, through embracing positions of current strength in culture, land, water and business for the benefit of all.	Existing	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.13	<b>Deadly Deals</b> supports targeted Aboriginal and Torres Strait Islander businesses and innovators to undertake the next step in the development of a product, process or service to market.	Existing	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport

**Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities****Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.14	<b>Deadly Digits</b> helps Queensland's Aboriginal and Torres Strait Islander business sector get ahead, grow and be successful with tailored accounting software and support resources.	New	Within existing resources	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.15	<b>Advance Queensland - One Business program</b> is creating more pathways for Aboriginal peoples and Torres Strait Islander peoples to have increased participation in Queensland's economy. It is an opportunity for businesses to work with experienced Aboriginal and Torres Strait Islander trainers and other businesses from their wider community, to consolidate their business skills, network and explore new opportunities for innovation and business change. The program provides workshops, one-on-one coaching, support and advice with the aim of helping First Nations peoples to bring their ideas to success.	Existing	Within existing resources	2022	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.16	<b>Indigenous Native Food Program</b> supports Aboriginal and Torres Strait Islander businesses and innovators to develop and commercialise native food products.	Existing	Within existing resources	2022	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities Minister for Tourism Industry Development and Innovation and Minister for Sport
8.17	<b>Year of Indigenous Tourism</b> – as part of the Year of Indigenous Tourism, the Queensland Government is investing \$10 million over 2020 and 2021 for Aboriginal and Torres Strait Islander tourism development and growth. Key initiatives include: <ul style="list-style-type: none"> <li>the \$7 million Growing Indigenous Tourism in Queensland Fund to support the development of new tourism product and experiences;</li> <li>the Our Country tourism business development service;</li> <li>the One Business Program;</li> <li>dedicated sector marketing;</li> <li>support for events and festivals;</li> <li>scoping of a peak Aboriginal and Torres Strait Islander Tourism body; and</li> <li>creating and sharing cultural protocols to improve the engagement of non-Indigenous tourism operators with Traditional Owners, among others.</li> </ul>	Existing and new	\$10 million in 2021-22	2022	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.18	<b>The Queensland Ecotourism Trails Program</b> is delivering government led ecotourism projects that are ecologically sustainable opportunities aimed at delivering environmental, social and economic benefits to Traditional Owners, regional communities and to Queensland. Partnership program between the Department of Tourism, Innovation and Sport (DTIS) and DES. The program provides an opportunity for the Traditional Owners to share history and stories of the surrounding land and water as well as their culture. Flowing from this will be increased employment and sustainable business opportunities. By progressing the program of works with the Traditional Owners, the government will build relationships and improve outcomes for regional communities.	Existing	\$8 million committed from the Australian National Tourism Icons Program and \$33 million Qld State funds for the Wangetti Trail, Other trails funded from the DTIS operational funds	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
8.19	<b>The Young Tourism Leaders program.</b>	Existing	Within existing resources	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.20	<b>The Growing Indigenous Tourism in Queensland Fund</b> is a dedicated grants program for Aboriginal and Torres Strait Islander tourism operators to expand Queensland's cultural tourism products and experiences across the state.	Existing	Within existing resources	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport
8.21	<b>Our Country Indigenous Tourism Development Services</b> is a state-wide service for emerging and established Aboriginal and Torres Strait Islander Tourism/Hospitality operators and service providers to start and grow the businesses.	Existing	Within existing resources	December 2021	Minister for Tourism Industry Development and Innovation and Minister for Sport

**Outcome 8: Strong economic participation and development of Aboriginal peoples and Torres Strait Islander peoples and communities****Target 8:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples aged 25-64 who are employed to 62 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Transport and Main Roads</b>					
7.05	The Indigenous Drivers Licensing Program.	Existing	Within existing resources	Ongoing	Minister for Transport and Main Roads
<b>Queensland Health</b>					
1.11	The <i>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026</i> .	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
1.35	Prescribed requirement of First Nations Health Equity Strategies to increase the Aboriginal and Torres Strait Islander workforce commensurate with its local Aboriginal and Torres Strait Islander population.	New	Within existing resources	Health Equity Strategies to be developed and published by each HHS by 30 April 2022	Minister for Health and Ambulance Services
PR3.14	Development of a <b>First Nations Health Workforce Strategy</b> .	New	Any funding requirements for implementation to be scoped in the development of the plan	To be released by June 2022	Minister for Health and Ambulance Services
8.22	Health and Wellbeing Queensland has established a <b>dedicated workforce in Far North Queensland</b> . Led by a Principal Advisor (Identified) (Brisbane), and consisting of a Nutritionist (Thursday Island) and Program Coordinator (Identified) (Cairns), the First Nations Far North Queensland team facilitates the connection of those who are committed to improving the health and wellbeing of their communities. Health and Wellbeing Queensland plans to strengthen the prevention workforce capacity and capability and create a new evidence base that is informed by co-designed community initiatives.	New	Within existing resources		Minister for Health and Ambulance Services
<b>Queensland Police Service</b>					
6.07	The Indigenous Recruit Preparation Program.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 9: Aboriginal peoples and Torres Strait Islander peoples secure appropriate, affordable housing that is aligned with their priorities and need****Target 9:** By 2031, increase the proportion of Aboriginal peoples and Torres Strait Islander peoples living in appropriately sized (not overcrowded) housing to 88 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
PR2.02	The establishment of <b>Aboriginal and Torres Strait Islander Housing Queensland</b> .	New	\$5.5 million (GST exclusive) over four years. Queensland Government funding.	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
9.01	The <b>Remote Home Ownership</b> program drives home ownership outcomes in remote and discrete Aboriginal and Torres Strait Islander communities and supports the resolution of Land Holding Act and Blockholder entitlements.	Existing	\$75 million total program funding from Queensland Government	30 June 2022	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
9.02	Under the <i>Aboriginal and Torres Strait Islander Housing Action Plan   2019-2023</i> the Queensland Government has committed to <b>deliver new housing</b> , as jointly agreed with communities under local housing plans. This commitment includes and supports place-based, local decision-making principles and a commitment of a Queensland Government funded \$40 million Interim Capital Works program and a \$105 million Forward Capital Program funded by the Australian Government.	New	\$40 million funding for Remote Interim Capital Works Program (Queensland Government) \$105 million funding Forward Capital Program (Australian Government)	31 December 2023	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
9.03	Under the <i>Aboriginal and Torres Strait Islander Housing Action Plan   2019-2023</i> , <b>30 place-based Local Housing Plans will be delivered across urban, regional and remote communities</b> in Queensland; driven by community engagement and shared decision-making to identify the unique housing challenges and priorities for each community and used as a strategic planning tool to guide culturally appropriate community-led investment.	New	\$3 million total funding over the four years of the Aboriginal and Torres Strait Islander Housing Action Plan	31 December 2023	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts


**Outcome 10: Aboriginal peoples and Torres Strait Islander peoples are not overrepresented in the criminal justice system**
**Target 10:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Justice and Attorney-General</b>					
10.01	<b>Murri Court</b> operates in 15 locations across Queensland. Murri Court is a bail-based program which provides an opportunity for members of the Aboriginal and Torres Strait Islander community (including Elders and victims) to participate in a court process which requires defendants to take responsibility for their offending behaviour, but which respects and acknowledges Aboriginal and Torres Strait Islander culture.	Existing	In 2018-19, funding was provided to: • permanently establish 14 Murri Courts (\$2.2 million over four years and \$0.700 million ongoing); and • introduce new Murri Courts at Ipswich (\$4.1 million over five years).	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
10.02	40 <b>Community Justice Groups (CJGs)</b> are working to develop and deliver strategies within their communities, with the aim of reducing the over-representation of Aboriginal and Torres Strait Islander offenders and victims within the criminal justice system. A further 10 CJGs located in the outer Islands of the Torres Strait support the circuiting Magistrates Court.	Changed	Funding enhancement for CJG program was provided in 2019-20 (additional funding of \$19.1 million over four years and \$5.4 million per annum).	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
10.03	The <b>Remote Justice of the Peace (Magistrates Court) Program</b> helps Aboriginal peoples and Torres Strait Islander peoples in remote, discrete communities overcome disadvantages they may face in coming into contact with the criminal justice system by enabling local community members to be selected and trained as Justices of the Peace (Magistrates Court) and constitute a Magistrates Court in the absence of a Magistrate.	Existing	Funded as part of CJG program.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
10.04	The <b>Aurukun Restorative Justice Program (Thaa' Pant)</b> aims to reduce levels of violence in the community by establishing a locally-based and operated, culturally inclusive mediation and peace-keeping service to build local capacity and to resolve disputes peacefully. Mediators and nominated Elders facilitate mediations between disputing parties, including intra and inter family disputes. Referrals come directly from families and other community members such as police, the court and service providers.	Existing	In 2019-20 increased funding of \$3.4 million over four years and \$840,000 per annum ongoing.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
10.05	Working with the Aboriginal and Torres Strait Islander Legal Service, Community Legal Centres and Legal Aid Queensland to <b>support adults with legal issues</b> and where possible put in place wrap around services.	Existing	Within existing resources	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.11	The <b>Family Responsibilities Commission</b> addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by addressing the problem of violence, alcohol, criminal and anti-social behaviours.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Queensland Corrective Services</b>					
PR1.16	The ten-year <b>Queensland Corrective Services First Nations Strategy</b> and annual action plans.	New	Within existing resources	Over 10 years	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 10: Aboriginal peoples and Torres Strait Islander peoples are not overrepresented in the criminal justice system****Target 10:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
PR1.17	The Queensland Corrective Services <b>Murrighagun Cultural Centre</b> .	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.06	<b>Cultural Liaison and Cultural Development Officers</b> are employed in all secure correctional facilities and some Community Corrections offices across Queensland to provide cultural support and guidance to Aboriginal peoples and Torres Strait Islander peoples in Queensland Corrective Services' care.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.07	The <b>First Peoples Chaplaincy Service and Elders Visitation Program</b> provides Aboriginal and Torres Strait Islander Chaplains and Elders with regular access to correctional centres to provide cultural and religious support for Aboriginal and Torres Strait Islander prisoners.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.08	Culturally appropriate programs are provided at correctional centres, including delivery of: <ul style="list-style-type: none"> <li>• culturally appropriate art programs; and</li> <li>• substance misuse programs and services specific to Aboriginal peoples and Torres Strait Islander peoples.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.09	Ensuring that <b>re-entry services</b> have at least one staff member that is an Aboriginal and Torres Strait Islander person. Re-entry services provide a range of services to assist with identifying at risk prisoners requiring immediate assistance, in addition to assisting prisoners who would benefit from minimal guidance by empowering the prisoner to complete tasks for themselves.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.10	<b>Re-entry services</b> in Northern Queensland for female and male prisoners have been expanded to enhance reintegration outcomes for Aboriginal and Torres Strait Islander prisoners leaving the Townsville Correctional Complex.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
1.21	The <b>Opioid Substitution Treatment Program</b> .	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services Minister for Health and Ambulance Services
10.11	The <b>Aurukun Prisoner Reintegration Program</b> provides an end-to-end program to support prisoners reintegrate effectively in Aurukun.	Existing	In 2019-20, \$2.541 million over four years, \$0.646 million ongoing.	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
<b>Queensland Police Service</b>					
10.12	The <b>Darling Downs District Aboriginal and Torres Strait Islander Partnership Meeting</b> is aimed at reducing the number of Aboriginal peoples and Torres Strait Islander peoples connecting with the justice system and for those that do, making that journey culturally and legally appropriate.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.13	Queensland Police Service (QPS) operational policy change to <b>minimise the previous barriers to offering adult cautioning as a diversion option</b> to Aboriginal and Torres Strait Islander adults. The Enhanced Disposition and Diversion Framework (EDDF) communications strategy is currently being implemented to promote use of diversion options including adult cautioning. An EDDF evaluation is also underway (led by Griffith University) to gauge, among other factors, the effectiveness of the new cautioning policy, including the impact on Aboriginal and Torres Strait Islander members.	Current	Within existing resources	The EDDF Evaluation project is due to conclude in November 2021.	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system****Target 11:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Children, Youth Justice and Multicultural Affairs</b>					
11.01	Cultural units within youth detention centres, staffed by cultural advisors and Aboriginal peoples and Torres Strait Islander peoples, are integral to reinforcing and establishing connections and relationships for Aboriginal and Torres Strait Islander young people on remand or sentenced to detention.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.02	<p>The <i>Working Together, Changing the Story: Youth Justice Strategy Action Plan 2019 – 2023</i> includes a series of key actions that are focused on working with Aboriginal and Torres Strait Islander children and young people:</p> <ul style="list-style-type: none"> <li>enhance the capacity of Aboriginal and Torres Strait Islander Family Wellbeing Services, who provide early support for parents and families of children and young people at risk of, or already offending, in order to prevent involvement with the child protection and/or youth justice systems;</li> <li>deliver a Bail Support Service for Cherbourg, which will be co-designed to respond to the needs of young people in Cherbourg and opportunities identified by the community;</li> <li>pilot Aboriginal and Torres Strait Islander Family-Led Decision-Making processes in four locations, to increase cultural authority in identifying and empowering young people and their families to make shared decisions around their child's offending behaviour. Trials are underway in Cairns, Toowoomba, Brisbane North / Moreton Bay and Logan / Redlands;</li> <li>design, develop and implement a suite of resources and a cultural information package, in order to maintain and improve the cultural capability of service staff who work with Aboriginal and Torres Strait Islander young people, families and communities across the state;</li> <li>ensure investments are relevant to Aboriginal and Torres Strait Islander youth by embedding cultural capability requirements in all tender processes and contracts;</li> <li>implement Justice Reinvestment in Cherbourg to provide opportunities for young people to be positively involved in their community, instead of turning to crime;</li> <li>continue to deliver and review workforce training to staff of key agencies who engage with young people in the youth justice system, to ensure a culturally competent department and stakeholder workforce; and</li> <li>establish relationships and protocols between Youth Justice service centres, Family Support and Aboriginal and Torres Strait Islander Family Wellbeing Services to increase the capacity of services to accept referrals of families with young people in the youth justice system.</li> </ul>	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.03	<p>A number of non-government services funded by the Department are targeted at young people in contact with the Youth Justice system, particularly Aboriginal and Torres Strait Islander young people who are at risk of reoffending and are on Youth Justice orders, supervised bail and/or conditional bail and including restorative justice referrals. Services include:</p> <ul style="list-style-type: none"> <li>Young Offender Support Services;</li> <li>specialist counselling services;</li> <li>Bail Support Service;</li> <li>Legal Advocacy and after-hours legal advice; and</li> <li>Social Benefit Bond providing family-based support to reduce youth reoffending.</li> </ul>	Existing	Within existing resources	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.04	Youth Restorative Justice Conferencing acknowledges the impacts and consequences of crime on victims and the community.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs

**Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system****Target 11:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
11.05	The <b>Townsville Community Youth Response</b> addresses community concerns about youth crime through a specialist High Risk Youth Court, after-hours diversion service, cultural mentoring, bridging to alternative education, intensive case management for families and young people.  The <b>Townsville Community Justice Group</b> supports the operation of the High Risk Youth Court and facilitates Elder involvement in the Court and prepares cultural reports for the dedicated Magistrate.	Existing	Within existing resources	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs  Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
11.06	The <b>Conditional Bail program</b> assists high-risk young people to successfully meet additional bail conditions, as directed by the Court and enhance community safety. Young people are required to participate in program activities, supervised by the Department of Children Youth Justice and Multicultural affairs.	Existing	\$13.1 million over 4 years and 2 months	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.07	<b>Specialist Multi-Agency Response Teams</b> in eight locations connect young people referred from court to services, involving youth justice, education and health liaison officers, and linking with Aboriginal and Torres Strait Islander Family Wellbeing Services.	Existing	\$0.391 million in 2020-21	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.08	The <b>Queensland Youth Partnerships Initiative</b> works with retailers and shopping centres to divert young people from crime.	Existing	\$0.360 million in 2020-21	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.09	The <b>Mount Isa Transitional Hub</b> provides young people with safe, supervised activities to divert them from the justice system and address offending.	Existing	\$1.3 million in 2021-22	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.10	The <b>Bail Support Program</b> provide intensive support to young people and their families to support young people meet their bail conditions and enhance community safety. Locations are Cairns/Yarrabah, Mount Isa, Townsville, Rockhampton, Bundaberg, Mackay, Bundaberg, Toowoomba, Beenleigh, Ipswich/Inala, Brisbane and the South East, and a gendered response for girls. <b>Statewide Legal Advocacy</b> provides legal advice to young people, assesses refusals for bail and progresses bail applications that have a probable bail merit, through Legal Aid Queensland and the Aboriginal and Torres Strait Islander Legal Service.	Existing	\$11.4 million over 4 years with a further \$14.6 million being met internally by the department	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.11	The <b>Cultural Support Service</b> to Watch houses provides independent cultural support to Aboriginal and Torres Strait Islander young people remanded at identified watch houses and in detention.	Existing	Within existing resources	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.12	The <b>Family Led Decision Making</b> initiative is an independent, early intervention family led decision-making response to empower families to be involved in making decisions that will reduce offending behaviour for their young people.	Existing	\$1 million in 2021-22	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.13	The <b>On Country</b> program delivering cultural mentoring services for young people to young people's reconnection to culture, family and community.	Existing	\$5.7 million over 4 years	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
11.14	The <b>Co-responder</b> program is a joint initiative between Youth Justice and QPS providing a frontline after-hours support service where YJ and QPS work together to respond to at-risk youth in the community and divert them from the justice system and refer them to support agencies in the community.	Existing	\$11.9 million in 2021-22	Implemented	Minister for Children and Youth Justice and Minister for Multicultural Affairs
<b>Department of Justice and Attorney-General</b>					
10.02	A number of <b>Community Justice Groups</b> (CJGs) work in programs such as Youth Murri Court and Childrens Courts across Queensland. CJGs also conduct some place-based community specific activities with children and young people, which may include, for example, providing overnight camps, transport for court and non-court related service delivery, and prevention, awareness and education activities such as school education programs and sporting programs.	Existing	Part of total CJG funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence


**Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system**
**Target 11:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
10.04	The Aurukun Restorative Justice Program (Thaa' Pant).	Existing	In 2019-20 increased funding of \$3.4 million over four years and \$840,000 per annum ongoing.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
11.15	The Youth Murri Court operates in 2 locations in Queensland (Mackay and Rockhampton). Murri Court is a bail-based program which provides an opportunity for members of the Aboriginal and Torres Strait Islander community (including Elders and victims) to participate in a court process which requires defendants to take responsibility for their offending behaviour, but which respects and acknowledges Aboriginal and Torres Strait Islander culture.	Existing	Youth Murri Courts are funded within the existing Murri Court program.	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
10.05	Working with the Aboriginal and Torres Strait Islander Legal Service, Community Legal Centres and Legal Aid Queensland to support young people aged 10 -17 with legal issues and where possible put in place wrap around services.	Existing	Within existing resources	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>Queensland Health</b>					
11.16	The Navigate Your Health initiative works to address health issues for young people in the Child Protection and Youth Justice systems.	Existing		2021-22	Minister for Health and Ambulance Services
11.17	Ensuring Aboriginal and Torres Strait Islander youth in corrective services have access to wrap-around services to support transition back into the community, the Mental Health Transition Service provides post-release support services for Aboriginal and Torres Strait Islander young people experiencing severe and complex mental health issues transitioning from the Brisbane Youth Detention Centre into the community.	Existing	\$0.4 million in 2021-22	2021-22	Minister for Health and Ambulance Services
<b>Queensland Police Service</b>					
10.12	The Darling Downs District Aboriginal and Torres Strait Islander Partnership Meeting.	Existing	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
10.13	QPS operational policy change to minimise the previous barriers to offering cautioning as a diversion option to Aboriginal and Torres Strait Islander young people.	Current	Within existing resources	The EDDF Evaluation project is due to conclude in November 2021.	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
11.18	Project Booyah targets criminogenic behaviour and attitudes of at-risk young people. Approximately 30% of Project Booyah participants identify as Aboriginal or Torres Strait Islander. Early evaluations of Project Booyah have shown a reduction in offending behaviours.	Existing	Additional funding of \$3 million in 2021-22, \$3.1 million in 2022-23 and \$3.2 million ongoing after 2023-24	Ongoing activity	Minister for Police and Corrective Services and Minister for Fire and Emergency Services
11.19	The Rockhampton Community Policing Board has implemented strategies to reduce youth crime and disconnection in the Rockhampton Regional Council area, targeting young people aged 10-16 years.	Existing	Within existing resources	Transitioned into Rockhampton Community Based Crime Action Committee on 1 July 2020.	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system****Target 12:** By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Children, Youth Justice and Multicultural Affairs</b>					
PR2.01	The <b>Changing Tracks Action Plan 2020-2022</b> .	Existing	Within existing resources	31 December 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
4.01	The <b>Aboriginal and Torres Strait Islander Family Wellbeing Services</b> .	Existing	\$41 million	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.01	<b>Evaluate the <i>Changing Tracks An Action Plan for Aboriginal and Torres Strait Islander children and families 2017-2019</i> and <i>Changing Tracks An Action Plan for Aboriginal and Torres Strait Islander children and families 2020-22</i> to measure the impact of the initiatives between 2017-2020.</b>	Existing	\$1.3 million	2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.02	<b>Apply the Wellbeing Outcomes Framework for Aboriginal and Torres Strait Islander Children and Young People in Queensland to inform government investment, policies, programs and services.</b>	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.03	<b>Embed the Aboriginal and Torres Strait Islander family-led decision-making model across the child protection continuum to ensure culturally safe responses to child protection matters.</b>	Existing	Within existing resources		Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.04	Partner with QATSICPP to develop and implement an <b>Aboriginal and Torres Strait Islander kinship care model</b> . Identifying and supporting family to care for children when required will keep children safe in culture and assist in reunification success. The model proposes setting up the family care arrangement including tailored casework and wraparound supports required by children and family members for it to succeed; this includes reunification outcomes that can reduce Aboriginal and Torres Strait Islander children's re-entry and overrepresentation in the child protection system.  This proposed approach to developing a model is consistent with QATSCIPP's 'Facilitating Partner' role to promote and support the development of high quality, community and culturally based programs. The model is proposed to be developed in partnership with the department and QATSICPP and tested with community-controlled organisations in Queensland.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.05	In partnership with two Aboriginal and Torres Strait Islander community-controlled organisations in Queensland, <b>implement Delegated Authority</b> for a child through the transfer of powers and functions of the Chief Executive of the Department to the CEO of an Aboriginal and Torres Strait Islander community-controlled organisation.	New	\$2.9 million over 2.5 years for service delivery	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.06	Develop in partnership with QATSICPP, a <b>strategic blueprint for the long-term statewide implementation of Delegated Authority across Queensland</b> .	New	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.07	The <b>Family Participation Program</b> supports Aboriginal and Torres Strait Islander families to lead decision-making when they come into contact with the child protection system. The services facilitate family-led decision-making and less structured forms of support to give effect to the principle of self-determination.	Existing	\$13 million	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.08	Co-design and implement a <b>Queensland Aboriginal and Torres Strait Islander healing strategy</b> to address the impact of intergenerational trauma, grief and loss, violence and abuse.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.09	<b>Unify</b> – application of the Aboriginal and Torres Strait Islander Child Placement Principles through system design, development and implementation.	Existing	The Unify Program is fully funded and thus application of the child placement principles within Unify is also fully funded	This action is throughout all stages of the Unify Program through to December 2024	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.10	<b>Continue and expand investment in the Aboriginal and Torres Strait Islander community-controlled sector to deliver culturally sound responses</b> to the needs of Aboriginal and Torres Strait Islander children and families.	Existing	\$67 million in 2020-21	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs

**Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system****Target 12:** By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
12.11	A collaborative partnership between Child Safety, Griffith University and QATSICPP to <b>review the Family Risk Evaluation tool</b> as it relates to risk assessment and decision-making for Aboriginal and Torres Strait Islander children and families.	New	Within existing resources	July 2022	Minister for Children and Youth Justice and Minister for Multicultural Affairs
12.12	An <b>Intake Reform Project</b> which includes a focus on responses for Aboriginal and Torres Strait Islander children and families across the intake service delivery system.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.11	The <b>Family Responsibilities Commission</b> addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by improving child and maternal health care, supporting good parenting and care through early intervention.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
12.13	Contribute funding to Queenslanders with Disability Network for the <b>Aboriginal and Torres Strait Islander Disability Network of Queensland</b> . This state-wide network of Aboriginal peoples and Torres Strait Islander peoples with disability provides information about relevant issues and legislation and policy, provides information about how people can have their say, and receives feedback about critical issues.	Existing	\$134,877 over two years from 2019-20	30 June 2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Queensland Police Service</b>					
12.14	<b>Speak Up (Be Strong, Be Heard)</b> promotes awareness of child abuse and providing an ongoing response in Aboriginal and Torres Strait Islander communities.	Changed due to COVID impacts	Within existing resources	Ongoing	Minister for Police and Corrective Services and Minister for Fire and Emergency Services

**Outcome 13: Aboriginal and Torres Strait Islander families and households are safe****Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Justice and Attorney-General</b>					
13.01	The <b>Coen Women's Shelter</b> (born out of the Coen Women's Support Centre Project) is a co-designed place-based model developed by local women, for local women and children, using local knowledge, expertise and understanding of the local context. Local women identified the need for a safe place for women at risk of domestic violence, consulted locally about the design of the centre, and worked collaboratively with government to make this new service a reality in Coen.	Existing	\$173,662 per annum (GST exclusive)	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.02	The <b>CJG Domestic and Family Violence (DFV) Enhancement Program</b> aims to build the capacity of CJGs in 18 discrete Aboriginal and Torres Strait Islander communities to respond effectively to DFV through local responses developed through a co-design process.	Existing	2016-17 Budget \$11 million over four years with \$3.5 million per annum ongoing.	2021	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.03	CJGs in four <b>specialist DFV court locations</b> (Beenleigh, Townsville, Mount Isa and Palm Island) provide culturally appropriate support for people involved in proceedings before the specialist DFV courts.	Existing	Part of total CJG funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.04	The <b>Domestic and Family Violence Death Review and Advisory Board</b> examines systemic factors that affect Aboriginal and Torres Strait Islander women and children killed in the context of DFV. The Board aims to reduce DFV related deaths in Aboriginal and Torres Strait Islander communities by identifying nuances, emerging trends and opportunities for service system improvement and using these learnings to inform policy, practice and system reforms.	Existing	2015-16 Budget \$2.1 million over four years with ongoing dedicated funding	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.05	Working with Northern Peninsula Area communities and the Northern Peninsula Area Family & Community Services Aboriginal and Torres Strait Islander Corporation to deliver the <b>Northern Peninsula Area Young People's Sexual Violence Support Service</b> , which will provide prevention and awareness raising activities for young people 12 years and over, and community awareness-raising and capacity building regarding youth sexual violence.	New	\$307,888 per annum (GST exclusive)	February 2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.06	Supporting the development of community-led initiatives in Doomadgee in partnership with the Australian Government Department of Social Services, including the establishment of the <b>Doomadgee Strong Women's Group</b> . This group is part of the Queensland Government's response to the <i>Keeping Women Safe in their Home</i> Initiative and supports the development of a whole-of-community response to DFV.	Existing	\$76,360 (GST exclusive). Funding is provided under the federally funded <i>Keeping Women Safe in their Homes</i> initiative	June 2021	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.07	Working in partnership with the Palm Island Community Company to trial a <b>Healing Service for Aboriginal and Torres Strait Islander women</b> in Townsville Women's Correctional Centre.	Existing	\$828,605 per annum (GST exclusive)	June 2022	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.08	<b>Queensland's Framework for Action: Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence</b> (the Framework for Action) is underpinned by the <i>Domestic and Family Violence Prevention Strategy 2016-2026</i> and commits the Queensland Government to a new way of working with Aboriginal and Torres Strait Islander peoples, families and communities to address the causes, prevalence and impacts of domestic and family violence. The Framework for Action outlines several actions and activities to be implemented by various Queensland government agencies, with overall implementation oversight jointly managed between the Department of Justice and Attorney-General (DJAG) and DSDSATSIP.	Existing	Individual actions are supported by several funding sources identified by lead agencies.	Timeframe for implementation is 20 June 2022, with many actions being incorporated into core business/business as usual processes	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence  Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships



### Outcome 13: Aboriginal and Torres Strait Islander families and households are safe

**Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
13.09	<b>WorkUP Queensland</b> , a partnership between ANROWS and The Healing Foundation was launched in May 2019 to provide Queenslanders with a strategic, well-trained and strongly supported Domestic, Family and Sexual Violence workforce that will help in the fight to end domestic and family violence in Queensland over three years from May 2019 to May 2022. WorkUP Queensland will continue to prioritise building capability and capacity in inclusive service delivery for Aboriginal peoples and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, LGBTIQ+ people, and people with disability through workshops, mentoring and action learning opportunities.	Existing	\$1.85 million per annum (GST exclusive)	May 2022	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.10	The revised <b>DFV Practice principles, standards and guidance</b> (Practice Standards) came into effect on 1 January 2021 and set the minimum service delivery requirements that funded specialist DFV services must meet. Principle 5 of the revised Practice Standards ensures that services are culturally safe for Aboriginal peoples and Torres Strait Islander peoples. In addition, DJAG also worked with technical experts, certification bodies, peak bodies and key stakeholders including Aboriginal and Torres Strait Islander community organisations to develop the Regulatory Framework and a number of resources to support DFV funded organisations in being compliant under the revised Practice Standards.	New	Within existing resources	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.11	<b>11 Men's Support Services</b> in the following remote Aboriginal and Torres Strait Islander communities support Aboriginal and Torres Strait Islander men who are affected by alcohol and/or who perpetrate domestic and family violence: Doomadgee, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area, Pormpuraaw, Yarrabah, Woorabinda and Wujal Wujal.	Existing	\$2.12 million per annum (GST exclusive)	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.12	<b>Integrated Service Responses (ISRs) and High-Risk Teams (HRTs)</b> were trialed in Cherbourg, Logan-Beenleigh and Mount Isa in 2017. The ISR model, which includes HRTs, has expanded to eight funded locations across Queensland (Cairns, Cherbourg, Ipswich, Logan-Beenleigh, Mackay, Mount Isa, Brisbane and Caboolture) and aims to reduce the risk of serious harm or lethality through supporting victims and their families experiencing domestic and family violence and holding perpetrators to account. The ISR/HRT model is supported by several Queensland government and funded non-government agencies. The Common Risk and Safety Framework used in the eight funded locations is currently being revised, with a view to being culturally safe and appropriate for Aboriginal peoples and Torres Strait Islander peoples.	Existing	Participating government agencies fund their own work in the ISR/HRT model	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.13	Funding 13 organisations to deliver services that work specifically with and <b>support Aboriginal peoples and Torres Strait Islander peoples experiencing or using, or at risk of experiencing or using, domestic and family violence:</b> <ul style="list-style-type: none"> <li>Central Queensland Indigenous Development Ltd.;</li> <li>Cooktown District Community Centre Limited;</li> <li>Cunnamulla Aboriginal Corporation for Health;</li> <li>Helem Yumba Inc.;</li> <li>Marabdisa Inc.;</li> <li>Mura Kosker Sorority Inc.;</li> <li>Northern Peninsula Area Family and Community Services Aboriginal and Torres Strait Islander Corporation;</li> <li>Palm Island Community Company Ltd.;</li> <li>Pormpur Paanthu Aboriginal Corporation;</li> <li>Save The Children Australia;</li> <li>South Burnett CTC Inc.;</li> <li>Weipa Community Care Association Inc.; and</li> <li>Yumba-Meta Housing Association.</li> </ul>	Existing	\$4.20 million per annum (GST exclusive)	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence



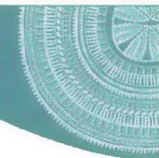
### Outcome 13: Aboriginal and Torres Strait Islander families and households are safe

**Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
13.14	Funding Murrigunyah Aboriginal and Torres Strait Islander Corporation for Women to deliver services that works specifically with and supports Aboriginal and Torres Strait Islander adults affected by sexual violence.	Existing	\$283,937 per annum (GST exclusive)	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.15	Working with 14 women's shelters providing mobile support and safe temporary accommodation to Aboriginal and Torres Strait Islander women in remote communities to adapt service models in response to place-based need.	Existing	\$5.8M per annum (GST exclusive) across 14 shelters	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.16	Working with the Doomadgee community and Save the Children Australia to deliver the <b>Doomadgee Sexual Violence Support Service</b> , co-designed with the Doomadgee community, to support adults and young people aged 14 years and over who have experienced sexual violence.	New	\$260,000 per annum (GST exclusive)	March 2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
13.17	Funding the Aboriginal and Torres Strait Islander Legal Service, Community Legal Centres and Legal Aid Queensland to provide legal advice to Aboriginal and Torres Strait Islander women experiencing domestic and family violence.	Existing	Within existing resources	Ongoing	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.11	The <b>Family Responsibilities Commission</b> addresses this outcome through its conferencing processes and participation in collaborative cross-agency partnerships by addressing the problem of violence, alcohol, criminal and anti-social behaviours.	Existing	The FRC is funded through a joint arrangement between the Queensland and Commonwealth Governments.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
13.18	There are eight <b>Senior Project Officer</b> roles, who work within the DSDSATSIP regional offices as cultural connectors and provide support the DFV HRTs established across Queensland as part of the Integrated Service Response to domestic and family violence.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
13.19	<i>Under Queensland's Framework for Action – reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence, Regional Offices support SPOs in their role to provide culturally appropriate advice to the HRTs.</i> Funding for training is also provided to assist SPOs to develop skills to engage in co-design of local DFV solutions with communities, ensure services are culturally appropriate and target to meet local needs and engage with Aboriginal and Torres Strait Islander service providers.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
13.20	The <b>Aboriginal and Torres Strait Islander Domestic and Family Violence Prevention Grants</b> program supports communities and services to deliver culturally appropriate support that addresses challenges specific to Aboriginal and Torres Strait Islander families and individuals. Place-based responses will be developed in partnership with community, service providers and other appropriate key stakeholders. The program will enable activities that showcase Aboriginal and Torres Strait Islander communities work to eliminate domestic and family violence.	New	\$140,000 annually		Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

**Outcome 14: Aboriginal peoples and Torres Strait Islander peoples enjoy high levels of social and emotional wellbeing****Target 14:** Significant and sustained reduction in suicide of Aboriginal peoples and Torres Strait Islander peoples towards zero.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Children, Youth Justice and Multicultural Affairs</b>					
12.08	Co-design and implement a <b>Queensland Aboriginal and Torres Strait Islander healing strategy</b> to address the impact of intergenerational trauma, grief and loss, violence and abuse.	Existing	Within existing resources	Ongoing	Minister for Children and Youth Justice and Minister for Multicultural Affairs
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.06	<b>Local Thriving Communities.</b>	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
12.13	Contribute funding to Queenslanders with Disability Network for the <b>Aboriginal and Torres Strait Islander Disability Network of Queensland.</b>	Existing	\$134,877 over two years from 2019-20	30 June 2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
14.01	Working with Aboriginal and Torres Strait Islander communities through Local Decision Making Bodies, once established, as part of the implementation of Local Thriving Communities reform, and the Queensland First Children and Families Board to <b>co-design and implement initiatives that support social and emotional wellbeing in the early years</b> , from conception to primary school.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
14.02	Through a Memorandum of Understanding with the Queensland Mental Health Commission, supporting selected remote and discrete Aboriginal and Torres Strait Islander communities to co-design community led <b>initiatives to strengthen mental health and social and emotional wellbeing</b> , respond to problematic alcohol and other drug use, and reduce suicide.	Existing	Yes		Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
14.03	Establish an Aboriginal and Torres Strait Islander <b>youth mental health and suicide prevention program.</b>	Existing	Yes	June 2023	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
<b>Queensland Health</b>					
PR1.18	<b>The First Nations health equity reform agenda.</b>	Existing	No	Ongoing	Minister for Health and Ambulance Services
PR2.07	The <b><i>Making Tracks Investment Strategy 2018-21</i></b> highlighted that mental health disorders were the leading contributor to the burden of disease in Aboriginal peoples and Torres Strait Islander peoples in 2011, accounting for 20 per cent of the total burden. It further highlights that Aboriginal and Torres Strait Islander Queenslanders experience higher rates of psychological distress, mental disorders, assault and suicide than other Queenslanders. As such, effort to improve mental health outcomes and support First Nations peoples with mental illness is a key area of focus across the life course and in all five priority areas. Building on effort under the <i>Making Tracks Investment Strategy 2018-21</i> , actions to address First Nations peoples' social and emotional wellbeing, mental health and suicide will continue to be a priority, with targeted effort for Aboriginal peoples and Torres Strait Islander peoples under the new Mental Health, Alcohol and Other Drugs Plan and Every life: The Queensland Suicide Prevention Plan deliverables under the Interim Investment Strategy 2021-2022.	New (proceeding expired strategy)	Yes	2021-22	Minister for Health and Ambulance Services
1.10	The <b>Aboriginal and Torres Strait Islander Cultural Practice Program</b> provides data and information to staff regarding the health status of children and young people in the Queensland health system.	Existing	\$3.4 million in 2021-22	To 2033	Minister for Health and Ambulance Services
1.11	The <b><i>Queensland Health Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026.</i></b>	Existing	Within existing resources	To 2026	Minister for Health and Ambulance Services
1.25	Continue funding <b>Aboriginal and Torres Strait Islander Mental Health Liaison Officer</b> positions.	Existing	\$750,000 in 2021-22	2021-22	Minister for Health and Ambulance Services


**Outcome 14: Aboriginal peoples and Torres Strait Islander peoples enjoy high levels of social and emotional wellbeing**
**Target 14: Significant and sustained reduction in suicide of Aboriginal peoples and Torres Strait Islander peoples towards zero.**

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
1.34	Continue the provision of the <b>Specialist Mental Health Community Support Services (social and emotional wellbeing and mental health) program</b> .	Existing	\$2.6 million per annum	Ongoing	Minister for Health and Ambulance Services
11.17	Ensuring Aboriginal and Torres Strait Islander youth in corrective services have access to wrap-around services to support transition back into the community, the <b>Mental Health Transition Service</b> provides post-release support services for Aboriginal and Torres Strait Islander young people experiencing severe and complex mental health issues transitioning from the Brisbane Youth Detention Centre into the community.	Existing	\$0.4 million in 2021-22	2021-22	Minister for Health and Ambulance Services
14.04	Providing <b>mental health coordination services</b> in Townsville and Brisbane to increase support and service coordination for young Aboriginal peoples and Torres Strait Islander peoples with complex mental health needs to transition from hospital back to community.	Existing	\$0.26 million in 2021-22	2021-22	Minister for Health and Ambulance Services
<b>Queensland Mental Health Commission</b>					
14.05	The Queensland Mental Health Commission has been funded by the Queensland Government to establish a <b>Queensland Mental Health Consumer Representative Peak organisation</b> and support the organisation's first year of operations. The new peak will provide proactive advice and system advocacy to government, empower consumers to participate in related sector improvement initiatives, and work collaboratively with other organisations to improve the mental health and wellbeing of communities. It is anticipated the peak will be operational in late 2021. The board of management includes an Aboriginal and Torres Strait Islander identified position.	Existing		2021	Minister for Health and Ambulance Services

### Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

**Target 15a:** By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Agriculture and Fisheries</b>					
15.01	Establish a Special Fisheries Working Group, working closely with key stakeholders, to <b>identify new economic pathways in Cape York</b> through charter fisheries and tourism operations while ensuring sustainable fisheries are maintained.	New	\$182,000 per annum	30 June 2024	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities
15.02	Support development of a <b>primary industries and agriculture strategy for Quandamooka Country</b> to identify the community's aspirations and economic opportunities in a post-mining economy.	New	\$40,000 one-off funding through a grant deed	Completed. Final strategy expected to be released by QYAC mid-2021.	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities
15.03	The <b>Sustainable Fisheries Strategy</b> outlines key actions for engagement with Aboriginal peoples and Torres Strait Islander peoples to develop a traditional fishing policy and an Indigenous commercial fishing policy to support sustainable development.	Existing	Existing initiatives delivered through ongoing Sustainable Fisheries Strategy funding to 2024/25.	Indigenous commercial fishing policy completed July 2020. Engagement ongoing through representation on fisheries working groups. Traditional fishing policy under development to be finalised by the end of 2021.	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities
15.04	Five <b>cultural liaison officer</b> roles have been introduced to support the Queensland Boating and Fisheries Patrol, to work with Aboriginal and Torres Strait Islander communities to understand and address issues around fishing.	Existing	\$0.360 million per year. Initiative delivered through existing Queensland Boating and Fisheries Patrol boost to compliance through ongoing Sustainable Fisheries Strategy funding to 2024/25.	Completed and ongoing.	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities
<b>Department of Environment and Science</b>					
PR1.04	The <b>Gurra Gurra Framework 2020-2026</b> recognises the value of traditional knowledge and connection to Country and the importance of building systems and governance to incorporate cultural knowledge into the management of the Protected Area Estate. Increase partnerships with Aboriginal peoples and Torres Strait Islander peoples to ensure that management of the protected area estate, is inclusive of both natural and cultural values.	Existing	Within existing resources in 2021-22	Ongoing	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
6.05	The Queensland <b>Indigenous Land and Sea Ranger Program</b> .	Existing.	2020-21 budget of \$12 million. (2021-22 - \$17 million, 2022-23 - \$19.9 million, 2023-24 \$24.2 million)	Ongoing.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs



## Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

**Target 15a:** By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.04	The <b>Land Restoration Fund</b> is supporting economic development and climate readiness for Aboriginal and Torres Strait Islander regional communities. Projects are working with Aboriginal peoples and Torres Strait Islander peoples across Cape York and Wet Tropics regions Queensland to deliver environmental, socio-economic and Aboriginal and Torres Strait Islander benefits for the region. Capacity building and leadership building opportunities for Aboriginal and Torres Strait Islander leaders are also generated by the Fund. The fund has ensured First Nations peoples' participation in national discussions such as the Emissions Reduction Summit, the Natural Capital Summit and the annual Carbon Farming Forum amongst others. The LRF has invested significantly in Aboriginal and Torres Strait Islander projects in Far North Queensland, reflecting a strong commitment to land restoration amongst Traditional Owners. Through the LRF Pilot Project program, the Yambangka Aboriginal Cultural Heritage and Tourism Development Aboriginal Corporation have received funding to undertake a human induced regeneration carbon project that will demonstrate cultural, economic and environmental co-benefits on a grazing property and the Gidaril Development Corporation in the Burnett Mary Catchment have been granted funding to undertake a carbon farming project using traditional mosaic and firestick farming practices to control non-native species. Work is being undertaken to capture best practice regarding Indigenous Land Use Agreements (ILUA) to enable First Nations peoples' participation in carbon markets, ensuring that Aboriginal corporations and bodies are subcontracted to deliver this work.	Changed (updated)	\$1.0825 million for pilot projects  Approx. \$400,000 for best practice ILUA project	10-15 years for pilot projects from 2019-20  Best practice ILUA timeframe is expected to be completed by January 2022.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
15.05	The <b>Cape York Peninsula Tenure Resolution Program</b> transfers State-owned land and national parks to Aboriginal ownership in order to provide Aboriginal peoples and Torres Strait Islander peoples with opportunities for economic development through business opportunities and involvement in land management. The program has the dual function of returning land ownership to Cape York Peninsula Aboriginal Traditional Owners and protecting the outstanding natural and cultural values of Cape York Peninsula in jointly managed national parks.	Existing	\$12.7 million over 4 years and \$0.975 million annually ongoing	Ongoing	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
15.06	The <b>Queensland Climate Change Response</b> articulates a shared pathway to a low-carbon clean economy, which reduces risks from climate impacts and better positions communities to grow new opportunities. Its focus on collaboration, co-creation, and co-benefits, helps elevate the needs and goals of Queensland's Aboriginal peoples and Torres Strait Islander peoples, embedding their cultural, spiritual, physical and economic connection to land and sea throughout design and delivery, while also prioritising our precious natural environment.  Through place-based programs, such as the Queensland Climate Resilient Councils (QCRC) and the Decarbonising Great Barrier Reef Islands, Aboriginal and Torres Strait Councils and their communities have helped shape specific leading-practice climate resources and island-specific business cases to decarbonise and build resilience. Yarrabah and Wujal Wujal Aboriginal Shire Councils, Torres Shire Council, and Torres Strait Islands Regional Council, have all signed up to participate in the QCRC program.  Through the QCRC program, grants of \$125,000 have been made available to each of the councils of Masig (Yorke) and Palm Islands, to help action community-driven priority business cases identified and developed through the Decarbonising Great Barrier Reef Islands Program: Whole-of-island Community Pilot project.	Changed/new  The Decarbonising Great Barrier Reef Islands Program: Whole-of-island Community Pilot grant applications were offered to participating councils in February 2021	\$0.5 million to the LGAQ to deliver grants through the QCRC program of up to \$125,000 each for the councils of Masig, Palm, Magnetic and Great Keppel Islands to action business cases from the Whole-of-island Community Pilot.	The QCRC and its administration of grants funding will finalise end-June 2022.	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs

## Outcome 15: Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

**Target 15a:** By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
15.07	Partnering with Aboriginal peoples and Torres Strait Islander peoples to undertake <b>protected area management planning</b> , with a target of preparing 6 co-management instruments per year for priority protected areas. Planning processes are being co-designed with First Nations peoples, to ensure that ongoing commitments and cultural obligations form a strong part of managing protected areas.	Changed	The co-designed management planning program is temporarily funded to include regional planning officers and Aboriginal peoples' and Torres Strait Islander peoples' direct engagement costs	Annual program, with current funding to June 2022	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
15.08	Supporting the formation of the <b>Lake Eyre Basin Traditional Owner Alliance</b> to empower Aboriginal peoples and Torres Strait Islander peoples to have a stronger voice in decision-making about management of Country. The Traditional Owner Alliance represents the collective cultural, spiritual, heritage, environmental and economic concerns, interests and aspirations of Traditional Owner groups with connection to the Lake Eyre Basin. Significant work has already been undertaken by the Traditional Owner Alliance, including three Aboriginal and Torres Strait Islander-led forums in 2019 and 2020, where 17 Aboriginal and Torres Strait Islander groups from across the Lake Eyre Basin pledged to work together to protect and manage the waterways, floodplains and groundwaters for future generations. Funding will enable the Traditional Owner Alliance to identify and establish regional scale governance arrangements, which will provide for greater opportunities to build collaborative and mutually respectful partnerships with government, industry and the broader community.	Existing	\$84,000	2020-21	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
15.09	The <b>South East Queensland Koala Conservation Strategy 2020-2025</b> recognises the importance of koala populations and habitat to Aboriginal peoples and Torres Strait Islander peoples, and their enduring stewardship of koalas in south-east Queensland. The Koala Conservation Strategy includes an action to partner with First Nations peoples to strengthen cross-cultural knowledge exchange and develop mutually beneficial and innovative partnerships for the management and conservation of koalas in south-east Queensland.	New	Within existing resources	2021 to 2025	Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs
<b>Department of Regional Development, Manufacturing and Water</b>					
15.10	Following amendments to the <i>Water Act 2000</i> , the Department of Regional Development, Manufacturing and Water has been engaging with Aboriginal peoples and Torres Strait Islander peoples to consider their uses and values in relation to water in new or renewed water plans. For example, in developing the <b>Water Plan (Cape York) 2019</b> , at least 32 Aboriginal and Torres Strait Islander stakeholder groups were consulted about the proposed water plan, including Traditional Owners, Aboriginal and Torres Strait Islander Land Trusts, Land and Sea Rangers, councils, Registered Native Title Body Corporates and other Aboriginal and Torres Strait Islander Corporations across the Cape York region.	Existing	Within existing resources	Ongoing	Minister for Regional Development and Manufacturing and Minister for Water
<b>Department of Resources</b>					
15.11	The Queensland Government is continuing to promote <b>Native Title Consent determinations</b> across Queensland and resolve native title claims through agreement between parties. DoR is committed to supporting Traditional Owners' rights and interests in land and land management by resolving native title claims and granting Aboriginal and Torres Strait Islander freehold.	Existing	Within existing resources	Ongoing throughout the forward estimates period	Minister for Resources
<b>Department of Tourism, Innovation and Sport</b>					


**Outcome 15:** Aboriginal peoples and Torres Strait Islander peoples maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

**Target 15a:** By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal peoples' and Torres Strait Islander peoples' legal rights or interests in the sea.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
8.16	<b>Indigenous Native Food Program</b> supports Aboriginal and Torres Strait Islander businesses and innovators to develop and commercialise native food products.	Existing	Within existing resources	2022	Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities  Minister for Tourism Industry Development and Innovation and Minister for Sport
8.18	The <b>Queensland Ecotourism Trails Program</b> .	Existing	\$8 million committed from the Australian National Tourism Icons Program and \$33.4 million Queensland Government funding for the Wangetti Trail, Other trails funded from the DTIS operational funds	Ongoing	Minister for Tourism Industry Development and Innovation and Minister for Sport  Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs

**Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing****Target 16:** By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
PR1.02	The <b>First Nations Arts and Cultures Panel</b> .	New	Within existing resources	12 months to March 2022	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
PR2.03	Arts Queensland's <b>Backing Indigenous Arts</b> initiative.	Existing	\$12.6 million investment over four years through BIA	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
16.01	The <b>Cairns Indigenous Art Fair</b> is made possible through the Government's Backing Indigenous Arts Initiative. Since its inception in 2009, it has helped to generate more than \$6 million in art sales; growing Far North Queensland's network of Aboriginal and Torres Strait Islander Art Centres. Attracting around 45,000 visitors each year, this event also acts as an important celebration of culture, which is communicated to the general public through Aboriginal and Torres Strait Islander theatre productions, fashion performances and children's activities at local venues.	Existing	\$2.4 million investment over four years through BIA	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
16.02	Supporting Aboriginal and Torres Strait Islander communities to revive, document and preserve traditional languages through the <b>Indigenous Language Project</b> using the collections of the State Library of Queensland and Queensland State Archives and the research of the Community and Personal Histories Unit, DSDSATSIP. This program directly contributes to the discovery, preservation and maintenance of Queensland Aboriginal and Torres Strait Islander languages.	Existing	Funding to be sought from federal government's Indigenous Languages and Arts program.	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
16.03	<b>Queensland State Archives' First Nations Program</b> includes engaging an Aboriginal and Torres Strait Islander Archives Advisor, using the collection to enable truth telling and healing; building cultural capability and safety; and collaborating with partners across the Department of Communities, Housing, Digital Economy and the Arts to support the Path to Treaty.	New	Within existing resources	30 June 2023	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts.
16.04	Supporting Aboriginal and Torres Strait Islander artists and creatives by offering a <b>First Nations Creative-in-Residence</b> opportunity with Queensland State Archives. This program directly contributes to the discovery, preservation and maintenance of Queensland Aboriginal and Torres Strait Islander culture by using the Queensland State Archives' collection.	New	Within existing resources	30 June 2022	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Education</b>					
16.05	Supporting schools to develop and deliver <b>Aboriginal language programs and Torres Strait Islander language programs</b> in collaboration with their local communities. Each school establishes written agreements and governance arrangements with the owners of the language being taught. This action provides opportunities for students to learn and use Aboriginal and Torres Strait Islander languages under the Australian Curriculum Framework for Aboriginal languages and Torres Strait Islander languages. It aligns with Priority Reform 1, as each school's program is delivered under written agreements and governance arrangements with the owners of the language being taught.	New.	Within existing resources	Ongoing.	Minister for Education, Minister for Industrial Relations and Minister for Racing
16.06	Increase the number of students learning Aboriginal languages and Torres Strait Islander languages in state schools by <b>enhancing professional development and employment opportunities for educators</b> . This action directly affects the numbers of Aboriginal and Torres Strait Islander languages being spoken across Queensland by increasing the number of Aboriginal and Torres Strait Islander language teachers in Queensland schools. It aligns with Priority Reform 1 by strengthening structures that empower Aboriginal peoples and Torres Strait Islander peoples and Priority Reform 3 by supporting and promoting Aboriginal and Torres Strait Islander cultures.	New	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing
<b>Department of Education and Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					

**Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing****Target 16:** By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
16.07	Supporting a range of activities across Queensland through the annual <b>Queensland Government Indigenous Languages Grants 2020 program</b> . Jointly funded and implemented by DSDSATSIP and DoE, the program recognises the importance of promotion, preservation and revival of traditional and contemporary languages in maintaining cultural identity and building the resilience of Queensland's Aboriginal and Torres Strait Islander communities. Grant recipients implement activities that revive languages and provide opportunities for more people to use these languages in a variety of work, school and community settings. This action aligns with Priority Reform 1, with grants awarded to initiatives led by Aboriginal peoples and Torres Strait Islander peoples.	Existing	\$200,000 for the 2020 program	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships Minister for Education, Minister for Industrial Relations and Minister for Racing Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR3.08	The <b>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</b> .	New	\$6.63 million across two financial years (2020-21 and 2021-2022) was provided to establish and implement the framework provided for under the Act.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
16.08	The <b>Aboriginal Cultural Heritage Act and Torres Strait Islander Cultural Heritage Act 2003 review</b> will ensure these Acts are still operating as intended, are achieving outcomes for Aboriginal peoples and Torres Strait Islander peoples and other stakeholders in Queensland, are in line with the Queensland Government's broader objective to reframe the relationship with First Nations peoples, and whether they should be updated to reflect the current native title landscape.	Existing	Within existing resources		Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
16.09	Implementation of the <b>Many Voices – Queensland Aboriginal and Torres Strait Islander Languages Policy</b> through the <b>Many Voices – Queensland Aboriginal and Torres Strait Islander Languages Action Plan 2020-22</b> . The Action Plan gives effect to the Languages Policy launched in 2020 and ensure Aboriginal and Torres Strait Islander languages are strong, acknowledged and maintained. The Action Plan will assist in sustaining and increasing the number and strength of Aboriginal and Torres Strait Islander Languages being spoken by 2031. Implementation of the Languages Action Plan will support a number of priority reform outcomes, including partnership outcomes through facilitating co-design of actions with Aboriginal and Torres Strait Islander peoples and organisations, and organisational outcomes through establishing local community-based facilities for learning language. The Languages Action Plan also has outcomes relating to promoting and embedding the use of Aboriginal and Torres Strait Islander languages in mainstream government organisations, and improving the storage and documentation of Aboriginal and Torres Strait Islander languages. This Action Plan builds upon work underway across Queensland Government, and creates awareness of the benefits of maintaining strong Aboriginal and Torres Strait Islander languages. The progress of the Action Plan in achieving the vision of the Languages Policy.	New	\$131,000 in 2020-21 to implement the Languages Policy	2021-2031	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
16.10	The <b>Celebrating Reconciliation Small Grants Program</b> provides funding to celebrate and build on respectful relationships shared by Aboriginal peoples and Torres Strait Islander peoples, and other Australians during National Reconciliation Week. The week is an opportunity for all Australians to learn about our shared histories, cultures and achievements and to explore how each one of us can join the national reconciliation effort.	Existing	\$100,000 per annum.	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

**Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing****Target 16:** By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Queensland Curriculum and Assessment Authority</b>					
16.11	The Queensland Curriculum and Assessment Authority continues to <b>promote the study of Aboriginal and Torres Strait Islander history and cultures</b> . This is evident in the existing suite of senior syllabuses. Two subjects, Aboriginal and Torres Strait Islander Languages and Aboriginal and Torres Strait Islander Studies, are dedicated to this important area of learning. In addition, the Ancient History and Modern History syllabuses include opportunities for students to study complementary units. It is now compulsory for students undertaking Ancient History and Modern History to engage with the history and cultures of Aboriginal peoples and Torres Strait Islander peoples.	Changed	Within existing resources	Ongoing	Minister for Education, Minister for Industrial Relations and Minister for Racing

### Outcome 17: Aboriginal peoples and Torres Strait Islander peoples have access to information and services enabling participation in the informed decision-making regarding their own lives

**Target 17:** By 2026, Aboriginal peoples and Torres Strait Islander peoples have equal levels of digital inclusion.

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
17.01	Under <i>Digital1ST: Advancing our Digital future 2017-2021</i> , the Queensland Government has committed to building a digital first government to deliver the best outcomes for all Queenslanders. As a whole-of-government strategy, Digital1ST includes eight guiding principles for all government agencies to align with, including the principle to leave no one behind. We are continuing to embed this principle into the design of government digital services and initiatives to improve accessibility and digital inclusion.	Existing	Within existing resources	2021	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
17.02	The Queensland Government has helped to improve digital access through participation and co-contribution in the <b>Mobile Black Spot Program</b> , delivering improvements in digital infrastructure connectivity in regional Queensland, including the Aboriginal and Torres Strait Islander communities of Injinoo (completed), Bamaga (completed), and Yarrabah South (in progress).	Existing	The Mobile Black Spot Program is conducted in rounds, and opportunities for participation are considered on a round-by-round basis. Past co-contributions for Injinoo, Bamaga and Yarrabah South have totaled \$690,800	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Justice and Attorney-General</b>					
4.07	Through the <b>Closing the Registration Gap strategy and action plan</b> , the Registry of Births Deaths and Marriages will create culturally safe digital spaces for Aboriginal peoples and Torres Strait Islander peoples to access information and engage with the Registry's services.	New	Within existing resources	2024	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
8.05	Through the <b>Safe children and strong communities</b> strategy and action plan, technology-enabled process improvements to the Blue Card application process will continue to be implemented and will include consideration of culturally specific requirements for Aboriginal peoples and Torres Strait Islander peoples. These improvements will increase the efficiency of the Blue Card application process for all applicants.	New	Within existing resources	2026	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence



## Cross-cutting outcome area: people with disability

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
18.01	<p>The Queensland Government contributes funding towards the delivery of the <b>National Disability Insurance Scheme (NDIS)</b>. The Scheme provides funding to people with a permanent and lifelong disability to access the supports and services they need to live a full and meaningful life; including being able to live independently, learn, work or be more involved in their community.</p> <p>DSDSATSIP monitor performance of Scheme implementation and work with the National Disability Insurance Agency and the Commonwealth Government through governance structures to ensure expected outcomes are achieved, including:</p> <ul style="list-style-type: none"> <li>ensuring Aboriginal peoples and Torres Strait Islander peoples with disability are able to access the NDIS;</li> <li>ensuring Aboriginal and Torres Strait Islander children with disability are able to access early intervention supports through the NDIS Early Childhood Early Intervention pathway;</li> <li>ensuring participation rates of First Nations peoples in the NDIS are as expected;</li> <li>ensuring Aboriginal and Torres Strait Islander participants in the NDIS are able to use the NDIS supports in their plans; and</li> <li>ensuring that the NDIA and the Commonwealth Government develop the NDIS market in Queensland, particularly in remote and very remote communities and discrete Aboriginal and Torres Strait Islander communities.</li> </ul>	Existing	Queensland Government contribution of \$2.2 billion (including cash and in-kind) for 2021-22, indexed annually	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships
18.02	<p>The <b>new National Disability Strategy 2021-2031</b> (new NDS) is being collaboratively developed by the Commonwealth Government, state and territory governments and the Australian Local Government Association, and is expected to be released later in 2021. The Queensland Government continues to advocate to ensure the needs of Aboriginal and Torres Strait Islander Queenslanders are considered in the development of the new NDS. As part of broader consultation to inform the new NDS in 2019 (Stage 1) and 2020 (Stage 2), consultation was undertaken with Aboriginal peoples and Torres Strait Islander peoples by the First People's Disability Network and Aboriginal and Torres Strait Islander Disability Network of Queensland.</p>	New	Within existing resources	Expected to be released later in 2021	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships



## Cross-cutting outcome area: women and girls

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Justice and Attorney-General</b>					
19.01	Continue to deliver the <i>Queensland Women's Strategy 2016–21</i> .	Existing	Within existing resources	End of 2021	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
19.02	Deliver a refreshed women's strategy.	New	Within existing resources	End of 2021	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
19.03	The Investing in Queensland Women grants provide funds to initiatives that help achieve the objectives of the Queensland Women's Strategy 2016–21 and inspire and encourage the Queensland community to respect women, embrace gender equality and promote and protect the rights, interests and wellbeing of women and girls.	Existing	Grant rounds will be released twice a year, with a total allocation of funds of \$270,000 excluding GST per round.	Completion for delivery of round two funded initiatives is June 2022.	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence
19.04	Queensland Women's Week is an expansion of International Women's Day, providing for a week-long, statewide celebration of the achievements of Queensland women and girls.	Existing	Support for community-based events can be applied for under the Investing in Queensland Women grants	Runs annually coinciding with International Women's Day on 8 March.	Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence

## Local, regional and remote implementation

No.	Action	Is this action: • existing, or • changed/new	Does this action include specific funding?	What is the timeframe for this action to be completed?	Who is the Minister/s responsible for this action?
<b>Department of Communities, Housing and Digital Economy</b>					
20.01	Under the National Stronger Places, Stronger People initiative work in partnership with Logan Together and its key partners (community and government) to deliver the <b>Logan Together Collaboration Agreement</b> and progress an agreed approach to how the partners will work together in support of a shared local agenda for the Logan community.	New	Within existing resources	Ongoing	Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>					
PR1.06	Local Thriving Communities.	Existing	Within existing resources	Ongoing	Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships



## Glossary of terms

AMPs	Alcohol Management Plans
ARF	Acute Rheumatic Fever
BiOC	Birthing in Our Communities
BTW program	Back to Work program
CJGs	Community Justice Groups
DFV	Domestic and Family Violence
DoE	Department of Education
DESBT	Department of Employment, Small Business and Training
DES	Department of Environment and Science
DJAG	Department of Justice and Attorney-General
DSDSATSIP	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships
DTIS	Department of Tourism, Innovation and Sport
ECEC	Early Childhood Education and Care
EDDF	Enhanced Disposition and Diversion Framework
EEH Program	Employment and Education Housing Program
FNTS	First Nations Training Strategy
HHS	Health and Hospital Service
HRTs	High Risk Teams
ILUA	Indigenous Land Use Agreement
ICSRP	Indigenous Community Sport and Recreation Program
ISRs	Integrated Service Responses
LGAQ	Local Government Association of Queensland
LRF	Land Restoration Fund
NDIS	National Disability Insurance Scheme
New NDS	New National Disability Strategy
QATSICPP	Queensland Aboriginal and Torres Strait Islander Child Protection Peak
QCE	Queensland Certificate of Education
QCIA	Queensland Certificate of Individual Achievement
QCRC	Queensland Climate Resilient Councils
QPS	Queensland Police Service
RHD	Rheumatic Heart Disease
STIs	Sexually Transmissible Infections
TSISRP	Torres Strait Islander Sport and Recreation Program