

How we do it

Work to reframe the relationship between Aboriginal peoples and Torres Strait Islander peoples and the Queensland Government through the Tracks to Treaty agenda (including the Path to Treaty and the Local Thriving Communities reforms).

Lead the state's contribution to the development of the new national agreement on *Closing the Gap*, and the development of Queensland's *Closing the Gap* implementation plan and related targets.

Implement the renewed approach to alcohol management.

Support the Queensland Government *Our Way* strategy and action plans to increase family wellbeing and reduce over-representation in the child protection system.

Support the co-design and delivery of community responses to locally identified priorities.

Lead the state's contribution to the Australian Government co-design process to develop models for Aboriginal and Torres Strait Islander voices at local, regional and national levels.

Government objectives: Keep communities safe; Give all our children a great start

Snapshot of achievements

Efficiency in policy development

\$100.50/hour
total cost of **economic** participation policy

\$100.50/hour
total cost of **community** participation policy

Design policies, programs and services

The department works with Aboriginal and Torres Strait Islander Queenslanders and government agencies to develop innovative policies, programs and services that focus on Aboriginal and Torres Strait Islander priorities.

This work reflects the department's commitment to advancing the recommendations of Queensland Productivity Commission's *Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander Communities*, as a long-term whole-of-government priority to working with Queensland's remote and discrete communities, councils, community leaders, and other stakeholders to respond to community needs, and to bring decision-making closer to the communities.

Work with remote and discrete communities

The Queensland Government is committed to working with the state's Aboriginal and Torres Strait Islander communities to increase decision-making authority in service delivery and economic development through the Local Thriving Communities reform agenda. Local Thriving Communities is part of *Tracks to Treaty: Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders*, which was launched in July 2019 (refer to page vii).

Local Thriving Communities is a significant long-term reform that will embed change, resulting in a visibly different way of working alongside communities across the state to improve outcomes for Aboriginal and Torres Strait Islander Queenslanders. This approach is based on mutual respect and high-expectation relationships, applying a collaborative approach to give Aboriginal and Torres Strait Islander communities a greater voice in shaping their future.

Key achievements

During 2019–2020, the department achieved the following:

- all remote and discrete communities have engaged with the Local Thriving Communities reform through the provision of briefings to Aboriginal and Torres Strait Islander regional and shire councils, meetings and community discussions or by their participation in co-design forums
- completed the co-designed Pathway to Local Decision-Making and an Implementation Toolkit for discrete Aboriginal and Torres Strait Islander Communities in Queensland, including the provision of training in the use of the toolkit
- funded three communities to progress Local Thriving Communities reform and the establishment of a Local Decision-Making body, including the engagement of Local Thriving Communities reform community champions

- established the Joint Coordinating Committee overseeing the Local Thriving Communities reform, comprising 22 members including six community representatives, five mayors from discrete Aboriginal and Torres Strait Islander communities, and 11 state and federal government representatives
- established the Local Thriving Communities Directors-General Sub-Committee to drive whole-of-government Local Thriving Communities reforms to ensure Government readiness and to enable local decision-making
- supported the co-design of effective mental health and youth suicide prevention initiatives in Cherbourg with the Aboriginal and Torres Strait Islander lead organisation.

Queensland Closing the Gap Report Card

The *Queensland Closing the Gap Snapshot Report Card 2019* (Report Card) is an important step in the Queensland Government's commitment towards a reframed relationship to ultimately close the gap in life outcomes between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders.

The Report Card provides a mechanism to inform improvements in priority areas and delivers an opportunity to build on the strengths of Aboriginal and Torres Strait Islander Queenslanders and their success stories.

Key achievements

In 2019–2020, the department:

- conducted community consultations across Queensland in Cairns, Ipswich, Mount Isa, Rockhampton, Thursday Island and Townsville to inform the development of the new national Agreement on *Closing the Gap*
- worked with the Queensland Government Statistician's Office and relevant agencies, through their respective data custodians, to deliver the *Queensland Closing the Gap Snapshot Report Card 2019* which was tabled in Parliament.

For more information about the *Queensland Closing the Gap Snapshot Report Card 2019* visit: www.datsip.qld.gov.au/ctg

A renewed approach to Alcohol Management Plans

Following a review of Alcohol Management Plans finalised in mid-2019, a new approach to alcohol management was implemented by Aboriginal and Torres Strait Islander communities with support from the Queensland Government.

The renewed approach to alcohol management prioritises community safety, particularly for women and children, and emphasises a need for Alcohol Management Plans that are community-led and driven, developed and implemented in partnership with communities.

The objective of the renewed approach is to ensure communities and individuals are safe, thriving and self-empowered to manage and reduce alcohol-related harm. This approach continues to include alcohol restrictions, however, these will be managed locally and will include strategies tailored to the unique characteristics and aspirations of each community.

Key achievements

During 2019–2020, the department:

- supported communities with Alcohol Management Plans to develop their local capability to plan and deliver solutions to achieve community aspirations
- implemented legislative and regulatory amendments to address community concerns and aspirations, and the complexities resulting from the COVID-19 pandemic
- provided funding of \$600,000 across 12 communities towards the development, implementation and monitoring of community safety plans.

For more information visit: www.datsip.qld.gov.au/amp

Supporting safe communities

The department has responsibility to co-lead and support the implementation of a number of recommendations of the *Not Now, Not Ever: Putting an end to domestic and family violence in Queensland* report. To address the over-representation of Aboriginal peoples and Torres Strait Islander peoples experiencing domestic and family violence, the department worked with the Department of Child Safety, Youth and Women to develop *Queensland's Framework for Action: reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*, which was launched on 1 May 2019.

In 2019–2020, the department continued to work with the Department of Child Safety, Youth and Women, Department of the Premier and Cabinet and other relevant agencies to develop an action plan for implementation and to establish evaluation processes to measure and report on the outcomes of reforms.

To provide ongoing advice and support for integrated domestic and family violence service responses and the multi-agency High Risk Teams located across the state, the department established regional Senior Project Officer roles. There are now eight identified senior project officers working as cultural connectors providing cultural expertise and support in Cairns, North Brisbane, Ipswich, Logan–Beenleigh, Mount Isa, Cherbourg, Mackay and Caboolture to ensure domestic and family violence responses meet the needs of Aboriginal peoples and Torres Strait Islander peoples.

Key achievements

In 2019–2020, the department:

- worked in collaboration with High Risk Teams to provide cultural advice for Aboriginal and Torres Strait Islander survivors, to ensure culturally-appropriate support is made available
- developed and delivered locally targeted cultural awareness training for direct and ancillary support services, to increase awareness amongst front-line workers so that survivors were appropriately supported across the pilot regions
- commenced planning for two remote and discrete community co-design projects that involve seeking local solutions to domestic and family violence issues.

Enabling Aboriginal and Torres Strait Islander children and families to thrive

The department continues to support initiatives to address the over-representation of Aboriginal and Torres Strait Islander children in Queensland's child protection system.

On 30 May 2017, the Queensland Government, in partnership with Family Matters Queensland, launched *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*. *Our Way* is the 20-year strategy to address the over-representation of Aboriginal and Torres Strait Islander children and families in the child protection system.

The *Our Way* strategy is currently supported by *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2020–2022*, the second of seven consecutive action plans across the life of the strategy. The action plan builds on current initiatives and sets the foundations for change to ensure all Aboriginal and Torres Strait Islander children and young people in Queensland grow up safe and cared for in family, community and culture.

Under the second action plan (2020–2022), the department is working in partnership with other government and non-government agencies to support Aboriginal and Torres Strait Islander families who have complex needs and children at risk, with the appropriate services, enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive.

Key achievements

During 2019–2020, the department:

- supported the Director-General, with research and advice to participate as a member of the Queensland First Children and Families Board which provides oversight of the *Our Way* strategy and action plans
- provided input into the actions under *Changing Tracks 2020–2022* to co-lead a mental health program for youth resilience with Queensland Health, and to enact legislation to provide legal recognition of Torres Strait Islander families' traditional child rearing practice
- worked with the Coalition of Peaks and other jurisdictions through the Joint Council to ensure a child protection target will be included in the new *Closing the Gap* agenda.

Sexual violence and abuse response

In April 2019, following the provision of two comprehensive reports by the Youth Sexual Violence and Abuse Steering Committee, the department transitioned responsibility for actions to respond to youth sexual violence and assault to the Department of Child Safety, Youth and Women.

The Queensland Government accepted all the recommendations of the committee's first report, including committing \$1.2 million over three years from 2017–2018 to continue to deliver youth sexual violence and abuse prevention services.

The Queensland Government broadly supported the findings of the committee's final report, and committed \$12 million over four years from 2018–2019 for priority responses across Queensland communities. These priority responses are being delivered by the Department of Child Safety, Youth and Women as part of a broader sexual violence prevention framework that builds on initiatives to date and recognises that youth sexual violence is not specific to Aboriginal and Torres Strait Islander children, young people or communities, but is a Queensland-wide issue that must be responded to accordingly.

Key achievements

In 2019–2020, the department:

- assisted the Department of Child Safety, Youth and Women who are working with Aboriginal and Torres Strait Islander young people to develop locally-focussed youth activities in three regional locations. COVID-19 restrictions have prevented community consultations being undertaken to progress this work, however it is anticipated that this activity will continue within the 2020–2021 budget period.

Social Reinvestment pilot program

The Queensland Productivity Commission report on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities identified social reinvestment as an innovative model, offering a flexible funding instrument and a place-based approach to secure positive outcomes.

The department's Social Reinvestment pilot program focusses on building stronger partnerships between communities and government, and encouraging community-led, innovative and strengths-based approaches. The payment by outcomes funding model supports remote and discrete communities to deliver locally driven responses to community-identified issues through a co-designed incentive scheme to achieve and track progress on mutually agreed performance milestones and indicators, leading to improved outcomes. The savings made through improved outcomes are then reinvested into the community.

Key achievements

During 2019–2020, the department:

- supported the Cherbourg Project to reduce property crime and young people's contact with the youth justice system, by employing a full-time dedicated Sports Centre Coordinator to organise after-school and weekend sport and recreation activities. The project has continued to diversify the range of structured recreational activities being offered at the Sports Complex and to improve the existing infrastructure
- provided \$19,250 to finalise key deliverables including the Yarrabah Aboriginal Shire Council's litter and waste management project which seeks to increase community wellbeing, promote a strong culture of volunteering, and encourage community recycling and the use of alternatives to plastic bags
- provided \$40,000 to Doomadgee Aboriginal Shire Council to commence a vacation care swimming pool program designed to increase community health and wellbeing and reduce youth-related crime.

Ministerial and Government Champions program

The Ministerial and Government Champions program (the Champions Program) is an opportunity for Queensland Government Ministers, and Chief Executives of Queensland Government agencies to work collaboratively with remote and discrete Aboriginal and Torres Strait Islander communities towards improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples. Champions work closely with mayors, community leaders, government agencies and key service providers from their partner community to engage more effectively on the opportunities and challenges facing Aboriginal and Torres Strait Islander communities.

The Ministerial and Government Champions program is a key element to reframing the relationship between Aboriginal and Torres Strait Islander remote and discrete communities and the Queensland Government. Through strong, open partnerships with councils, service providers, individuals and families, Champions facilitate access to government networks to overcome barriers and address priority concerns more effectively. The Champions Program enables communities to cut through administrative complexity and layers, to deliver results. This includes implementing the change required to close the gap in Aboriginal and Torres Strait Islander outcomes.

Key achievements

During 2019–2020, with support from the Ministerial and Government Champions program, remote and discrete communities noted achievements including:

- improved community infrastructure, including the refurbishment of an early childhood centre, upgraded sports field, and tree rectification
- increased access to the National Disability Insurance Scheme (NDIS) through NDIS Access Clinics
- funding for improved housing development
- additional strategies and programs to improve educational outcomes.

Cultural Capability Framework

The *Aboriginal and Torres Strait Islander Cultural Capability Framework* is the foundation document that underpins all Queensland Government actions and seeks to ensure Aboriginal and Torres Strait Islander Queenslanders enjoy the same economic, education, health, housing and social opportunities as non-Indigenous Queenslanders.

The department supports the implementation of the *Cultural Capability Framework* through the activities of the Cultural Agency Leaders committee and its supporting officer level Culture and Reconciliation Working Group.

Key achievements

During 2019–2020, the department worked with government agencies to achieve the following:

- all Queensland Government departments have a Cultural Capability Action Plan in place, and have submitted their six-monthly implementation reports under the plan
- Aboriginal and Torres Strait Islander representation in the Queensland public service continues to increase and is on track for reaching a target of three per cent by 2022
- released the Starting the Journey educational program so that all departments can have access to foundation level cultural capability training.

Future directions

In 2020–2021, the department will continue to design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders.

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

Partner with Aboriginal and Torres Strait Islander community-controlled organisations to finalise the new Agreement on Closing the Gap and develop a Queensland plan to implement the new Agreement.

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

Work with a Treaty Advancement Committee on the next steps on the path to treaty.

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

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

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

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Total cost per hour of economic participation policy	\$106
Total cost per hour of community participation policy	\$106