

## 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 through the Local Thriving Communities reform.

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

**\$95.13**/hour  
total cost of **economic** participation policy  
(as at 12 November 2020)

**\$95.13**/hour  
total cost of **community** participation policy  
(as at 12 November 2020)

# 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 Aboriginal and Torres Strait Islander 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 Aboriginal and Torres Strait Islander communities

The Queensland Government is committed to working with the remote and discrete 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 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 the reporting period, the department achieved the following:

- engaged with all remote and discrete Aboriginal and Torres Strait Islander communities about the Local Thriving Communities reform through briefings, meetings and community discussions with Aboriginal and Torres Strait Islander regional and shire councils through co-design forums
- implemented the co-designed Pathway to Local Decision Making with Implementation Toolkit for remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, and provided training in use of the toolkit
- worked with communities through the Local Thriving Communities reform to progress towards establishment of a Local Decision Making Body
- continued to work with the Joint Coordinating Committee overseeing the Local Thriving Communities reform, comprising 22 members including six community representatives, five mayors from Aboriginal and Torres Strait Islander communities, and 11 state and Commonwealth Government representatives

- continued to work with the Local Thriving Communities Directors-General Sub-Committee to drive whole-of-government reforms to ensure Government readiness and to enable local decision-making
- finalised the Local Thriving Communities Implementation Plan, approved by the Queensland Government in September 2020
- supported the co-design of effective mental health and youth suicide prevention initiatives in Cherbourg by working with the Cherbourg community, service providers and government agencies.

## Closing the Gap

The new *National Agreement on Closing the Gap*, signed by the Queensland Government, was launched on 30 July 2020. This is a key 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.

This is the first time a National Agreement has been developed and negotiated in genuine partnership with Aboriginal peoples and Torres Strait Islander peoples. At the heart of the Agreement is the principle to work and partner with Aboriginal peoples and Torres Strait Islander peoples in policy development and decision-making.

The number of targets within the Agreement has increased from 7 to 16. The new targets include housing, child protection, justice, languages, domestic and family violence, and land and waters.

The Agreement commits governments to building the capability and capacity of the community-controlled sector, recognising that this is critical to improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples.

### Key achievements

The department:

- worked with state and territory governments, the Commonwealth Government, Aboriginal and Torres Strait Islander peak bodies (through the national Coalitions of Peaks) and the Australian Local Government Association to develop the new National Agreement on Closing the Gap
- contributed \$9.3 million funding over four years as part of a national joint funding effort to build the capacity of the community-controlled sector
- supported the Minister's participation at the Joint Council on Closing the Gap.

Further information on Closing the Gap can be found at [www.datsip.qld.gov.au/ctg](http://www.datsip.qld.gov.au/ctg)

## A renewed approach to Alcohol Management Plans

The renewed approach to alcohol management prioritises community safety, particularly for women and children and the elderly, and includes Alcohol Management Plans that are community-led and driven.

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 be tailored to the unique characteristics and aspirations of each community.

### Key achievements

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 \$150,000 across 3 communities towards the development, implementation and monitoring of community safety plans.

For more information visit: [www.datsip.qld.gov.au/amp](http://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.

The department continues to work with the Department of Justice and Attorney-General, 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 eight identified regional Senior Project Officer roles.

The Senior Project Officers provide 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

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 Aboriginal and Torres Strait Islander survivors were appropriately supported across the pilot regions
- commenced planning for two remote and discrete Aboriginal and Torres Strait Islander community co-design and supporting projects that involved 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, strengthen social and emotional wellbeing, and reduce rates of suicide.

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—related to 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

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 national Coalition of Peaks and other jurisdictions through the Joint Council to support the inclusion of a child protection target in the new National Agreement on Closing the Gap.

## 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 Aboriginal and Torres Strait Islander 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

The department:

- continued to work with the Doomadgee community on a vacation care swimming pool program that commenced in December 2019 to increase community health and wellbeing and reduce youth-related crime. Due to COVID-19 the program has been extended and has so far resulted in 20 community members completing accredited training in water safety and first aid
- undertook planning for delivery of other social reinvestment projects in 2020–2021.

## Ministerial and Government Champions program

The department administers the Ministerial and Government Champions program (the Champions Program), which provides 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. 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 program also builds cultural capability in government through the relationship between Ministers, Chief Executives, departments/agencies and 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 COVID-19 response, Champions safely maintained contact with communities through video calls, online meetings and teleconferences with mayors, council members and community representatives
- positive outcomes that continue to progress community aspirations included: new, repaired or upgraded community facilities and infrastructure, opportunities for enhanced health and wellbeing supported by local programs and services, and local job opportunities through works and maintenance.

## 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*, by facilitating the Cultural Agency Leaders (CAL) committee and its supporting officer level Culture and Reconciliation Working Group (CARWG). The CAL and CARWG have representation from all Queensland Government departments.

### Key achievements

The department worked with government agencies to ensure:

- 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. To keep the progress on track, an Aboriginal and Torres Strait Islander Workforce Planning Framework has been launched. All departments are required to identify workforce actions that meet the priorities of the framework, and to report on the implementation of those actions on a six-monthly basis.