

# 04 Aboriginal and Torres Strait Islander Partnerships

## SNAPSHOT OF ACHIEVEMENTS

### 736 JOB PLACEMENTS

FOR ABORIGINAL AND TORRES STRAIT ISLANDER JOB SEEKERS

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**80%**

OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTICIPANTS BEING **SUCCESSFULLY EMPLOYED** THREE MONTHS AFTER PLACEMENT BY THE YOUTH EMPLOYMENT PROGRAM (YEP)

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**54%**

OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTICIPANTS BEING **SUCCESSFULLY EMPLOYED** SIX MONTHS AFTER PLACEMENT BY YEP

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**78%**

**OF CUSTOMERS SATISFIED** WITH CULTURAL HERITAGE SERVICES

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**505**

**REQUESTS FOR HISTORICAL RECORDS** RELATING TO ABORIGINAL AND TORRES STRAIT ISLANDER QUEENSLANDERS FINALISED

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### 38 HOUSES MADE AVAILABLE FOR OWNERSHIP

BY ABORIGINAL PEOPLES AND TORRES STRAIT ISLANDER PEOPLES IN TARGETED COMMUNITIES

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## DELIVERED DEPARTMENTAL OBJECTIVES

IMPROVED COMMUNITY PARTICIPATION, AND ECONOMIC PARTICIPATION, OUTCOMES FOR ABORIGINAL AND TORRES STRAIT ISLANDER QUEENSLANDERS BY:

- **PROMOTING** INCLUSION AND ACCESS TO PROGRAMS AND SERVICES
- **INCREASING** ENGAGEMENT THROUGH CO-DESIGN
- **INFLUENCING** SOCIAL AND ECONOMIC OUTCOMES
- **FOSTERING** SAFE AND CONNECTED COMMUNITIES

## Strategic Overview

The department increases the community participation, and influences more economic participation opportunities, for Aboriginal peoples and Torres Strait Islander peoples, through whole-of-government leadership on new ways of working and a genuine partnership approach with Aboriginal and Torres Strait Islander Queenslanders.

### Local Thriving Communities

The Queensland Government is committed to working with Aboriginal and Torres Strait Islander communities to increase community-led decision-making into service design and delivery through the Local Thriving Communities (LTC) reform agenda. This includes remote and discrete communities and urban and regional areas across Queensland.

Through LTC, the Queensland Government seeks to build on a community's strengths by embracing existing leadership structures, including Indigenous councils and community leaders, to enable Local Decision-Making Bodies (LDMBs) that will:

- co-design and influence the delivery of services
- ensure investment makes their community stronger

- maximise opportunities from local service and industry partnerships.

A key focus of LDMBs will be ensuring greater accountability to the community for government investment, including addressing the unnecessary duplication of services in the community.

Through the LTC agenda, the department also works in partnership with Aboriginal and Torres Strait Islander Queenslanders to deliver initiatives focused on Aboriginal and Torres Strait Islander youth mental health and suicide prevention. The department works in partnership with the Queensland Mental Health Commission and Aboriginal and Torres Strait Islander Queenslanders to co-design initiatives to strengthen mental health and wellbeing, respond to problematic alcohol and other drug use, and reduce rates of suicide in remote and discrete Aboriginal and Torres Strait Islander communities.

The department is working with the Department of Justice and Attorney-General to deliver the Positive and Respectful Relationships project in partnership with the Yarrabah community which is consistent with the LTC reform.

### **Key achievements**

During the reporting period, the department:

- released the LTC Action Plan 2022-2024 co-designed by government and community representatives, which sets out the short-term activity for the Queensland Government to enable local decision-making and to support self-determination, equality and culture for Aboriginal peoples and Torres Strait Islander peoples
- released a progress report of the Queensland Government's Response to the Queensland Productivity Commission's inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities
- enhanced the existing strengths of local leadership with the establishment of interim LDMBs in five communities: Mapoon, Napranum, Aurukun, Hope Vale and Wujal Wujal
- commenced discussion around the expansion of the LTC reform approach across urban and regional Queensland
- shared data with local leaders in remote and discrete Aboriginal and Torres Strait Islander communities to enable more effective local decision-making
- facilitated direct engagement between interim LDMBs and decision-makers across the Queensland Government to share decisions on the design and delivery of services
- supported communities, other relevant agencies and Ministerial and Government Champions to work with their community's interim LDMB to progress a formalised local decision-making structure and develop a Community Agreement
- invested over \$3.2 million in initiatives that are co-designed with local leadership to improve mental health and social emotional wellbeing outcomes, respond to substance misuse, and reduce rates of suicide in Aboriginal and Torres Strait Islander communities
- held five meetings of the Joint Coordinating Committee, which includes community representatives, Mayors and State and Commonwealth members.

These examples illustrate positive progress by the Queensland Government in terms of enabling self-determination to drive Queensland Government responses and embedding a more collaborative, culturally appropriate approach in the way government responds to community needs.

### **Path to Treaty**

The department continues to work to reframe the relationship between Aboriginal and Torres Strait Islander communities and the Queensland Government through the Path to Treaty, which will invest in new ways of working and partnering together. This reform is an historic opportunity to build a future of shared equality and prosperity for all Queenslanders through the key actions of treaty-making and truth-telling.

A Treaty Advancement Committee (the Committee) was established, as part of the government's response to progress the Path to Treaty in partnership with Aboriginal peoples and Torres Strait Islander peoples, and to develop options and provide independent advice on how to progress treaty-making.

Committee members included former members of the Eminent Panel (Dr Jackie Huggins AM, Mr Mick Gooda, Dr Josephine Bourne and Emeritus Professor Michael Lavarch AO) for continuity of expertise and insight, and a new member, Dr Sallyanne Atkinson AO.

### **Key achievements**

During the reporting period, the department:

- supported the Treaty Advancement Committee to re-engage with Queenslanders about the Path to Treaty process and next steps
- supported the Treaty Advancement Committee to prepare and deliver their report to the government
- commenced work to prepare Government agencies for the next steps on the Path to Treaty.

### **Indigenous Voice**

The department is building on the Queensland Government's commitment to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples through Indigenous Voice, which will provide First Nations Queenslanders with a greater say on issues that matter most to them.

A First Nations Consultative Committee has been established to co-design an Indigenous Voice model for Queensland informed by Aboriginal peoples and Torres Strait Islander peoples' views and aspirations. The Committee will draw on their experience and expertise to consider a range of Indigenous Voice options, including the establishment of a statewide Indigenous Voice body.

Committee members represent eight regions across the state and include Mrs Patricia Lees AM (Gulf and West), Mr Edward Smallwood (North Queensland), Mr Terry O'Shane (Far North Queensland), Ms Karen Dini-Paul (Cape York Peninsula), Ms Kerry Crumblin (Southwest), Mr Cameron Costello (Southeast), Mr Joshua Gorrington (Central Queensland), and Ms Talei Elu (Torres Strait).

The Committee's work will inform Queensland's continued input to the national Indigenous Voice process and link with existing and emerging voice structures, including those provided through LTC, Path to Treaty and Closing the Gap.

### **Key achievements**

During the reporting period, the department:

- undertook a public Expression of Interest process in late 2021 for membership on the First Nations Consultative Committee.

### **Implementing the new National Agreement on Closing the Gap**

The *National Agreement on Closing the Gap* (National Agreement), signed by the Queensland Government, was launched on 30 July 2020. The National 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 by ensuring that self-determination and equity are the underpinning principles for driving change.

### **Key achievements**

During the reporting period, the department:

- released Queensland's 2021 Closing the Gap implementation plan
- provided funding of \$0.255 million in 2021-2022 out of a total of \$2.43 million over four years to support the support the Queensland Aboriginal and Torres Strait Islander Coalition to co-design Queensland's implementation plans and broader Closing the Gap initiatives

- supported Ministerial contributions to the Joint Council on Closing the Gap, and the National Federation Reform Council - Indigenous Affairs Taskforce.

Information about the implementation plan and progress report can be found on the department's internet site: <https://www.dsdsatsip.qld.gov.au/our-work/aboriginal-torres-strait-islander-partnerships/reconciliation-tracks-treaty/closing-gap>

## Aboriginal and Torres Strait Islander cultural heritage

The department, through the administration of the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* (the Cultural Heritage Acts), supports the recognition, protection and conservation of Aboriginal and Torres Strait Islander cultural heritage.

The Cultural Heritage Acts require land users to take all reasonable and practicable measures to ensure their activity does not harm cultural heritage. The department manages an award-winning cultural heritage database, which is accessible to land users through an online portal so they can ascertain whether any cultural heritage sites and places have been previously recorded on the database. The database provides an accessible search process that enables land users to meet their duty of care obligations established by the Cultural Heritage Acts.

### Key achievements

During the reporting period, the department:

- enabled 33,440 cultural heritage searches on the cultural heritage online portal
- approved and registered 18 cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts
- completed public consultation on the review of the Cultural Heritage Acts to inform consideration of enhanced arrangements for the protection of cultural heritage
- progressed the review of the legislation by releasing an options paper from 17 December 2021 to 31 March 2022. More information is available by visiting [www.dsdsatsip.qld.gov.au/our-work/aboriginal-torres-strait-islander-partnerships/culture/aboriginal-torres-strait-islander-cultural-heritage](http://www.dsdsatsip.qld.gov.au/our-work/aboriginal-torres-strait-islander-partnerships/culture/aboriginal-torres-strait-islander-cultural-heritage)

## Community and personal history services

The department continues to support Aboriginal peoples and Torres Strait Islander peoples to access government records for assistance in tracing their family and community histories.

The most requested records are for family history research and evidence of Aboriginal or Torres Strait Islander descent. Requests are also received for the confirmation of date and place of birth to assist with the creation of retrospective birth certificates by the Queensland Registry of Births, Deaths and Marriages.

The department also undertakes requests relating to Native Title and participates in the National Redress Scheme (NRS) by providing high-quality research responses to applications and requests associated with the NRS.

### Key achievements

During the period, the department:

- finalised 505 requests for historical records relating to Aboriginal and Torres Strait Islander Queenslanders.

## A renewed approach to alcohol management

The Queensland Government's Renewed Approach to Alcohol Management (the renewed approach) is a commitment to community leadership driving the alcohol management arrangements in remote and discrete Aboriginal and Torres Strait Islander communities, consistent with the LTC reform. Community Safety Plans (CSPs) are a key element of the renewed approach as they are locally led, co-designed strategies to improve community safety and wellbeing, reduce demand for and harm from alcohol, address sly grog and

homebrew, and promote a safe alcohol culture. CSPs include actions to promote cultural rights, the right to receive government services without discrimination, and the right to education and health services.

All 15 Local Government Councils with Alcohol Management Plans have access to \$335,000 over three years to develop, implement and monitor their CSPs, and deliver supporting services that contribute to community health and wellbeing.

### **Key achievements**

During the reporting period, the department:

- received CSPs from all 15 councils with alcohol restrictions, and worked with councils to support implementation, monitoring and updates in line with community priorities
- partnered with local leadership to progress alcohol carriage limit changes in Mornington Shire and Kowanyama, as identified in locally led CSPs. This demonstrates the Queensland Government's commitment to a renewed approach to alcohol management, where alcohol restrictions are managed locally and include strategies tailored to the unique characteristics and aspirations of each community
- shared CSPs across Queensland Government agencies to inform and support coordinated whole-of-government responses
- allocated a further \$285,000 per community to support CSP implementation and to enhance local services.

### **Supporting safe communities**

The department is working with the Department of Justice and Attorney-General to implement the Queensland Government's response to the *Not Now Not Ever: Putting an End to Domestic and Family Violence in Queensland* report to ensure government-funded services provide inclusion and equity of access to meet the needs of Aboriginal and Torres Strait Islander families and communities. This includes support for two discrete Aboriginal and Torres Strait Islander communities to develop action plans, and one community to develop a social reinvestment project to address underlying causes of violence against women and children.

The department is also working with the Department of Justice and Attorney-General, and other agencies and communities, to implement *Queensland's Framework for Action – Reshaping our Approach to Aboriginal and Torres Strait Islander Domestic and Family Violence* to respond to Recommendation 20 from the *Domestic and Family Violence Death Review and Advisory Board Annual Report 2016-2017*, which called for a specific strategy to address family violence issues experienced by Aboriginal and Torres Strait Islander families and communities.

### **Key achievements**

During the reporting period, the department:

- committed \$175,000 each over 12 months to the Hope Vale Aboriginal Shire Council, and the Torres Strait Island Regional Council, to develop locally led domestic and family violence action plans based on community specific priorities
- committed \$150,000 over 12 months to support the Yarrabah Aboriginal Shire Council with a domestic and family violence social reinvestment project aimed at addressing the underlying causes of crime and violence against women and children, with savings reinvested into strategies that strengthen the community and prevent crime
- invested over \$800,000 in locally led social reinvestment initiatives aimed at community safety, supporting young people, and reducing youth crime as a key part of the Queensland Government's investment reform.

### **Aboriginal and Torres Strait Islander languages**

Aboriginal and Torres Strait Islander languages are intrinsic to the cultural heritage of Queensland and important in maintaining Aboriginal peoples and Torres Strait Islander peoples' connection to culture, community and identity, and in building resilience. The department is committed to leading the implementation of the whole-of-government

*Many Voices Queensland Aboriginal and Torres Strait Islander Language Policy Action Plan 2020-22* to realise the *Many Voices Indigenous Languages Policy*.

The Indigenous Languages Grants, jointly funded by this department and the Department of Education, were first launched in May 2019. The Indigenous Languages Grants complements the *Many Voices: Indigenous Languages Policy* and helps to fulfill the requirements under Target 16 — Cultures and languages are strong, supported and flourishing, of the *National Agreement on Closing the Gap*. The aim of this national target is to achieve a sustained increase in the number and strength of Aboriginal and Torres Strait Islander languages being spoken by 2031.

### **Key achievements**

During the reporting period, the department:

- delivered the 2021 Indigenous Languages Grants funding to support 31 initiatives, totalling \$400,000, to promote, preserve and revive Aboriginal and Torres Strait Islander languages and dialects.

### **Queensland Government Reconciliation Action Plan**

The department oversees the implementation of the *Queensland Government Reconciliation Action Plan 2018-2022* (Reconciliation Action Plan) and is responsible for coordinating the implementation of the plan through the Cultural Agency Leaders (CAL) committee.

The Reconciliation Action Plan demonstrates the Queensland Government's commitment to building stronger relationships between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Queenslanders. It builds on the collective efforts of government agencies and its staff to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and in everyday life.

The Reconciliation Action Plan outlines a suite of initiatives that build on and strengthen partnerships, and empower local communities, to achieve positive and practical outcomes.

### **Key achievements**

During the reporting period, the department:

- commissioned an evaluation of the *Queensland Government Reconciliation Action Plan 2018–2022*. Findings from this evaluation will be reviewed and used to inform the development of the next Queensland Government Reconciliation Action Plan.

### **Culturally significant events**

The department provides leadership to whole-of-government initiatives that recognise, acknowledge and maintain Aboriginal and Torres Strait Islander cultures and heritage, including promotion of culturally significant days and events.

NAIDOC (National Aborigines and Islanders Day Observance Committee) Week is the most significant cultural celebration on the calendar for Aboriginal and Torres Strait Islander Queenslanders and presents an opportunity to raise awareness and understanding of Aboriginal and Torres Strait Islander cultures and customs.

Each year, the department delivers funding for local initiatives and promotional activities to support all Queenslanders to celebrate NAIDOC Week within their communities, including promotional materials and support for local events.

The Celebrating Reconciliation Small Grants program encourages all Queenslanders to participate in National Reconciliation Week and commemorate two significant milestones in our national history: the anniversary of the 1967 Referendum and the 1992 High Court Mabo decision.

## Key achievements

During the reporting period, the department:

- provided promotional support for statewide NAIDOC Week by distributing tote bags and note-books for regional NAIDOC Week activities
- approved 71 funding applications to support community events across the state to celebrate NAIDOC Week activities
- delivered a total of \$155,000 in Celebrating Reconciliation Grants 2022 funding, to support 38 initiatives held during National Reconciliation Week 2022.

## 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 communities to engage more effectively on the opportunities and challenges facing Aboriginal peoples and Torres Strait Islander peoples. The program also builds cultural capability in government through the relationship between Ministers, Chief Executives, government agencies and communities.

Through the program, Ministers and Chief Executives are provided the opportunity to learn about the experiences of Aboriginal peoples and Torres Strait Islander peoples and communities and the impacts of government decisions. There is also the opportunity to engage in high-expectations relationships and mutual accountability to improve social and economic outcomes for Aboriginal peoples and Torres Strait Islander peoples.

The 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, the 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 the reporting period:

- the department continued to strengthen the alignment with the LTC reform, improve information sharing and reporting, build positive relationships with community leaders and other stakeholders, and support LTC implementation
- Government champion representatives worked in conjunction with Local Disaster Management Groups and Queensland Public Sector agencies, under the Queensland State Disaster Management Framework, to deliver local community-based responses to assist community members and promote vaccination rates in First Nations communities.

## Cultural Capability Framework

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

To implement the Framework, there is a mandatory requirement that all departments maintain a Cultural Capability Action Plan (CCAP). The department is responsible for coordinating the reporting and ensuring compliance with the requirement for a current CCAP.

The department supports the implementation of the Framework by facilitating the Cultural Agency Leaders committee and its supporting officer-level Culture and Reconciliation Working Group (CARWG). These bodies have representation from all Queensland Government departments.

### **Key achievements**

During the reporting period, the department:

- coordinated the implementation of the Certificate IV in Indigenous Cultural Capability training across the Queensland Public Service, with the first cohort of trainees commencing the online program on 1 November 2021
- supported Queensland Government agencies to develop their CCAPs, resulting in 20 Queensland Government agencies having a CCAP in place in 2021–2022.

### **Moving Ahead strategy**

Throughout the reporting period, the Queensland Government continued to implement the whole-of-government strategy, *Moving Ahead: A strategic approach to increasing the participation of Aboriginal people and Torres Strait Islander people in Queensland's economy 2016–2022* (Moving Ahead).

Moving Ahead seeks to increase Aboriginal peoples and Torres Strait Islander peoples' participation in the economy by building a more skilled and diverse workforce and supporting business and entrepreneurship, with a focus on the needs of young people and on building partnerships with industry.

This involves the department continuing to drive the implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP), which aims to increase the Queensland Government's spend with Aboriginal and Torres Strait Islander businesses to three per cent of the value of the addressable procurement spend by 2022. This is a pathway to increasing Aboriginal and Torres Strait Islander economic participation through jobs and business ownership. For the purposes of the QIPP, an Aboriginal and Torres Strait Islander business is defined as one that is at least 50 per cent owned by an Aboriginal person or a Torres Strait Islander person, and which may take the form of a social enterprise, registered charity or not-for-profit organisation.

### **Key achievements**

During the reporting period, the department:

- worked with stakeholders including community, business and industry representatives to develop a new Aboriginal and Torres Strait Islander Economic Strategy to follow-on from Moving Ahead after its expiry in late 2022. It is anticipated that the new strategy will provide a long-term framework to promote economic empowerment and self-determination for Aboriginal and Torres Strait Islander Queenslanders.

### **Maximising job opportunities**

The department maximised employment opportunities for Aboriginal and Torres Strait Islander Queenslanders by:

- delivering the YEP and providing post-job placement support, and creating employment opportunities through social housing and infrastructure projects
- supporting the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP), that provides a whole-of-government framework to increase procurement from Aboriginal and Torres Strait Islander businesses.



## Key achievements

During the reporting period the department:

- facilitated 736 job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland. This included:
  - 504 job placements for YEP candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers
  - 80 per cent of Aboriginal and Torres Strait Islander participants placed into employment through the YEP, remained in employment three months later
  - 54 per cent of Aboriginal and Torres Strait Islander participants placed into employment through the YEP, remained in employment six months later
  - 232 job placements for Aboriginal and Torres Strait Islander job seekers in social housing and infrastructure projects across the National Partnership on Remote Housing communities, and other capital works in remote and discrete Aboriginal and Torres Strait Islander communities.

## Whole-of-government Integrated Capital Works program

The Integrated Capital Works program increases employment, training and business outcomes by coordinating maintenance, upgrades and capital infrastructure investments to maximise economic opportunities within Queensland's remote and discrete Aboriginal and Torres Strait Islander communities. This program contributes to improving sustainable economic outcomes through improved integrated procurement practices and supporting business and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

In partnership with councils and communities, the department delivers infrastructure and construction projects catering to the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders in remote and discrete Aboriginal and Torres Strait Islander communities.

## Key achievements

The department facilitated the design, construction and delivery of the following maintenance and construction projects:

- Mossman Gorge: completed Mossman Gorge Infrastructure Upgrades construction (currently in defects liability period and progressing handover to Douglas Shire Council by December 2022)
- Torres Shire: commenced the design phase of developing a splash park on Thursday Island, and Capital Funding Agreement executed with Torres Shire Council
- Aurukun, Mapoon, Napranum and Pormpuraaw: implemented operation and maintenance Service Agreements (2021–2024) for the four splash parks
- Palm Island Memorial: completed.

Ongoing projects in this period included:

- Petford Reserve infrastructure and associated upgrades to bring it to a safe and habitable state
- Mona Mona Reserve wastewater, water and health and safety upgrades.

## Employment opportunities—infrastructure projects within the remote and discrete communities

Increases in employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with civil, building and construction projects, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities within the remote and discrete communities.

## Key achievements

During the reporting period, the department facilitated the following employment and business outcomes:

- 232 job placements for Aboriginal peoples and Torres Strait Islander peoples on *Queensland Government Building and Construction Training Policy* eligible projects constructed within the remote and discrete Aboriginal and Torres Strait Islander communities
- 48 Aboriginal peoples and Torres Strait Islander peoples engaged as either an apprentice or trainee.

## Employment opportunities—infrastructure projects outside the remote and discrete communities

Increases in employment, training and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with Queensland Government building and civil construction projects, outside the remote and discrete Aboriginal and Torres Strait Islander communities, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities.

Job outcomes were achieved by facilitating compliant Indigenous Employment Opportunity Plans for eligible projects with procuring agencies and principal contractors; monitoring the employment and business supply outcomes during construction; and ensuring that outcomes achieved were uploaded by the principal contractor on the Training Policy Administration System.

## Key achievements

During the reporting period, the following employment and business outcomes were reported from completed projects outside the remote and discrete Aboriginal and Torres Strait Islander communities:

- 299,931 hours of work or training opportunities for 994 Aboriginal peoples and Torres Strait Islander peoples
- 36,137 hours of accredited training for 119 Aboriginal and Torres Strait Islander workers
- over \$2.87 million worth of contracts awarded to Aboriginal and Torres Strait Islander owned businesses.

## Working in partnership

The department is committed to brokering education, training and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

## Key achievements

During the reporting period, the department:

- worked collaboratively with the following industry partners to deliver activities aimed at increasing Aboriginal and Torres Strait Islander economic participation:
  - Australian Unity
  - Clontarf Academy
  - Community Development providers
  - Construction Skills Queensland
  - Griffith University
  - Job Services Australia providers
  - Many Rivers
  - Principal Contractors awarded contracts
  - Queensland Resources Council
  - Rio Tinto-Weipa operations.
- provided advice and support to industry partners including:
  - delivering best practice forums and webinars on Aboriginal and Torres Strait Islander employment and training, and increasing procurement from Aboriginal and Torres Strait Islander owned businesses
  - conducting 'Meet the Buyer' events

- developing practitioner guides
- facilitating local Indigenous Business Month and business and industry connection events, in partnership with the Department of Employment, Small Business and Training
- providing one-on-one assistance to companies with the development and implementation of Aboriginal and Torres Strait Islander participation strategies, plans and targets for their operations
- promoting leading practices in Aboriginal and Torres Strait Islander participation, and good news stories, through social media.

## Whole-of-government land tenure

The department provided whole-of-government advice on land tenure within the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, including enabling and providing current and future home ownership and leasing opportunities. This assistance also extends to supporting state agencies with tenure and Native Title advice, and coordination of such activities across the 34 remote and discrete Aboriginal and Torres Strait Islander communities.

### Key achievements

During the reporting period, the department:

- undertook the land tenure resolution process for the proposed Rural Fire and State Emergency Services Station at Bamaga
- completed land tenure actions for the Hopevale Congress Aboriginal Corporation to enable the negotiation of an Indigenous Land Use Agreement that supports country-based planning of trust land
- provided specialist tenure, Native Title and planning advice for the Coen supermarket and fuel depot development in Coen
- facilitated the registration of 40-year social housing leases to enable social housing investment in the communities of Aurukun, Doomadgee, Kowanyama and Pormpuraaw.

The department facilitates home ownership pathways for Aboriginal and Torres Strait Islander Queenslanders in targeted communities throughout Queensland.

### Key achievements

During the reporting period, the department:

- made 38 houses available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.

## *Land Holding Act (1985)—Resolution Project*

The Land Holding Act Resolution Project is a cross-agency project responsible for the resolution of historical lease, land tenure and asset issues, generated by the legislative and administrative failures of the original 1985 Land Holding Act. The department's project responsibility was to lead and finalise engagement with the applicants and beneficiaries of valid applications; and identify beneficiaries of applicants where the applicant has passed away. The department's involvement in the project was finalised on 30 June 2022.

### Key achievements

During the reporting period, the department:

- finalised the Land Holding Act Resolution Project engagement, noting that of the 436 valid applications, engagement produced a result in 358 cases. Of the 78 remaining cases:
  - 27 were referred to the Department of Communities, Housing and the Digital Economy (DCHDE)
  - 35 were referred to the Department of Resources
  - 16 cases remain with the department owing to their level of complexity and need for bespoke solutions. The department continues to provide support to these partner agencies to progress the remaining cases

- finalised beneficiary assessments, noting that as at 30 June 2022, of the 410\* primary beneficiary assessments required to be completed, 388 were completed with 22 being identified as unresolvable (\* the number of beneficiary assessments required to be completed is not a static number due to applicants who have passed away).

Further information regarding the definition of the Land Holding Act Project can be found in Appendix 1—Glossary, on page 61.

## Master planning

In partnership with remote and discrete Aboriginal and Torres Strait Islander communities, councils, Traditional Owners and residents, the department led a range of master planning projects to plan for the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders, including commercial, residential, industrial and community goals. A master plan is a council policy document that provides internal and external stakeholders with effective and tailored guidance for decisions about future development and facilitates positive service delivery and economic outcomes for remote and discrete Aboriginal and Torres Strait Islander communities.

### Key achievements

The department facilitated the preparation of the following Master Plans, and new Precinct Plans for communities:

#### *Master Plans*

- *Master Plans*: six Master Plans have been completed (Badu Island, Boigu Island, Dauan Island, Erub Island, Kubin Community Moa Island, Mabuiag Island)
- *Rural Master Plans*: three Rural Master Plans are nearing completion (Northern Peninsula Area, Woorabinda and Gunggandji-Mandingalbay Yidinji Peoples Prescribed Body Corporate (GMYPPBC), and one is underway in Hope Vale)
- *Urban Master Plans*: 25 Urban Master Plans have been completed, including one review of an Urban Master Plan in Pormpuraaw (Please refer to Appendix 5: Master Plan information on page 81, for further details).

#### *New Precinct Plans for communities*

- five Precinct Plans were completed in Mapoon (Economic and Tourism Strategies; Cullen Point Campground and Street Landscaping), in Aurukun for the Tourism Precinct, and in Cherbourg for its residential, recreational and cemetery facilities
- six detailed contour and site analysis surveys were carried out at Cherbourg, Doomadgee, Mornington Island (2 surveys), Woorabinda and Wujal Wujal.

## Town planning

The department provided assistance to Aboriginal and Torres Strait Islander Councils to make informed planning decisions in their communities throughout Queensland.

### Key achievements

#### *Planning schemes*

During the reporting period, the department:

- assisted the Northern Peninsula Area Regional Council in the amendment of its Planning Scheme, improving and clarifying assessment benchmarks, notably codes to ensure they are sufficiently robust to enable and support the assessment of development applications as required by the *Planning Act 2016*
- developed a new Planning Scheme for the Torres Shire Local Government Area, including latest advances in town and environmental planning as well as assessment procedures to enable and support the assessment of development applications as required under the *Planning Act 2016*.

### *Development applications*

During the reporting period, the department:

- prepared and managed 44 development applications to support and inform councils in their local decision-making processes, including:
  - four economic development applications (three completed)
  - two community facility applications (one completed)
  - 16 Social Housing applications (eight completed)
- provided 210 new housing opportunities in eight communities through the DCHDE led Social Housing Program.

On behalf of the state government and non-government entities, prepared and managed:

- three development applications including: Queensland Health, Queensland Police Service, and Queensland Fire and Emergency Services
- eight non-government entity applications.

On behalf of the home ownership DCHDE led program, prepared and managed:

- six home ownership applications (completed)
- four home ownership applications (awaiting local decision-making)
- one home ownership application (being prepared).

During the reporting period, the department prepared detailed advice reports on proposed developments to support and inform councils in their local decision-making processes, including:

- two advice reports relating to investment opportunities
- one advice report on the development of a community facility
- four advice reports on residential developments.

### **Environmental planning**

During the reporting period, the department undertook four specialist studies related to environmental planning:

#### **Kowanyama Flood Study**

- The department carried out work on the Kowanyama Flood Study which included: Digital Elevation Modelling (DEM), hydraulic modelling, climate change rainfall impacts and taking into consideration available storm surge and sea-level rise information.
- The final Flood Study and Flood Modelling have been provided to the Kowanyama Aboriginal Shire Council for review and adoption.

#### **Mapoon Bushfire Study**

- Modelling, Geographic Information System (GIS) Mapping, climate change impacts and current ecological (Flora) mapping information aspects of the Mapoon Bushfire Study were completed by the department.
- The Mapoon Aboriginal Shire Council adopted the Bushfire Study as policy in December 2021.

#### **Mapoon Flood Study**

- The following aspects of the Mapoon Flood Study have been undertaken by the department: modelling, DEM, GIS Mapping, climate change rainfall impacts and taking into consideration available storm surge and sea-level rise information.
- Mapoon Aboriginal Shire Council adopted the Flood Study as policy in December 2021.

#### **Mapoon Ecological Study**

- The department is currently undertaking site investigations including drone and GIS mapping for the Mapoon Ecological Study (Flora and Fauna).
- The Mapoon Ecological Study outcome will inform, enable and support the determination of relevant natural hazard risk management through local decision-making.

## Community survey programs

During 2021–2022, the department led programs to standardise survey infrastructure and to progress economic development throughout the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

Although the implementation of the survey programs has resulted in the resolution of most of the long outstanding land tenure issues, ongoing surveying is required to deliver outcomes in line with master planning and new community aspirations, including improved land management, new roads, social housing, home ownership, and private and commercial leasing.

### Key achievements

During the reporting period, the department:

- developed the Built-Environment Integrated Information System (BEIIS), which features land and infrastructure-related spatial data available to the 34 Aboriginal and Torres Strait Islander communities, government departments and other key stakeholders
- managed 30 cadastral survey plans
- completed 31 Digital Asset Management Plans, including the creation of a geodatabase and online mapping feature service of this data
- assisted three councils assign community street addressing.

## Indigenous Land Use Agreements

Indigenous Land Use Agreements (ILUAs) are voluntary agreements between Native Title parties and others about the use and management of land. ILUAs allow Aboriginal peoples and Torres Strait Islander peoples to negotiate flexible arrangements that suit their circumstances and aspirations.

The department works with councils, other state government agencies, Traditional Owners and Registered Native Title Bodies Corporate on negotiating various types of land use agreements to support economic development for communities. Agreements negotiated usually provide for state, Commonwealth or local government infrastructure development, home ownership or leasing, social housing construction or leasing, and commercial leasing. They also provide an up-front compensation amount for some future acts, body corporate fees for service, and cultural heritage clearance procedures, including remuneration for cultural heritage monitors.

Where an ILUA is not possible, the department works with councils, other state government agencies, Traditional Owners and Registered Native Title Bodies Corporates to address Native Title under section 24JAA of the *Native Title Act 1993* (NTA) for social housing and other essential government infrastructure such as, education, health, police and emergency facilities.

### Key achievements

During the reporting period, the department provided advice to Prescribed Body Corporates, and progressed and completed the following ILUAs:

#### *Torres Strait Infrastructure and Housing ILUAs*

- negotiated two ILUAs for the islands of Poruma and Mer.

#### *Township ILUAs*

- negotiated ILUAs for Cherbourg and Lockhart River.

#### *Social Housing ILUAs template for Aboriginal communities*

- finalised the template to provide an option for councils to address Native Title for Queensland and the Commonwealth's social housing investment.

### Native Title consent for social housing investment and other essential infrastructure

- completed the Native Title consent process to enable social housing investment for the communities of Aurukun, Cherbourg, Kowanyama, Napranum, Wujal Wujal and Woorabinda
- progressed the Native Title consent process for Police and Corrective Services and Aged care facilities at Wujal Wujal.

## Our Performance—Aboriginal and Torres Strait Islander Partnerships, Community Participation

<b>Service standards</b>	<b>Notes</b>	<b>2021–2022 Target/Est.</b>	<b>2021–2022 Actual</b>
<i>Effectiveness measure</i>			
Customer satisfaction with cultural heritage services provided by the department		75%	78%
<i>Efficiency measures</i>			
Average cost per cultural heritage search request processed	1	\$33	\$19.50
Average cost per community and personal history request processed	2, 3	\$5,310	\$5,981
Total cost per hour of community participation policy	4	\$103	\$97.50

#### Notes:

1. Average cost per cultural heritage search request is lower than the target due to higher volumes received and processed in the financial year.
2. The variance between the 2021–2022 Target/Estimate and the 2021–2022 Actual is due to a higher number of cultural heritage search requests being processed in 2021–2022 than originally forecast.
3. As a result of the review of the program structure, this service standard has been discontinued.
4. This service standard is discontinued as it has been replaced with a new service standard, 'Total cost per hour of policy provided for Aboriginal peoples and Torres Strait Islander peoples' in the department's 2022–2023 Service Delivery Statements.

## Our Performance—Aboriginal and Torres Strait Islander Partnerships, Economic Participation

<b>Service standards</b>	<b>Notes</b>	<b>2021–2022 Target/Est.</b>	<b>2021–2022 Actual</b>
<i>Effectiveness measures</i>			
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	1	450	475
Value of government procurement from Aboriginal and Torres Strait Islander owned businesses	2	\$350M	\$338M
Number of job placements for Aboriginal and Torres Strait Islander peoples facilitated by the department	3	720	736
Percentage of Aboriginal and Torres Strait Islander participants remaining in employment 3 months after placement by the Youth Employment Program	3	70%	80%

Service standards	Notes	2021–2022	2021–2022
		Target/Est.	Actual
Percentage of Aboriginal and Torres Strait Islander participants remaining in employment 6 months after placement by the Youth Employment Program	3	50%	54%
Number of houses made available for ownership by Aboriginal and Torres Strait Islander peoples in targeted communities through Queensland Government investment	3	30	38
<i>Efficiency measure</i>			
Total cost per hour of economic participation policy	4	\$103	\$97.50

Notes:

1. This is a whole-of-government measure of effectiveness for the Queensland Government's progress in growing the number of Aboriginal and Torres Strait Islander businesses that have secured government procurement. The department contributes to this measure by connecting agency and industry business supply and employment opportunities, and by linking investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The collation of data for this measure has been delayed due to COVID-19 and other external impacts, and as a result, only the data available (as at 31 March 2022) at time of publication has been able to be provided. The 2021–2022 actual result will be published on the department's website by 31 March 2023.
2. This is a whole-of-government service standard which measures the Queensland Government's progress in increasing the total value of government procurement from Aboriginal and Torres Strait Islander businesses. The department connects agency and industry business supply and employment opportunities, and links investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The collation of data for this measure has been delayed due to COVID-19 and other external impacts, and as a result, only the data available (as at 31 March 2022) at the time of publication has been able to be provided. The 2021–2022 actual result will be published on the department's website by 31 March 2023.
3. As a result of the review of the program structure, this service standard has been discontinued.
4. This service standard is discontinued as it has been replaced with a new service standard, 'Total cost per hour of policy provided for Aboriginal peoples and Torres Strait Islander peoples in the department's 2022–2023 Service Delivery Statements'.

## Future directions

### Promote inclusion and access to programs and services by:

- developing a Queensland Indigenous Voice model that best meets the needs and priorities of Aboriginal and Torres Strait Islander Queenslanders informed by existing reforms underway in Queensland, including Path to Treaty and Local Thriving Communities, and by the national Indigenous Voice process
- working with strategic partners, including disability and seniors service providers, and Aboriginal and Torres Strait Islander communities, to prepare for, respond to, and recover from pandemic and other disaster events.

### Increase engagement through co-design by:

- continuing to drive the Queensland Government's commitment to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders through implementing the next steps to the Path to Treaty, including truth-telling and healing actions, supporting Aboriginal and Torres Strait Islander Queenslanders' treaty readiness and leading the government's treaty readiness
- leading the implementation of the National Agreement on Closing the Gap
- working with Queensland's Aboriginal and Torres Strait Islander communities to build local Aboriginal and Torres Strait Islander authority and governance and establish local decision-making bodies through the Local Thriving Communities reform.



**Influence social and economic outcomes by:**

- driving the whole-of-government implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy
- empowering individuals, businesses and communities to achieve their economic aspirations through supporting the development of policies and programs to increase participation by Aboriginal and Torres Strait Islander Queenslanders in employment and business
- releasing a new economic strategy that expressly recognises the rich and vibrant contribution of Aboriginal peoples and Torres Strait Islander peoples to the Queensland economy
- continuing the development and implementation of strategic initiatives that support economic development and whole-of-government co-ordination of infrastructure works within remote and discrete communities, and other areas of Queensland

**Foster safe and connected communities by:**

- providing ongoing support for the implementation of the *Domestic and Family Violence Prevention Strategy 2016–2026*, and the strategies within *Queensland’s Framework for Action — Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*, and *Queensland’s Plan to respond to domestic and family violence against people with disability*
- working with relevant Ministers and departments to implement the renewed approach to alcohol management in Aboriginal and Torres Strait Islander communities; and supporting timely responses and community-led strategies that promote a safe, regulated supply of alcohol
- supporting activities that promote reconciliation through the development and monitoring of the *Queensland Government Reconciliation Action Plan 2018–2022*, including the Celebrating Reconciliation Grants Program
- supporting communities to protect and value Aboriginal and Torres Strait Islander cultures and heritage by reviewing and administering Queensland’s Cultural Heritage Acts
- continuing to provide assistance and research related to community and personal histories of Aboriginal peoples and Torres Strait Islander peoples
- partnering with community leadership to deliver community-led initiatives to improve Aboriginal and Torres Strait Islander people’s social and emotional wellbeing outcomes.