



ACT|atsieb

ACT Aboriginal and Torres Strait Islander Elected Body

REPORT FROM HEARINGS 11–13 MARCH 2020
TENTH REPORT TO THE ACT GOVERNMENT



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Welcome and Acknowledgement of Country

In the words of my ancestors:

Yuma. Yumalundi.

Yanggu ngalawiri dhunimanyin
Ngunnawalwari dhawurawari.

Dhawura nguna ngurambangya.

Mura bidji mulanggaridjinyila,
Gulambununyi naraganawaliyiri
yarabininyin.

Nguna yarabi yanggu.

Yumalundi

Hello. Welcome.

Today we are all gathering together
on Ngunnawal country.

This country is my (ancestral/
spiritual) homeland.

Together we are keeping the pathways
of our ancestors alive, by all of us
walking together as one.

You may leave your footprints here.

Welcome.

Chair's foreword

We commenced our 2020 Hearings with a Welcome to Country in language by Ngunnawal Elder and Elected Body Member, Mrs Caroline Hughes. It was a conscious and respectful way for us on the Elected Body to acknowledge the Traditional Custodians and to signal our leadership in cultural authority and integrity.

The nature of our community is changing and growing. We are a very young community that needs specific opportunities and pathways to education, training and employment.

The timing of this round of Hearings was designed specifically to understand how directorates have been tracking on their initial commitments from the first 18-month period of the Aboriginal and Torres Strait Islander Agreement and supporting directorate plans.

The hearings process is critical for us, as Aboriginal and Torres Strait Islanders, to hold the ACT Government and their representatives to account for their commitment and responsibilities as leaders in government.

This report details how the Elected Body assesses if directorates are meeting their initial 18-month commitments from the *ACT Aboriginal and Torres Strait Islander Agreement 2019–28*—and recommendations for how they may need to proceed. The ACT Government has also provided an annual report against the Agreement outcomes and priorities. This report is ours. It is our opportunity to focus on the needs of our community and to hold the government to account. We are resolute in the importance of the independence, advocacy and responsibility that the Elected Body holds on behalf of our community.

We acknowledge the declared commitment from directorates, and we need to make sure our efforts are of value to our community. Every day, we need evidence-specific efforts to move the dial for our community's opportunities for education, employment, enterprise, health and social inclusion. Our overarching recommendations for all directorates are designed to accelerate implementation and outcomes for our community. We encourage directorates to:

- 1 **Work together**—Directorates need to work together in a spirit of collaboration to achieve outcomes, rarely are outcomes for our community achieved through the efforts of just one directorate. We will expect a key area of whole of government focus to be on addressing systemic racism.
- 2 **Focus on outcomes**—Focus energy on things that make a difference by being clear on program intent and outcomes.
- 3 **Measure it**—make sure that there are reasonable baselines and data to back progress and change.
- 4 **Co-design**—talk to the right people and use our time fairly—pay for time.

We must press the ACT Government directorates to redouble their efforts on specific and beneficial activities for our community—our culture is our strength and our purpose.



Katrina Fanning Chair
Aboriginal and Torres Strait Islander Elected Body

Reflections from the Elected Body

The Elected Body acknowledges the ACT Government and their officers for participating in the Hearings in March 2020. It is an essential part of ensuring that the Aboriginal and Torres Strait Islander community have an opportunity to assure themselves of the priorities and progress of the ACT Government.

We have received the ACT Government's *Aboriginal and Torres Strait Islander Agreement 2019–28—Annual Report 2019*.

We acknowledge that the Elected Body did not have the time to ask each directorate about every target and priority action that they agreed to deliver in the first 18 months of the whole of government agreement. Therefore, there are some priority actions that have no commentary against them.

We understand that there is a large body of detailed assessment and coordination work that goes into reports such as the ACT Government annual report on the Agreement, however, we have been left disappointed by the lack of transparency given to a number of the priority actions that were agreed by directorates. These priority actions were intended for achievement in the first 18-month period of the Agreement. Secondly, the Elected Body have been surprised and disappointed by the lack of concrete reporting of numbers, data and progress. Instead relying on stories and case studies to illustrate progress, rather than solid, systemic change.

The Questions on Notice (QoN) process is a key assembly process that allows public servants to take note of questions asked during hearings and then prepare a formal answer if they do not have the appropriate officer present or data available to answer the question. This year, the Elected Body has been disappointed by the quality of the information that was returned in the QoNs. For future hearings, the Elected Body would like to see questions transparently and honestly answered, and include data that enables the Elected Body to assess progress against mainstream outcomes. This is a symptom of directorate's unwillingness to engage on the intent of a question and the depth of need to understand and hear a conversation of equals—not one where bureaucratic obfuscation is on display.

At the time of the Hearings and over the period of receiving QoNS and compilation of this report, the Elected Body has not been privy to the progress of the outcomes framework which is a partner to the Agreement. The outcomes framework, we assume, would include baseline measures and information on data sources, definitions and parameters on every target and priority action so that we can start the intensive process of understanding where progress is being made, and where it is not. The lack of transparency and engagement on the progress and validity of the outcomes framework is deeply frustrating after the enthusiasm and vision with which the Agreement was launched.

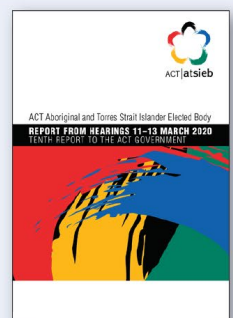
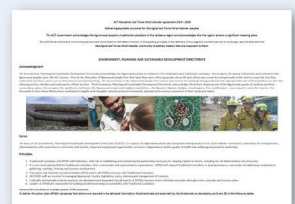
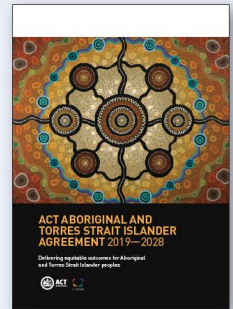
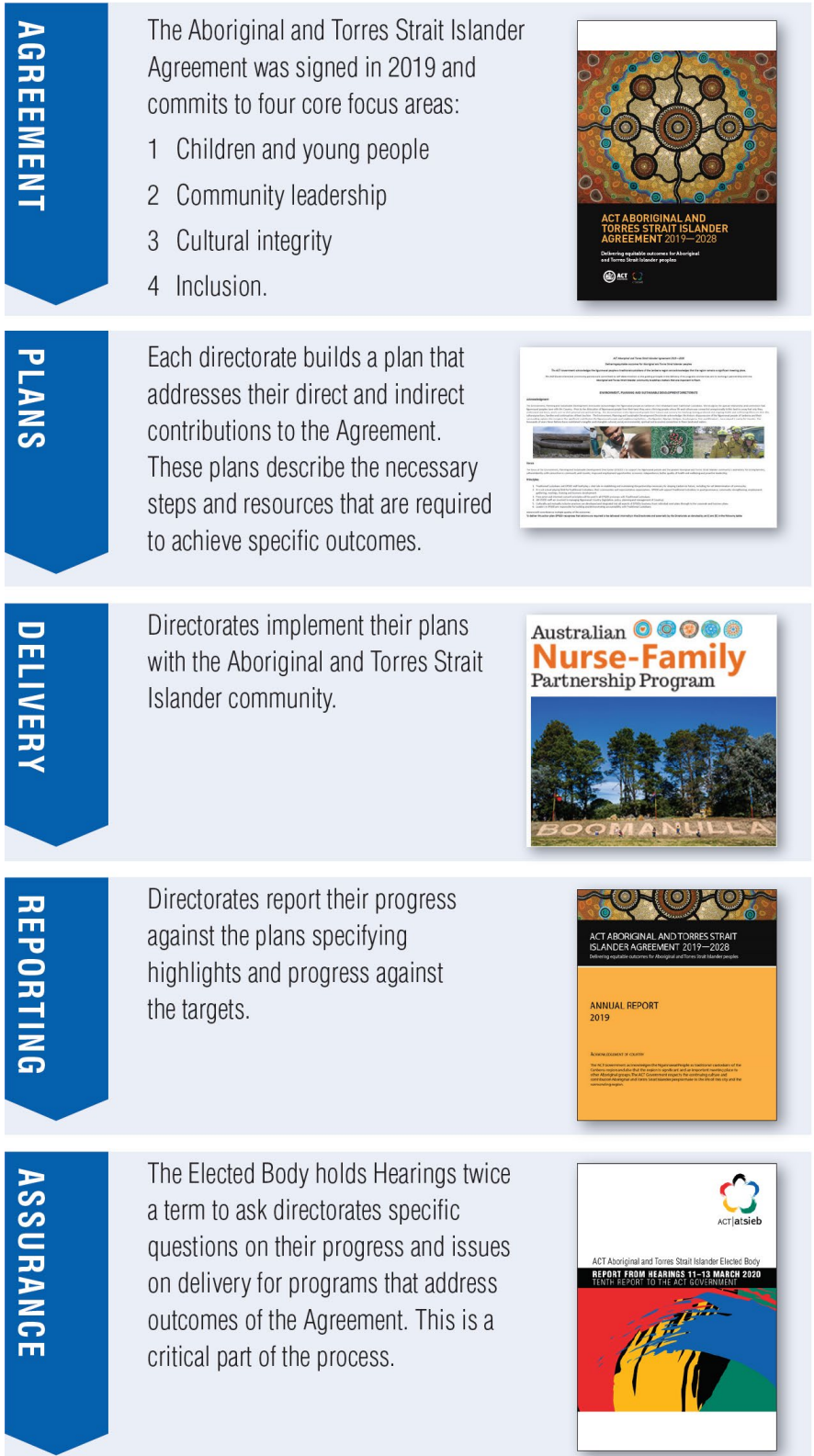
In nine years' time, at the close of this Agreement period, we need to match progress to the commitment that the ACT Government communicates. The outcomes framework is essential to be able to objectively assess that progress.

We recommend that, where possible, this report will become the baseline report. Future annual reports from the ACT Government will need to address the baseline numbers provided here, and if not provide a baseline. Targets are not helpful if they simply stay 'in progress' for ten years and then we discover we did not have data and it becomes a meaningless exercise.

How to read this report

This report summarises information provided to the ACT Aboriginal and Torres Strait Islander Elected Body Hearings from March 2020.

The diagram below shows how the Agreement drives planning, delivery of services and programs, reporting and assurance for that government service delivery.



Report structure


The structure of this report aligns with the key focus areas and commitments made in the *ACT Aboriginal and Torres Strait Islander Agreement 2019–2028*.

Targets

These include both the national Closing the Gap and local ACT targets.

Agreed Closing the Gap targets weren't available when this report was being developed, so they will be updated as, and when, they are agreed. All available ACT information has been used in the interim. These targets are to be achieved within the ten-year period of the Agreement.





The table below shows how targets are presented in this report:

Target	Description	Progress	Status
ACT	Increase the number of contracts awarded to Aboriginal and Torres Strait Islander businesses.	Individual directorates are seeking to implement the Aboriginal and Torres Strait Islander Procurement Policy. ACT Housing has made significant and conscious decisions in relation to increasing the IPP number and value of contract spend. ACT Housing confirmed two specific high-value contracts that were awarded to Aboriginal and Torres Strait Islander businesses.	

For each target we:

- note whether the target is Closing the Gap or ACT-specific
- list the target as described in the Agreement
- provide commentary about what we have heard through the Hearings process
- attribute a status.

The four status categories are:

Icon	Status	What this means
	No data	No data is available for the 2019 period. This may be because some reporting is on a triennial cycle, or in the case of Census information, every five years.
	Positive progress	Based on the information provided by the directorates, the Elected Body is satisfied that it is likely that the target will be reached.
	In progress	Information provided by the directorates demonstrates that there has been tangible process and the Elected Body consider it possible that the Agreement target will be reached.
	No progress/ not discussed	There is little to no demonstrated evidence that there has been progress against this target. The issue was not raised within the program of Hearings.



Priority actions

Priority actions were commitments made by directorates to be achieved within the first 18 months of the Agreement. For each priority action, we have noted the action, what the Elected Body heard in terms of progress against it and recommendation as to what we need to see a positive outcome.

The table below shows how priority actions are presented in this report:

Priority action	Progress	Recommendations
Continue to support <i>Our Booris, Our Way</i> review of the experiences of Aboriginal and Torres Strait Islander children and families in the ACT child protection system, and implement initiatives that address <i>Our Booris, Our Way</i> review recommendations.	CSD has made progress and continues to work with the Implementation Oversight Committee (yet to convene) to implement recommendations. However, other directorates seem unsure of their responsibilities against the report. In particular, JACS progress on the recommendation regarding the Aboriginal Children's Commissioner is extremely disappointing.	Each directorate to understand their responsibilities in relation to the <i>Our Booris, Our Way</i> report and the importance of continued focus on children in our community.

Hearings process

In addition to all the priority actions from the Agreement, all directorates were asked seven common questions:

- 1 What has been undertaken by your directorate to increase the number of Aboriginal and Torres Strait Islander senior leaders by 2021?
- 2 What work has been undertaken to-date in order to reduce experiences of racism and discrimination for Aboriginal and Torres Strait Islander people within government systems by 80 per cent by 2028? How is this to be measured?
- 3 How does your directorate ensure that cultural protocol to recognise Ngunnawal people as Traditional Custodians is followed?
- 4 How does your directorate change policies and programs to allocate funding to address the needs of the growing Aboriginal and Torres Strait Islander population?
- 5 How many community events has been delivered by your directorate, and:
 - a Who participated?
 - b Who was responsible for the delivery and management of the events; and
 - c What is your annual budget for these events?
- 6 How is your directorate using your networks and resources to promote cultural knowledge?
- 7 How many contracts and tenders have been awarded to ACT Aboriginal and/or Torres Strait Islander businesses?



Note: It should be noted that Canberra Health Services was unable to attend the Hearings as it was just days before the announcement of the first case of COVID-19 in the ACT. We thank Canberra Health Services for submitting their responses to the Elected Body through QoN.

CORE FOCUS AREA: **Children and young people**

The education, health, care and cultural strength of our children and young people is central to the health of our community. Our community is also growing, so there is increased need for services

The *Our Booris, Our Way Review* was led by an Aboriginal Steering Committee that guided the investigation and review of all Aboriginal and Torres Strait Islander children known to the child protection system. The full report was presented to the ACT Government in December 2019 and is now being overseen by an Implementation Oversight Committee to ensure that the recommendations are fully and systemically implemented.

Children and young people targets

Target	Description	Progress	Status																																			
Closing the Gap	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 45 per cent by 2028.	<p>The AEDC runs surveys every three years with the next to be held in 2021. Just under a quarter of Aboriginal and Torres Strait Islander children were on track on in all five domains in 2018. Significant, targeted work will be required to achieve the target of 45 per cent by 2028 at the close of the Agreement.</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2021</th> <th>2024</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>On track on five domains</td> <td>24.4%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>On track on four or more domains</td> <td>36%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>On track on three or more domains</td> <td>50.6%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>On track on two or more domains</td> <td>66.3%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>On track on one or more domains</td> <td>79%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Not on track on any domain</td> <td>13.4%</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>ATSIEB expect that the ACT Government will be working to reduce these gaps in a proactive and disciplined manner to ensure progress in the 2021 survey. Source: <i>AEDC dashboard</i>, 1 June 2020.</p>		2018	2021	2024	2027	On track on five domains	24.4%				On track on four or more domains	36%				On track on three or more domains	50.6%				On track on two or more domains	66.3%				On track on one or more domains	79%				Not on track on any domain	13.4%				
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Closing the Gap	Ninety-five per cent of all Aboriginal and Torres Strait Islander four-year-olds enrolled in early childhood education by 2025.	<p>In the ACT in 2017, 100 per cent of Aboriginal and Torres Strait Islander children were enrolled in early childhood education (4 years old, year before school). Source: <i>COAG Dashboard</i>, 13 May 2020.</p>																																				

Target	Description	Progress	Status
Closing the Gap	A significant and sustained reduction in violence against Aboriginal and Torres Strait Islander women and children.	<p>Community Services Directorate (CSD)</p> <p>The Office of the Coordinator-General for Family Violence advised: Through the facilitation work of the Family Safety Hub, we are looking at how we can provide better early intervention for pregnant women and new parents experiencing, or at risk, of domestic and family violence, we worked with both of our hospitals, one of our Child and Family Centres and our legal providers to develop some health justice partnership arrangements. We have a legal service embedded in Canberra Hospital, Calvary and the Gungahlin Child and Family Centre.</p> <p>That is for people where the health professional or the family professional working with them identifies there may be a risk of domestic and family violence. They can then connect them directly with the legal service provider. They can have a completely confidential conversation, which is one of the things, when we talk about family violence, that people tell us they want. They want a safe conversation where they can explore what is happening to them, or for them, before they actually have to necessarily take action.</p> <p>Through embedding those legal supports, one of the issues that often arises for families, and for women in particular, is child protection interaction. Having those legal supports where people are already accessing services is providing them with an opportunity to get some legal advice and legal support for the case conferences with CYPS. That is in its early stages, but it seems to be reaching Aboriginal and Torres Strait Islander clients as well as a diverse range of clients.</p>	Data sets need to be developed to be reported against this priority, specifically for Aboriginal and Torres Strait Islander women and children.

Closing the Gap
Significant and sustained progress to eliminate the over-representation of Aboriginal children in out of home care.

Sustained development and implementation of *Our Booris, Our Way* recommendations. The total number of Aboriginal and Torres Strait Islander children in out of home care which includes, kinship, foster and residential care in 2019 is 21.

Aboriginal and Torres Strait Islander children entering care (care orders)

	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
Number	21										
Proportion of total entries into care	20%										

For future reporting the Elected Body would like to see the data from across the child protection system to understand specific changes in notifications, intake, access to intensive family support, Family Group Conferencing and Functional Family Therapy and the breakdown between each type of orders and care (kinship [Aboriginal and non-Aboriginal], foster, institutional).




Source: ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 — Annual Report 2019




ACT
Increase the level of early support responses for Aboriginal and Torres Strait Islander children and their families.

CSD have been introducing Family Group Conferencing to engage a broader family group to support decision-making around child protection matters. Functional Family Therapy with Gugan Gulwan to support families at risk and introduce new parenting strategies. Child and Family Centres deliver the Strong Families program in collaboration with a number of Aboriginal and Torres Strait Islander community controlled organisations such as Gugan Gulwan Youth Aboriginal Corporation (Gugan Gulwan) and Winnunga Nimmityjah Aboriginal Health and Community Services (WNAHCS).

Source: ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 — Annual Report 2019



Target	Description	Progress	Status						
ACT	Increase the number of Aboriginal and Torres Strait Islander children and young people referred to and engaged with preservation services by 2020.	<p>Preservation of children with their families is an important finding and recommendation from the <i>Our Booris, Our Way</i> review. Preservation is through Family Group Conferencing and intensive family support at the point where a child is known to the directorate.</p> <p>Preservation of children and young people with their families, as at 30 June 2019</p> <table border="1"> <tr> <td>Proportion of Aboriginal and Torres Strait Islander children supported by (A Step Up) prevention services who did not enter care within...</td> <td>6 months of engagement</td> <td>79%</td> </tr> <tr> <td></td> <td>12 months of engagement</td> <td>74%</td> </tr> </table> <p>For subsequent reporting, the Elected Body would like to see numbers, rather than proportions where possible.</p> <p>Source: ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 — Annual Report 2019</p>	Proportion of Aboriginal and Torres Strait Islander children supported by (A Step Up) prevention services who did not enter care within...	6 months of engagement	79%		12 months of engagement	74%	
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	12 months of engagement	74%							
ACT	Increase in the number of Aboriginal and Torres Strait Islander children and young people referred to and engaged with restoration services by 2020.	<p>Proportion of children who were restored to birth parents in 2019 and within 12 months of admission in financial year 2018–19.</p> <p>Restoration to birth parents 2018–19</p> <table border="1"> <tr> <td>Proportion of Aboriginal and Torres Strait Islander children who were reunified/restored to birth parents...</td> <td>within 12 months of admission*</td> <td>26%</td> </tr> <tr> <td></td> <td>in the year</td> <td>39%</td> </tr> </table> <p>* 'Admission' for this figure is 'admission to out of home care' not 'admission to care and protection orders'. While most children will be present in both sets, there are some children admitted to orders who do not go into out of home care, instead the order assists in preservation at home.</p> <p>CSD reported that: In the ACT in 2018–19, 48 Aboriginal and Torres Strait Islander children exited out of home care. Of these, 37 (77%) were restored to a birth parent. Of the 37 children restored home, 30 were on short-term orders and seven were on long-term orders.</p> <p>In 2017–18, 21 Aboriginal and Torres Strait Islander children exited out of home care with ten (48%) restored home. Of the ten children restored home, nine were on short-term orders and one was on long-term orders.</p> <p>Source: ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 — Annual Report 2019</p>	Proportion of Aboriginal and Torres Strait Islander children who were reunified/restored to birth parents...	within 12 months of admission*	26%		in the year	39%	
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	in the year	39%							
ACT	Increase the number of Aboriginal and Torres Strait Islander children under four years old accessing Early Childhood Education Services.	<p>Two elements of the three-year-old preschool program:</p> <ol style="list-style-type: none"> 1 One-hundred places in Koori pre for three-year-olds 2 Three-hundred places for targeted placement for children may also include Aboriginal and Torres Strait Islander children. <p>The number of three-year-olds that would be relevant to that program is 418 children. They are predominantly from CSD and ACT Health Directorate (ACTHD) programs. ACT Education worked closely with CSD and Health to identify those children, of which 62 children are Aboriginal or Torres Strait Islander.</p> <p>Source: ACT Aboriginal and Torres Strait Islander Elected Body Hearings 2020</p>							

Target	Description	Progress	Status
ACT	Increase in the number of families engaged with formal parenting and family support services for detainees and post release.	This was not raised or discussed at the Hearings.	
ACT	Increase the number of Aboriginal and Torres Strait Islander children and young people provided with the opportunity to voice their views and demonstrate leadership in the broader community.	This was not raised or discussed at the Hearings.	
ACT	Increase in the proportion of Aboriginal and Torres Strait Islander children and young people accessing early support health services.	<p>The ACT Government is developing the <i>Best Start for Canberra's Children: the First 1000 Days Framework</i> (Best Start Framework) to guide future effort in service design, system reform and investment to deliver improved life outcomes for Canberra's children. The Best Start Framework will be inclusive of all family types raising and caring for children including Aboriginal and Torres Strait Islander families and communities.</p> <p>Registered nurses conduct Kindergarten Health Checks in all ACT primary schools. The health check includes vision, hearing, height, weight and development.</p> <p>ACTHD provides ongoing funding to Winnunga and Gugan Gulwan to deliver early development and parenting programs.</p> <p>The Elected Body acknowledges the strategies currently in place, however, specific data is required to establish a baseline and monitor progress.</p>	

Children and young people priority actions

Priority action	Progress	Recommendations
<p>Continue to support the <i>Our Booris, Our Way</i> review of the experiences of Aboriginal and Torres Strait Islander children and families in the ACT child protection system, and implement initiatives that address the <i>Our Booris, Our Way</i> review recommendations.</p>	<p>CSD has made progress and continues to work with the Implementation Oversight Committee (yet to convene) to implement recommendations. However, other directorates seem unsure of their responsibilities against the report—in particular JACS progress on the recommendation regarding the Aboriginal Children's Commissioner is extremely disappointing.</p>	<p>Each directorate to understand their responsibilities in relation to the <i>Our Booris, Our Way</i> report and the importance of continued focus on children in our community.</p>
<p>Develop and disseminate mandatory reporter guidance for working with Aboriginal and Torres Strait Islander children and families.</p>	<p>CSD have advised that they are currently considering and reassessing the current mandatory report information in conjunction with the major reporting organisations, Australian Federal Police (AFP), ACTHD and Education.</p>	<p>Mandatory reporting is a critical input to child protection and as such needs to be considered from the perspective of racism.</p>
<p>Where needed, a renewed focus on referring and engaging Aboriginal and Torres Strait Islander families to preservation and restoration services.</p>	<p>Additional services and programs such as Family Group Conference Functional Family Therapy are being used to support families and are delivered by a range of providers including Aboriginal and Torres Strait Islander Community Controlled Organisations.</p>	<p>There is a focus on preservation and restoration services, and this has been reinforced by the findings of the <i>Our Booris, Our Way</i> review.</p>
<p>Develop initiatives to encourage and support Aboriginal and Torres Strait Islander student participation in the Education Directorate's student congress.</p>	<p>ACT Education advised that there is a Minister's student congress that has Aboriginal and Torres Strait Islander students within that as a broader congress.</p> <p>The directorate reported that one of the innovations put in place in late 2019 was to bring together a group of Years 10, 11 and 12 students to listen to their voices and what they were telling us. ACT Education noted that: 'It was fantastic for us to get a sense of what is it like from their perspective and to listen to their voices. That has been great. The next step, really, for us is to make sure that we listen to those voices and then take that to action... The congress gave ...great, clear feedback around the teaching of Aboriginal history within our schools, that they would like to see that strengthened, and the ability to identify within the broader approach to how we consider and look at history and culture'.</p> <p>The congress highlighted the real difficulties that students face in those transitions from Year 10 to Year 11. That is a really tricky time for all students, but these students particularly highlighted that that was an issue. That is something that the directorate will look at further around what supports can be put in place.</p> <p>This year ACT Education is looking to extend the conversation to a Year 5 to Year 9 forum, because it recognises that the views of college students are very different to the views of our younger students: 'We certainly found it a great opportunity to get in to connect, to listen, but we are making sure that that outcome is then linked back into our policy areas so that we can shape up and connect the policy to what we are hearing from our past students'.</p>	<p>The feedback from ACT Education is encouraging and we would support further development of how the voices of Aboriginal and Torres Strait Islander students can be heard and actioned.</p>

Priority action	Progress	Recommendations
<p>Provide pathways for Aboriginal and Torres Strait Islander children to access universal quality early childhood education for three-year-old children as a key part of the ACT Early Childhood Strategy.</p>	<p>Two elements of the three-year-old preschool program.</p> <ol style="list-style-type: none"> 1 One-hundred places in Koori pre for three-year-olds 2 Three-hundred places for targeted placement for children may also include Aboriginal and Torres Strait Islander children. <p>The number of three-year-olds that would be relevant to that program is 418 children. They are predominantly from CSD and Health programs. ACT Education worked closely with CSD and Health to identify those children, of which 62 children are Aboriginal or Torres Strait Islander.</p>	<p>This first year of the three-year-old children pre-school program needs to be monitored to ensure that the family, if required, receives supports to ensure attendance and the program is evaluated over the long-term.</p>
<p>Embed the respect and appreciation of Aboriginal and Torres Strait Islander culture through training for Early Childhood Education Services workforce.</p>	<p>This was not raised or discussed at the Hearings.</p>	<p>While the extensive programs in place at ACT Education were discussed, these were not specific to the Early Childhood Education Services workforce.</p>
<p>Establish leadership groups for young people to engage in implementation of the ACT Planning Strategy and develop leadership skills on-Country.</p>	<p>EPSDD have advised of the following programs:</p> <ul style="list-style-type: none"> ● Establishing a young persons 'on-Country' Ngunnawal leadership group. Given the establishment of the United Ngunnawal Youth Council for 18- to 34-year olds, the Environment, Planning and Sustainable Development Directorate (EPSDD) will engage with this council to determine how we can work together to improve youth engagement in EPSDD programs, forums and activities. ● Establishing an all Nations leadership group to support and develop broader future leadership opportunities. EPSDD is currently identifying two youth representatives, male and female and between 12–17 years old to assist EPSDD with the co-design and engagement of youth in establishing the all Nations leadership group. Discussions regarding the design of this group will commence online in the coming weeks. ● Empowering young people to attend and present at forums hosted by EPSDD. EPSDD will identify future opportunities and work with the United Ngunnawal Youth Council, the all Nations leadership group and Education Directorate in promoting and supporting youth participation and presentation in EPSDD forums as they are developed. Due to the COVID-19 public health emergency all commitments for EPSDD-hosted forums are on currently on hold. ● Establishing an EPSDD scholarship for Ngunnawal emerging leaders. Internal discussions will commence in the next month to determine the best model for this action, including identifying the type of scholarship; process for applications and monitoring of the scholarship program. ● Expanding the Kickstart My Career through Culture Program. EPSDD is awaiting the outcome of the program through Culture Program Budget bid for 2020–24. The program commenced in the 2020 school year, however, has been delayed due to COVID-19. 	<p>EPSDD have championed a number of important programs that allow on-Country cultural learning and connection to occur. We would like to see directorates embrace the importance of country and on-Country learning in more of the programs that are designed and established across the ACT Government.</p>

Priority action	Progress	Recommendations
<p>Create holiday programs and resource kits through Libraries ACT branches celebrating Aboriginal and Torres Strait Islander cultures.</p>	<p>Resource kits and an appreciate of Aboriginal and Torres Strait Islander cultures is embedded in Libraries ACT programing. This includes:</p> <ul style="list-style-type: none"> • distributing books by Aboriginal and Torres Strait Islander authors • using Ngunnawal language to greet and farewell children during Giggle and Wiggle Storytime program to which 28,000 people have attended from July 2019 to March 2020. • Aboriginal and Torres Strait Islander program officer to develop and implement programs specifically to address the needs of the community. This is part of the approximately 1,500 life long learning programs for the broader community. 	<p>The Elected Body is grateful that Libraries ACT is actively seeking opportunities to champion the spectrum of learning and literacy from showcasing Aboriginal and Torres Strait Islander authors and stories to the use of Ngunnawal language in community and children's programs.</p>
<p>Provide options for government to consider that are equitable and meet the needs of Aboriginal and Torres Strait Islander children when implementing the Child Safe Standards.</p>	<p>This was not raised or discussed at the Hearings.</p>	<p>The Elected Body acknowledge that there has been correspondence on the Child Safe Standards.</p>
<p>Continued commitment to funding for Aboriginal and Torres Strait Islander children and young people specific health programs delivered by Aboriginal and Torres Strait Islander service providers and increase availability of and access to target programs within the mainstream systems.</p>	<p>Dhunlung Yarra Service, a dedicated Aboriginal and Torres Strait Islander therapeutic service staffed by Aboriginal and Torres Strait Islander professionals. Members of the Dhunlung Yarra Service work across multiple programs to deliver a range of culturally-safe and responsive services, including: counselling; family dispute resolution; relationship support services; and special group programs. The service assists in dealing with grief and loss and intergenerational trauma.</p> <p>Functional Family Therapy — Child Welfare program pilot being implemented through a partnership with Gugan Gulwan and OzChild. The aim of the pilot is to reduce the number of Aboriginal and Torres Strait Islander children and young people entering, or remaining in, out of home care through interventions that strengthen families and communities.</p>	<p>We would like to see continued expansion of these health services for, and by, Aboriginal and Torres Strait Islander people.</p>
<p>Provide information and support to all Aboriginal and Torres Strait Islander detainees at the Alexander Maconochie Centre (AMC) and their families about parenting programs and family case conferences.</p>	<p>JACS advised that the ACT Corrective Services (ACTCS) Indigenous Services Unit did not receive any requests to support facilitated family case conferences in 2019. These conferences are coordinated by Child and Youth Protection Services (CYPS), CSD. Where a family case conference was to occur, CYPS would seek support from the ACTCS Indigenous Services Unit as required.</p>	<p>The Elected Body would like to see a more proactive position by JACS to bring information to parents in AMC as well as through the child protection system.</p>








Priority action	Progress	Recommendations
<p>A commitment to work with the Aboriginal and Torres Strait Islander community and their representative bodies, including the Domestic Violence Prevention Council Aboriginal and Torres Strait Islander Reference Group, on areas of future work from <i>We Don't Shoot Our Wounded</i> and Aboriginal and Torres Strait Islander Community Forum on Domestic and Family Violence reports to improve the government response to family violence and its impact on the Aboriginal and Torres Strait Islander community.</p>	<p>The Coordinator-General for Family Safety continues to work with the DVPC Aboriginal and Torres Strait Islander Reference Group and to progress, with a Reference Group, the actions required following the formal acknowledgement and acceptance of the <i>We Don't Shoot Our Wounded</i> report.</p>	<p>This work still appears to be in its infancy and the Elected Body would like to be assured that the continued commitment to actions that will improve the government response to family violence and its impact on the Aboriginal and Torres Strait Islander community.</p>
<p>Design a process to work with Aboriginal and Torres Strait Islander men and boys to develop solutions to support a primary prevention focus on domestic and family violence.</p>	<p>This was not raised or discussed at the Hearings. The Elected Body expects that data will be provided in the subsequent reporting periods.</p>	<p>This is a critical part of the government response to domestic and family violence, however, we are not sure of the specific programs in place that are focused on Aboriginal and Torres Strait Islander men and boys in a co-design solution.</p>

CORE FOCUS AREA: **Community leadership**

The first period of the Agreement in Community leadership has seen positive progress against a number of targets. We are lacking however, specific actions to support senior, decision-making voice of Aboriginal and Torres Strait Islander people to be heard in government boards and committees.

Community leadership targets

Target	Description	Progress	Status
Closing the Gap	Land and waters targets are expected to be developed by mid-2019 by all jurisdictions to support Aboriginal and Torres Strait Islander peoples' access to, management and ownership of land to which they have had traditional association, or which can assist with their social, cultural and economic development.	The Dhawura Ngunnawal Committee has been successfully established based on the principles of self-determination. The committee has held two quorum meetings and have finalised their terms of reference, elected the Ngunnawal Co-Chair and ratified Ian Walker, Executive Group Manager, Environment Division as the EPSDD Co-Chair. The committee have been updated on a number of matters relating to management of Country including amendments to the Heritage Act, a proposal for the upgrade of Tidbinbilla to increase the Ngunnawal cultural footprint, the review of the Canberra Nature Park Plan, the ACT Water Resource Plan, the Best of Canberra Mountain Bike Experience and have provided feedback and cultural perspectives to the EPSDD staff presenting on these matters. Ngunnawal community members are actively engaged and providing input into the ACT Water Resource Plan in line with MDBA requirements.	
ACT	Increase the number of Aboriginal and Torres Strait Islander people on ACT Government boards and committees.	This was not raised or discussed at the Hearings.	
ACT	Increase Aboriginal and Torres Strait Islander community led solutions through partnerships, providing advice, and leadership to ACT Government.	EPSDD have advised that the Murumbung Yurung Murra network is recognised across the ACT for its leadership in working with the Ngunnawal community for better management of Country. Murumbung Yurung Murra contribute to ACT Planning Strategy Actions.	
ACT	Increase in meaningful engagement with Aboriginal and Torres Strait Islander community members by the ACT Government.	There are a number of co-design and co-production forums being developed in the ACT. The key here is in meaningful engagement, and this will only be able to be evaluated once action has followed the advice and direction provided during engagement.	
ACT	Establish representative Ngunnawal Traditional Custodian voice to provide direction and guidance for the 70 per cent of the ACT managed in parks and reserves by April 2019.	The establishment of the Dhawura Ngunnawal committee to provide advice, direction and decision-making has improved EPSDD's capacity to recognise and support joint management of Ngunnawal Country. Basing the establishment of the committee on the principles of self-determination has broadened the scope for the Ngunnawal community to recognise their social, cultural and economic development and work towards ownership of land for which they have cultural rights as the Traditional Custodians.	

Community leadership priority actions

Priority actions	Progress	Recommendations
Recognise and use the cultural expertise of Traditional Custodians to provide leadership in ACT Government initiatives, particularly in the sustainable management of Country.	<p>There have been legislative amendments to the <i>ACT Nature Conservation Act 2014</i> and <i>Fisheries Act 2000</i>.</p> <p>A new section of the Nature Conservation Act has been made to allow the Conservator to write a Cultural Resource Management Plan in partnership with Traditional Custodians.</p> <p>The resource management plan is referenced in the Fisheries Act.</p> <p>The Heritage Act is being amended to provide greater protection for heritage values including Aboriginal Cultural Heritage values providing a broader suite of compliance tools.</p>	<p>The Elected Body are extremely supportive of the continued evidenced commitment of EPSDD in this area. The amendment of the ACT Nature Conservation Act and Fisheries Act are excellent first steps to acknowledging and recognising, formally, the culture expertise of the Traditional Custodians.</p>
Strengthen government processes to drive alignment of policy, legislation and programs to the focus areas of <i>ACT Aboriginal and Torres Strait Islander Agreement 2019–2028</i> .	<p>This was not raised or discussed at the Hearings.</p>	<p>Systemic change only comes from sustained effort and focus. The intent of this action is to ensure that the vision of the Agreement is supported through every ACT Government influenced legislation, policy and program.</p>
Review and embed culturally-appropriate practices into all processes to encourage Aboriginal and Torres Strait Islander people to apply for representation on boards and committees.	<p>This was not raised or discussed at the Hearings.</p>	<p>Taking a cultural lens to all application, recruitment and retention processes is essential to be best positioned to encourage applications for board and committees.</p>
Establish and support Aboriginal and Torres Strait Islander advisory groups across the ACT Government to ensure Aboriginal and Torres Strait Islander people have a voice in decision-making.	<p>One approach being led by CSD is the establishment of mechanisms that enable community-led solutions to issues identified by people seeking to access supports through the human services system. These mechanisms are:</p> <ul style="list-style-type: none"> the creation of an Aboriginal and Torres Strait Islander Co-Production Network (the Network), focussed on bringing together the expertise of those with lived experience of the service system. The Network will use the co-production approach to enable lived experience to be heard and influence Early Support policy, program, and practice reform; and an Aboriginal and Torres Strait Islander Policy and Practice Co-Design Forum (the Forum), whose members include local Aboriginal and Torres Strait Islander peoples. Core membership includes representatives from the ACT Aboriginal and Torres Strait Islander Elected Body (Elected Body), the United Ngunnawal Elders Council (UNEC), key service providers, community members and people with lived experience. The Forum will deliberate on solutions to human services issues taking into consideration social policy research by leading researchers and practitioners. Government has provided in-principle agreement to accept the policy and practice advice agreed by Forum members. <p>Source: <i>ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 — Annual Report 2019</i></p>	<p>There are many advisory, co-design and committees being established across the ACT Government. It is important that this representation results in hearing and appropriately responding to the communities' needs and advice.</p>








Priority actions	Progress	Recommendations
<p>Work jointly with the Aboriginal and Torres Strait Islander Elected Body, the United Ngunnawal Elders Council, other representative bodies and the community to deliver community led solutions.</p>	<p>This was not raised or discussed at the Hearings.</p>	<p>The Elected Body recognise that they and other Aboriginal and Torres Strait Islander community bodies are being regularly consulted and engaged in specific proposals and changes. However, what is lacking is the ability to translate consultation, co-design and hearing community voices to tangible outcomes in the community.</p>
<p>Actively work with Aboriginal and Torres Strait Islander people to contribute to how schools are run, through engagement with school Parent and Community Councils and school boards.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Continued recognition of the value and need for culturally-based healing programs in the ACT.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Continued commitment to the development of the Ngunnawal Bush Healing Farm (NBHF).</p>	<ul style="list-style-type: none"> • The NBHF Advisory Board advises ACTHD on matters related to NBHF programs, culture, operational procedures and the development and review of policies. Representation on the Advisory Board includes members from the UNEC, Aboriginal and Torres Strait Islander Elected Body and Executive staff from ACTHD. • ACTHD has undertaken permanent recruitment for the NBHF positions and these people have commenced in their roles. All roles are for identified positions. 	<p>The NBHF is now operating — the open request by the community for a residential alcohol and drug rehabilitation centre is still outstanding. In a continuum of care, the NBHF only addresses opportunities and therapies after detox, we urgently need more detox and rehabilitation centres.</p>



CORE FOCUS AREA: Cultural integrity

An outstanding example of a directorate working with the Traditional Custodians and demonstrating cultural integrity was through the preservation of culturally significant sites during the fires in Namadji National Park in January by EPSDD working with the Ngunnawal community and the Emergency Services Agency to protect and preserve the site and other cultural artefacts. “We just want to pass on our thanks for not just what was done but how it was done. In partnership with that, I acknowledge the progress over the last couple of years in reestablishing a strong and meaningful relationship with traditional owners, and your practices in the national park have been quite significant. We really appreciate that effort,” Chair, ATSIEB.

Cultural integrity targets

Target	Description	Progress	Status
ACT	Increase the number of community-based and visible events and artworks around the ACT which showcase Ngunnawal culture.	This was not raised or discussed at the Hearings.	
ACT	Demonstrate cultural competency of ACT Government employees.	Increasing cultural competency training.	
ACT Govt	Increase the number of culturally safe spaces.	This was not raised or discussed at the Hearings.	
ACT	Demonstrate the increased usage of co-design principles in the development of government policy and reform.	The ACT Government is extensively using co-design forums to engage with the Aboriginal and Torres Strait Islander community. It continues to be important that these individuals have the requisite experience to be able to speak as a member of the community and also to be recognised and appropriately remunerated for their time. An example is the co-design forum set up to accompany the ten-year Early Support by Design initiative led by ACT CSD.	
ACT	Embed the requirement for all services to be culturally-appropriate and accessible.	This was not raised or discussed at the Hearings.	
ACT	Demonstrate cultural proficiency of ACT Government.	Housing ACT: During 2019, ten housing gateway services staff attended the cultural masterclasses, and 12 attended the Aboriginal and Torres Strait Islander cultural competence foundation course. Induction program has also been revised to include content and guidance on working with Aboriginal and Torres Strait Islander clients.	
ACT	Feedback from the Aboriginal and Torres Strait Islander community around the meaningfulness of engagement and self-determination.	While co-design processes are popular across the ACT Government, we see less receptive and action based on community engagement and self-determination such as for <i>Our Booris</i> , <i>Our Way</i> Review.	

Cultural integrity priority actions

Priority actions	Progress	Recommendations
<p>Work with traditional owners to hear their thoughts on Treaty and support a joint understanding of the opportunity for and implications of a Treaty process for the ACT.</p>	<p>This was not raised or discussed at the Hearings.</p>	<p>This is an important action for the ACT community. We understand this is in early stages of consideration and design.</p>
<p>Establish a Traditional Custodian Caring for Country Council that will guide and support on-Country practices, investigations into joint and co-management (of Country) arrangements and mentoring of ACT Government employees.</p>	<p>EPSDD through the Dhawura Ngunnawal Caring for Country Committee recognise Ngunnawal community as Traditional Custodians. The committee provides the Ngunnawal cultural perspective for the management of Ngunnawal Country. Committee members, as representatives of the Ngunnawal community, will provide guidance, direction and decision-making for the development of future programs based on Ngunnawal Country and knowledge.</p> <p>EPSDD direct all engagement across our range of programs through the committee to make sure that we are getting the traditional custodian view. As we worked towards all of this we developed the partnership for park management and management of environmental resources across the ACT.</p> <p>EPSDD and the Dhawura Ngunnawal Caring for Country Committee are developing protocols for our engagement processes and identifying the correct pathways to follow from a Ngunnawal perspective.</p>	<p>The Elected Body acknowledge the significant effort and genuine interest in engagement and expression of self-determination that has been expressed by EPSDD.</p>
<p>Embed traditional custodian and the broader Aboriginal and Torres Strait Islander community's aspirations into legislation and policy development.</p>	<p>This was not raised or discussed at the Hearings.</p>	<p>For future Agreement and Hearings periods, the Elected Body would like to see that the Traditional Custodians and broader Aboriginal and Torres Strait Islander communities aspirations reflected in a systemic fashion that recognises self-determination and how that is reflected in all government approaches, funding and programs.</p>

Priority actions	Progress	Recommendations
<p>Raise awareness of Ngunnawal cultural values through the delivery of training on cultural site/ values/ assets identification, in partnership with community and representative Aboriginal organisations.</p>	<p>EPSDD has initiated programs based on Ngunnawal culture and knowledge: The Aboriginal Water Assessments program commenced in 2015. It was developed to improve Ngunnawal people's involvement in water planning and to identify the values and cultural uses, and to incorporate their values, knowledge aspiration in Part 14 of the <i>ACT Water Resource Plan</i>.</p> <p>The program involved participants identifying locations within the Canberra region for assessment, going out on-Country to complete a questionnaire identifying the cultural significance, values and aspirations for these sites. The success of this program has been measured through the number of participants involved in the assessments with the information obtained from the assessments and the number of Ngunnawal people involved in water planning and the recognition of water rights for the Ngunnawal people through the <i>ACT Water Resource Plan</i>.</p> <p>Another measure is the content of Part 14 that identifies the cultural values and aspirations in the <i>ACT Water Resource Plan</i>.</p> <p>The Future Leaders–Future Elders program aims to connect youth with Elders to build the capacity of both co-horts in governance and leadership. Ngunnawal representatives contributed to the development of the program as part of the Future Leaders–Future Elders Steering Group. Representatives assisted with the co-design and provided advice and guidance to the program manager. This helped to ensure cultural protocols were followed throughout the program and that the leadership and knowledge of Ngunnawal Elders participating in the program was acknowledged.</p> <p>Ngunnawal Elders and community members shared stories and their knowledge with the youth participating in the program, which enhanced the delivery of the program and its outcomes. Outcomes were measured by participant numbers, workshop attendance and participant feedback.</p> <p>The Parks and Conservation Service Murumbung Ranger Guided Activity program delivers cultural tourism based on Ngunnawal culture and knowledge. These activities are delivered by the Murumbung Rangers to schools and the broader community.</p> <p>In developing these activities Murumbung Rangers walked on Country with Elders and community members who shared their stories and knowledge about Country and the Ngunnawal culture. This enabled the Murumbung Rangers to educate the ACT community and visitors to the ACT. Many activities are delivered at Tidbinbilla Nature Reserve and other reserves.</p> <p>This program is currently measured by the number of activities undertaken and the number of participants. The Volunteer and Visitor Experience unit will be reviewing current processes for capturing data from ranger guided activities to develop and implement an efficient process for the collection of data.</p>	<p>The Elected Body would like to recognise the work of EPSDD for their commitment and follow-through during this period.</p> <p>Other directorates should seriously consider how they can raise awareness of Ngunnawal cultural values through the delivery of training on cultural site, values and assets identification in partnership with community and representative Aboriginal organisations.</p>




Priority actions	Progress	Recommendations
	<p>The Molonglo Special Purpose Reserve—Namarag (Ngunnawal for wattle) is a culturally-significant site for the Ngunnawal people. The site is being developed as a park for people to connect with culture and nature. Given the significance of the location to the Ngunnawal people PCS has engaged with the Ngunnawal community to ascertain their aspirations for the site and ensuring that they are incorporated into the design plan for the site.</p> <p>Acknowledging the Ngunnawal people's aspirations, the site will be kept as natural as possible with the restoration of native vegetation, spaces and natural walking tracks to enable Ngunnawal people to use the site to continue cultural practices, to support healing and provide opportunities for education and tourism. Ngunnawal language will also play a significant role in the park with the reserve being given a Ngunnawal name and the use of language in naming the events terrace and walking tracks.</p> <p>This project is still in progress and the measure of success for the program will be based on the number of activities undertaken by the Ngunnawal community at this location particularly for Ngunnawal cultural tourism, cultural practices and events.</p> <p>A request to update the Ngunnawal Plant Use book is in progress. The request was made by members of the Ngunnawal community and the Dhawura Ngunnawal Caring for Country Committee.</p>	
<p>Increase social inclusion and equity initiatives that support recognition of Aboriginal and Torres Strait Islander people.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Review, develop and implement actions identified in Reconciliation Action Plans (RAPs).</p>	<p>RAPs were discussed at the Hearings. Each directorate's RAP is in different stages of implementation.</p>	<p>The Elected Body wish to emphasise the importance of engagement of directorate Aboriginal and Torres Strait Islander staff in the development of the RAP.</p>
<p>Develop processes and mechanisms that embed cultural integrity into government.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Develop and implement cultural standards and protocols across ACT Government.</p>	<p>There has been work across the ACT Government to ensure appropriate cultural protocols and practices in relation to Acknowledgement of and Welcome to Country. There is desire to extend this further to sharing of language and other cultural practices.</p>	<p>Consistency of implementation of these protocols is important.</p>



Priority actions	Progress	Recommendations
Engage with specialist organisations to develop tools and resources to measure the success or otherwise of engagement with the Aboriginal and Torres Strait Islander community.	This was not raised or discussed at the Hearings.	
Include cultural proficiency measures within ACT Government reporting.	This was not raised or discussed at the Hearings.	For non-Aboriginal and Torres Strait Islanders, cultural proficiency is a life long learning endeavour. However, with training and growing proficiency this should be able to be evidenced beyond training numbers to areas of legislation and policy where cultural proficiency has promoted a reconsideration of a proposal or a change in direction due to that learning, appreciation and knowledge.
Identify and improve culturally-safe spaces through culturally-specific and accessible service delivery.	This was not raised or discussed at the Hearings.	

CORE FOCUS AREA: **Inclusion**

Inclusion targets

Targets	Description	Progress	Status
ACT	Reduce experiences of racism and discrimination for Aboriginal and Torres Strait Islander people within government systems by 80 per cent by 2028.	Every directorate has described the regular mechanisms for lodging grievance and complaints, RED Officers, HR officers and some networks, without identifying the more subtle and insidious nature of institutional and personal racism, nor providing independent and culturally-appropriate pathways for raising issues of racism and discrimination. Each directorate needs to understand the experience of racism and implement mechanisms to measure and monitor the incidents of racism and discrimination against Aboriginal and Torres Strait Islander people.	
ACT	Feedback from the Aboriginal and Torres Strait Islander community around the meaningfulness of engagement and self-determination.	There are numerous co-design forums across the ACT Government, unfortunately the meaningfulness of engagement appears to be either routine or focused on a few individuals without broad community engagement or without focus on self-determination.	
ACT	Increase the number of, and participation in, community-based events and activities that showcase and celebrate Aboriginal and Torres Strait Islander culture.	There has been an increase in the number of events that specifically showcase and celebrate Aboriginal and Torres Strait Islander culture. ACT Education, ACT EPSDD have all reported increase in the active recognition of culture.	
ACT	Demonstrated that actions have been taken to remove barriers to delivery of culturally-responsive and respectful services.	This was not raised or discussed at the Hearings.	
ACT	Increase in the proportion of Canberrans who agree that the ACT is an inclusive community and have a greater understanding of reconciliation.	This was not raised or discussed at the Hearings. A baseline and data collection needs to be established for this target.	

Inclusion priority actions

Priority actions	Progress	Recommendations
Celebrate International Year of Indigenous Languages throughout the ACT in 2019.	During the year, there was interest in Ngunnawal words being used and shared across the ACT Government. The United Ngunnawal Elders and a core group of Ngunnawal people are working with the ACT Government to incorporate language into the cultural protocols used across the public service, in particular when undertaking Acknowledgement of Country.	Continued commitment to using Ngunnawal language in official and informal settings to recognise the criticality of language in preserving and sharing a connection to the Ngunnawal culture and land.
Engage and work with the Aboriginal and Torres Strait Islander community in the design of government policy and reform.	<p>Many directorates referenced the <i>ACT Whole of Government Communications and Engagement Strategy 2019</i> and the Aboriginal and Torres Strait Islander Elected Body's <i>Protocols for Working with Aboriginal and/or Torres Strait Islander Peoples</i>.</p> <p>CSD, EPSDD, ACTHD all named specific committees and forums that are engaged to contribute to the design of government policy and reform.</p> <p>CSD has established the Aboriginal and Torres Strait Islander Co-Production Network which is focussed on bringing together the expertise of those with lived experience of the service system. The Network will use the co-production approach to enable lived experience to be heard and influence early support policy, program, and practice reform.</p> <p>CSD also established the Aboriginal and Torres Strait Islander Policy and Practice Co-Design Forum. Core membership includes representatives from the Elected Body, the UNEC, key service providers, community members and people with lived experience. The Forum will deliberate on solutions to human services issues taking into consideration social policy research by leading researchers and practitioners.</p>	As with prior priority actions, the test is in both the engagement and whether that engagement is carefully considered and propels change.
Ensure ACT Government policy and reform acknowledges and supports the needs of Aboriginal and Torres Strait Islander people who identify with diversity groups.	This was not raised or discussed at the Hearings.	Intersectionality (identifying in more than one of the diverse groups of the community) is recognised, but often advocacy, events, grants and opportunities are limited to one aspect of identity.
Review, develop and implement actions identified in RAPs.	RAPs appear to be included as a foundational document alongside a directorate's strategic and business planning processes. Progress against these actions is tracked by each directorate individually.	RAPs that are more bold in how Aboriginal and Torres Strait Islander culture can be recognised, understood and shared in both the identity and services of each directorate.





Priority actions	Progress	Recommendations
Enable ACT Government employees to build a shared vision, meaning and implementation of cultural protocols, and understand their significance.	This was not raised or discussed at the Hearings.	
Embed Aboriginal and Torres Strait Islander culture and language into ACT Government policy and practice using the cultural protocols.	This was not raised or discussed at the Hearings.	
Foster Aboriginal and Torres Strait Islander employee networks within ACT Government.	This was not raised or discussed at the Hearings.	
Provide opportunities for Aboriginal and Torres Strait Islander people to be on-Country by hosting a series of inclusive events.	<p>EPSDD have advised of the following programs:</p> <ul style="list-style-type: none"> • Cultural talks program, which assists with funding for local Aboriginal businesses to work with ex-detainees to assist with on-Country work, reintegration and some social elements. • Youth Justice—cultural immersion programs to try to assist those students. • Kickstart Program—targets early intervention for at-risk youth within the high school age group. It aims to assist participants to get back on track using on-Country activities. It also helps participants gain some qualifications towards natural land management-type activities. 	
Design our shopfronts and workplaces to be more welcoming and inclusive spaces that celebrate Aboriginal and Torres Strait Islander cultures and are culturally-safe meeting spaces.	This was not raised or discussed at the Hearings.	
Implement initiatives that address the <i>Our Booris, Our Way</i> review recommendations.	This was not raised or discussed at the Hearings.	Genuine engagement with the Implementation Oversight Committee and progress towards key recommendations, such as the establishment of the Aboriginal Child Care Association and the Aboriginal and Torres Strait Islander Children's Commissioner.
Implement agreed recommendations coming from the following reports and reviews; <i>Family Matters Report 2018</i> and the <i>Moss Review</i> .	This was not raised or discussed at the Hearings.	



SIGNIFICANT FOCUS AREA: **Connecting the community**

Connecting the community is a critical part of being able to learn and share culture. In relation to the transition of Boomanulla, while still in progress, the Chair commented that: “The way that those projects were run in partnership and with respect for the culture and history of that place has filled us with pride to be able to be part of as well”.

Connecting the community targets




Target	Description	Progress	Status
ACT	Increase in strategic partnerships with Aboriginal and Torres Strait Islander community organisations and businesses.	<p>The Elected Body recognise that there have been significant investments in strategic partnership with Aboriginal and Torres Strait Islander community organisations and businesses.</p> <p>These include:</p> <ul style="list-style-type: none"> investment committed to support WNAHCS to build a modern new health facility investment for a new, purpose-built facility for Gugan Gulwan establishment of new services such as Yarning Circles delivered by Yerra. 	
ACT	Increase in support for Aboriginal and Torres Strait Islander community initiatives and businesses.	<p>ACT Natural Resource Management (ACT NRM) is committed to supporting local Aboriginal and Torres Strait Islander people developing their own enterprises, including ecotourism and cultural tourism.</p> <p>Aboriginal Natural Resource Management (Aboriginal NRM) programs support eco- and cultural tourism businesses by helping them with advice and identification of relevant training, partnerships, mentors, resources and opportunities.</p> <p>Examples of this work include:</p> <ul style="list-style-type: none"> Ongoing support to Aboriginal owned businesses Thunderstone Aboriginal Cultural Services, Culture on the Move and Traditional Owners Aboriginal Corporation Ongoing support to the Mulanggang Traditional Aboriginal Landcare Group Cultural tours with local Traditional Custodians through Dharwa Aboriginal Cultural Tours and Ngunnawal Aboriginal Cultural Tours 	
ACT	Increase in ACT Government's participation in Aboriginal and Torres Strait Islander community events.	<p>Directorates are looking for opportunities to engage with the community. We acknowledge that the various co-design forums used by government to engage are in different stages of establishment and coordination.</p>	
ACT	Increase the number of Aboriginal and Torres Strait Islander community-controlled organisations and management committees.	This was not raised or discussed at the Hearings.	




Connecting the community priority actions




Priority actions	Recommendations	Progress
Increase the number of opportunities available for establishing community managed organisations and arrangements to support improved community connection and support networks.	There are further opportunities for connection and support for new and establishing community organisations to ensure that they have the appropriate structures and funding models in place to be sustainable and deliver impact within the community.	To support the growth of the Aboriginal and Torres Strait Islander community organisations in the ACT, organisations can apply for funding of up to \$25,000 through the New and Emerging Organisation Support Program (NEO Support Program). The NEO Support Program aims to embed Aboriginal and Torres Strait Islander organisations to deliver culturally-appropriate services to Aboriginal and Torres Strait Islander members of the community. In 2018–19, two Aboriginal organisations, Tjillari Justice Aboriginal Corporation and Yeddung Mura (Good Pathways) Aboriginal Corporation received a combined total funding of \$25,000.
Transition the management of Boomanulla Oval to the Aboriginal and Torres Strait Islander community through a community agreed process. Work with Aboriginal and Torres Strait Islander sports groups to connect the community to sports and events including access to Boomanulla Oval.	There are a number of lessons that can be learned from the community and government in the unfolding of Boomanulla. These should be actively reflected upon and implemented for future community engagement and self-determination.	The Elected Body is working with the ACT Government to transition the management of Boomanulla Oval back to community control and governance. This is a project that is currently underway.
Celebrate Aboriginal and Torres Strait Islander culture through delivery of, and participation in, community events.	Celebration of culture is an important opportunity to make the connection between culture and the specific work of directorates.	Each directorate was asked about their engagement of community through events. Most directorates had proactively sought engagement with community on aspects of culture such as a Welcome to Country or sharing of language. The Elected Body recognise the significant work that was required to collect and share this information with the Elected Body.
Support and implement the Aboriginal and Torres Strait Islander Arts Consultation Action Plan to foster community artistic and cultural initiatives, and businesses.		This was not raised or discussed at the Hearings.
Connect with and strengthen relationships between ACT Government, Aboriginal and Torres Strait Islander community organisations and service providers with a focus on providing holistic supports for families and ensuring they are engaged with appropriate services.	Holistic provisions of supports for families requires a level of respect, collaboration and trust that is essential for our community to access the right services at the right time. We feel that more effort is required in linking up programs and services, rather than the patchwork of services that can be difficult to access and navigated for families.	The Growing Healthy Families program is delivered through the three Child and Family Centres (CFCs) in collaboration with local Aboriginal and Torres Strait Islander communities. The program offers a range of culturally-informed health, early childhood development and parenting services to support Aboriginal and Torres Strait Islander children, families and communities. This includes case management for families with high and complex needs, child developmental groups, early support programs and targeted playgroups, and community activities and events. The CFCs also partner with community organisations to deliver the various group activities, including Uniting Care, Gugan Gulwan, the Smith Family, schools and the Belconnen Arts Centre. Activities include Koori Playgroup, Deadly Bubs, Strong Women's Group, Tiddas Girls Group and Koori Boys.

SIGNIFICANT FOCUS AREA: **Economic participation**

Economic participation targets

Target	Description	Progress	Status
Closing the Gap	Sixty-five per cent of Aboriginal and Torres Strait Islander youth (15–24 years) are in employment, education or training by 2028.	The proportion of the 20–24-year-old population having attained at least a Year 12 or equivalent or AQF Certificate II or above in 2016 (most recent data) is 78.1 per cent.	
Closing the Gap	Sixty per cent of Aboriginal and Torres Strait Islander people aged 25–64 years are employed by 2028.	This was not raised or discussed at the Hearings. Establishment of baseline and monitoring data is essential.	
ACT	Increase the number of contracts awarded to Aboriginal and Torres Strait Islander businesses.	<p>Individual directorates are seeking to implement the Aboriginal and Torres Strait Islander Procurement Policy:</p> <ul style="list-style-type: none"> • ACT Housing confirmed two specific high-value contracts that were awarded to Aboriginal and Torres Strait Islander businesses. ACT Housing has made significant and conscious decisions in relation to increasing the IPP number and value of contract spend. • Between July–December 2019, TCCS made 11 engagements for a total of \$900,000, which represents 1.53 per cent of the TCCS procurements. • ACTHD confirmed nine contracts that comply with the policy. There are an additional five contracts with businesses not currently registered with relevant organisations in a way that means they can be counted to the policy. The directorate is working with them as needed to encourage and support registration. <p>ACTHD has also put in place a number of strategies to support the achievement of the Aboriginal and Torres Strait Islander Procurement Policy's performance targets including:</p> <ul style="list-style-type: none"> • incorporating the requirements of the policy into the ACTHD <i>Procurement and Contract Management Guide</i> • partnering with Procurement ACT to hold staff information and training sessions in late 2019 • promoting the policy to executives to ensure they consider it in their procurement processes • monitoring progress towards achieving the Aboriginal and Torres Strait Islander Procurement Policy through governance committees • working with business areas in the directorate to ensure current contracts that engage Aboriginal and Torres Strait Islander businesses are identified and captured in reporting • working with business areas across government to capture spend data and opportunities. 	

Target	Description	Progress	Status
ACT	Increase the value of procurements from Aboriginal and Torres Strait Islander businesses.	<p>Of the two successful Housing ACT tenderers mentioned above, both of whom are registered with Supply Nation, they have been allocated \$17.3 million work for the initial six months of this financial year, against a spend of \$23 million.</p> <p>ACT Education was unable to confirm their spend against the targets due to the decentralised decision-making and procurement across the network of schools.</p> <p>Canberra Health Services (CHS) currently have one contract awarded to Gulanga Group Pty Ltd for the provision of maintenance and support for software. CHS is currently in contract with Rork Projects Pty Ltd, via Major Project Canberra, for the construction of the Northside Opioid Treatment Service. CHS also engages Chemworks Pty Ltd on a regular basis for the supply of domestic products off contract via a purchase order.</p>	
ACT	Increase the number of Aboriginal and Torres Strait Islander businesses, social enterprises and entrepreneurs supported.	Programs to support Aboriginal and Torres Strait Islander entrepreneurs, businesses and social enterprises have not been run in this past year.	
ACT	Increase the number of Aboriginal and Torres Strait Islander people employed through the Employment Inclusion Program (supporting traineeships and apprenticeships).	<p>The Canberra Institute of Technology (CIT) Year 12 Program (via Pathways College) currently has 16 students enrolled who identify as Aboriginal and Torres Strait Islander peoples. These students have access to dedicated support staff through the Yurauna Centre.</p> <p>The Australian School-based Apprenticeship (ASBA) program provides opportunities for school students to undertake work-related training across a wide range of industries, including traditional trades, business, and hospitality. The program supports successful transitions from school to work and/or further study. In 2018–19, 22 Aboriginal and Torres Strait Islander learners participated in the program.</p> <p>In 2019, Skills Canberra provided funding for a two-year Industry Pathways Course (IPC) trial. The IPC, delivered in partnership with the CIT, is a pre-employment initiative that provides a range of skills for work and life for school students, enabling them to complete a Certificate II in Skills for Work and Vocational Pathways. Class groups from four ACT public schools participated in the pilot. Five of the 80 participants identified as Aboriginal and Torres Strait Islander peoples.</p> <p>The Australian Apprenticeships and Skilled Capital programs provide training subsidies for a range of courses and include an additional loading of \$500 per person for Aboriginal and Torres Strait Islander students. There has been strong growth in the number of government-funded Aboriginal and Torres Strait Islander VET students enrolled in the ACT in recent years, and in the outcomes achieved. Between 2015 and 2018, the number of Aboriginal and Torres Strait Islander VET student enrolments increased by nearly 30 per cent (from 555 to 750), and more than half of these students were aged 15–24 years.</p> <p>As of 2019, Aboriginal and Torres Strait Islander students completing these programs were 5.4 per cent more likely to be employed after training than the non-Indigenous cohort. This is a significant improvement since 2016, when Aboriginal and Torres Strait Islander students were 1.8 per cent less likely to be employed.</p> <p>CMTEDD has advised that the 2019–20 Aboriginal and Torres Strait Islander Vocational Employment Program was advertised in October 2019. Thirty-two applications were received with 22 candidates being interviewed in March 2020 for nine to 12 positions across the ACTPS. Successful candidates are expected to commence before the end of the financial year 2020.</p> <p>Since 2015–16 a total of 28 participants have commenced in the Aboriginal and Torres Strait Islander Vocational Employment Program (or its predecessor, the Aboriginal and Torres Strait Islander Traineeship Program). Of the 28 participants who commenced in these programs, 25 successfully completed the programs and 17 remain currently employed in the ACTPS.</p>	

Target	Description	Progress	Status																																																
ACT	Increase the number of Aboriginal and Torres Strait Islander people in senior positions across the ACTPS by 2021.	<p>Aboriginal and Torres Strait Islander staff who have senior positions in the ACTPS are currently unknown.</p> <p>There does appear to be an increase in the number of roles that are identified as being specifically for an Aboriginal and/or Torres Strait Islander people to apply. However, there is less focus on the recruitment of Aboriginal and Torres Strait Islanders in senior positions of influence (senior executive service roles) and that leaves some question as to how more junior employees are supported through their employment and able to raise both positive and negative issues with senior leadership.</p>																																																	
ACT	Increase the number of Aboriginal and Torres Strait Islander employees across the ACTPS and non-government services.	<p>Across the ACT Public sector, Aboriginal and Torres Strait Islander people make up between 1.8 per cent of the ACTPS. The <i>ACT Public Service Employment Strategy</i> facilitates the realisation of this aim through real actions that are being implemented across the service to reach the commitment to employing 407 Aboriginal and Torres Strait Islander peoples by 30 June 2019. Recent data demonstrates that the ACTPS has achieved this goal.</p> <p>Aboriginal and Torres Strait Islander people employed by the ACTPS, at 30 June</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> <th>2029</th> </tr> </thead> <tbody> <tr> <td>Headcount</td> <td>423</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Percentage</td> <td>1.8%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Target</td> <td>1.5%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>There is no consolidated information published on an annual basis that tracks the number of Aboriginal and Torres Strait Islander people in non-government, private or community, services. This information will be available from the Census in 2021.</p>		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	Headcount	423											Percentage	1.8%											Target	1.5%											
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ACT	Increase the number of Aboriginal and Torres Strait Islander detainees accessing Prison to Work initiatives.	Commonwealth funded Prison to Work initiative — Time to Work (TWES)— is ongoing and has been revised to link with the ACT Extended Throughcare Program and in the reporting period engaged with 12 detainees during three separate engagements at the AMC with the TWES Indigenous Liaison Officer.																																																	

Economic participation priority actions

Priority actions	Progress	Recommendations
Implement the Aboriginal and Torres Strait Islander Procurement Policy.	<p>The Procurement Policy was launched within the ACT Government on 31 May 2019 and directorates have received guidance as to the continued implementation of the policy. The ATSIPP; includes addressable targets for each of the next three financial years from 1.0 per cent in 2019–20 rising to 2.0 per cent in 2020–21.</p> <p>It is not clear that all directorates are on track to meet this target for this financial year, partly due to poor, decentralised reporting practices.</p>	Ensure that the policy is thoroughly implemented reporting mechanism across ACT directorates and also within directorates and a centralised, comprehensive reporting mechanism to capture the number and value of contracts and continues to be monitored over the life of the Agreement.
Procure services and products from local Aboriginal and Torres Strait Islander businesses.	EPSDD were able to specify local Aboriginal and Torres Strait Islander businesses. Otherwise, this was not raised or discussed at the Hearings.	
Link Aboriginal and Torres Strait Islander businesses and entrepreneurs to programs and activities that support existing and new businesses.	This was not raised or discussed at the Hearings.	
Work with the Aboriginal and Torres Strait Islander community to foster and promote cultural tourism opportunities.	<p>Through VisitCanberra's everyday activity, there are a range of mechanisms that used to promote both a national Indigenous story and a more localised Indigenous story through campaigns and publications, e.g. the production of 150,000 copies of the annual visitors guide. Localised Indigenous experiences are promoted as a part of the guide.</p> <p>Canberra Region Visitor Centre (CRVC) opportunities:</p> <ul style="list-style-type: none"> • CRVC Indigenous Garden Bed Garden bed design and installation by Tyrone Bell of Thunderstone Aboriginal Cultural and Land Management. • Dharwra Aboriginal Cultural Tours by Yass-raised Ngunnawal man Tyrone Bell—bookings for tours are made via the CRVC Bookeasy Reservation System for day tours. <p>The CRVC has items for purchase through the shopfront by the following:</p> <ul style="list-style-type: none"> • Ngunnawal artist Richie Allan • Ngunnawal artist Shaenice Allan • Wiradjuri artist Darren Cooper (based in West Wyalong, NSW) • Bush food and medicine by Ngunnawal man Adam Shipp (Yurbay) • Burrunju Art Gallery—a not-for-profit organisation that specialises in authentic hand-made Aboriginal arts and crafts—art exhibition. <p>VisitCanberra through their industry development program in partnership with the national body, the Australian Tourism Export Council, has supported two Indigenous businesses run by Ngunnawal men to become international market ready:</p> <ul style="list-style-type: none"> • Dharwra Aboriginal Cultural Tours, Tyrone Bell. • Traditional Owners Aboriginal Corporation, Richie Allan. 	<p>The specific actions that have been taken to promote local Aboriginal and Torres Strait Islander talent from within the community and the continued commitment to foster and promote cultural tourism opportunities is welcome.</p> <p>We look forward to further expansion of these type of opportunities for Aboriginal and Torres Strait Islander creative and business opportunities.</p>

Priority actions	Progress	Recommendations														
Implement a range of employment strategies which focus on attracting and recruiting Aboriginal and Torres Strait Islander people and providing career development and advancement opportunities.	<p>The Aboriginal and Torres Strait Islander Employment Pathways Program provides opportunities to transition to the workforce through earning while learning through an ASBA. ASBAs can be undertaken in occupational areas such as: horticulture, business, information technology and events management. In the first half of 2019, four students commenced in the Employment Pathways Program and there are six positions yet to commence.</p>	<p>Pathways, such as those promoted by ASBA, are important mechanisms for employment.</p> <p>The Elected Body would also like to see similar commitment to lateral recruitment into Senior Officer and Senior Executive positions.</p>														
Review and implement the whole of government employment strategy for Aboriginal and Torres Strait Islander people.	<p>A number of directorates reported that they were considering Aboriginal and Torres Strait Islander pathways and employment through their workforce strategies.</p> <p>The ESA have advised that there are 17 staff who self-identify as being from an Aboriginal and Torres Strait Islander background. This represents 2.25 per cent of the total ESA workforce.</p> <table border="1"> <thead> <tr> <th>Officer type</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Fire and Rescue</td> <td>10</td> </tr> <tr> <td>Ambulance Support</td> <td>1</td> </tr> <tr> <td>Ambulance</td> <td>3</td> </tr> <tr> <td>Administrative</td> <td>2</td> </tr> <tr> <td>Technical</td> <td>1</td> </tr> <tr> <td>Total</td> <td>17</td> </tr> </tbody> </table> <p>The representation in ACT Fire & Rescue (ACTF&R) can be attributed to the Indigenous Fire and Rescue Employment Strategy (IFARES). This is an ongoing partnership between ACTF&R, Fire and Rescue New South Wales, and TAFE NSW. It provides a six-month training program for Aboriginal and Torres Strait Islander candidates who wish to become full-time firefighters. At the end of the program, candidates are offered positions on future recruit training programs, alongside applicants who have been successful in the general recruitment for permanent firefighter positions.</p>	Officer type	Number	Fire and Rescue	10	Ambulance Support	1	Ambulance	3	Administrative	2	Technical	1	Total	17	<p>The Elected Body received reports of varying specificity from all directorates. It would be appropriate that a whole of government strategy promotes the success of some of the specific employment programs and seeks to extend the capacity and capability of staff to build them into higher level positions and responsibilities to ensure that there is cultural safety within the ACTPS workforce.</p> <p>The ACTPS needs to continue to build beyond the networking and mutual support mechanisms to significant advocacy and talent management for advancement to senior executive positions for Aboriginal and Torres Strait Islander people.</p>
Officer type	Number															
Fire and Rescue	10															
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Provide students with access to transition and career tools to enable them to make informed decisions in Years 11 and 12.	This was not raised or discussed at the Hearings.															
Create work experience opportunities that focus on personal and vocational development for Aboriginal and Torres Strait Islander students from local secondary schools.	This was not raised or discussed at the Hearings.															





SIGNIFICANT FOCUS AREA: **Health and wellbeing**






Access to appropriate health and wellbeing services for the community is a critical area of need. The Ngunnawal Bush Healing Farm is just starting to develop and deliver programs for the community.





It is acknowledged that at the time of the drafting of targets and priority actions, that ACT Health was one entity prior to division into ACT Health and Canberra Health Services. In the next reporting period of the Agreement, it is expected that responsibilities between the two directorates will be arranged and that appropriate action plans and associated data can be provided to the Elected Body.

As part of the initial planning and early design phase of the SPIRE Project, the territory has established several consultative reference groups. The groups meet regularly during this phase of the project, with their feedback and advice inputting into the planning and design phase.

Health and wellbeing targets

Target	Description	Progress	Status
Closing the Gap	Close the gap in life expectancy between Aboriginal and Torres Strait Islander and non-Indigenous Australians within a generation by 2031.	Life expectancy at birth data by Indigenous status are not available for the ACT. Due to the small number of Indigenous deaths in the territory, it is not possible to construct life tables for the jurisdiction (ABS 2009). Nationally, for Aboriginal and Torres Strait Islander babies born in 2015–17, estimated life expectancy was 71.6 years for males and 75.6 years for females. The life expectancy gap for Aboriginal and Torres Strait Islander people and non-Indigenous people has narrowed since 2005–07 (from 11.4 to 8.6 years for males, and from 9.6 to 7.8 years for females). Source: COAG Dashboard, https://performancedashboard.d61.io/indigenous/indigenous_indig_mortality# , 13 May 2020.	
Closing the Gap	By 2028, 90–92 per cent of babies born to Aboriginal and Torres Strait Islander mothers have a healthy birthweight.	In the ACT in 2014, after excluding multiple births, the low birthweight rate for Indigenous singleton birth babies was 2.3 times the rate for non-Indigenous babies (10.7 per cent compared with 4.8 per cent). Source: <i>Aboriginal and Torres Strait Islander Health Performance Framework 2017 report</i> , ACT.	
ACT	Strengthened support for mental health and suicide prevention.	ACT has released the <i>ACT Mental Health Strategy</i> which complements the national strategy — <i>The National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing (2017–2023)</i> .	
ACT	Reduced transmission of sexually transmitted disease and bloodborne viruses and reduction in related social impacts.	ACT Sexually Transmissible Infection and Blood Borne Virus (STIBBV) Health Advisory Committee (HAC). The STIBBV HAC was established in 2019 and is comprised of engaged members of the STIBBV sector and government representatives. In 2019, the HAC worked together to develop a comprehensive multi-year workplan, guided by the collective national strategies. The workplan identifies and prioritises actionable areas of work for STI and BBV-related matters in the ACT, particularly with respect to delivering on the statement of priorities and prioritising recommendations from recent surveillance and research projects.	

Target	Description	Progress	Status																				
ACT	<p>Increased vaccination coverage rates of Aboriginal and Torres Strait Islander people in at least two of the following three cohorts:</p> <ul style="list-style-type: none"> • 12 to ≤15 months • 24 to ≤27 months • 60 to ≤63 months <p>relative to the baseline until a coverage rate of ≥95 per cent is achieved.</p>	<p>ACT Health have advised the following vaccination rates for 2018 for Aboriginal and Torres Strait Islander infants and children in the ACT:</p> <table border="1"> <thead> <tr> <th>Age group</th> <th>Target rate</th> <th>Immunisation rate</th> <th>Variance</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>12 months</td> <td>≥ 95%</td> <td>97.52%</td> <td>+2.52%</td> <td>On track</td> </tr> <tr> <td>24 months</td> <td>≥ 95%</td> <td>89.81%</td> <td>-5.19%</td> <td>Not on track</td> </tr> <tr> <td>60 months</td> <td>≥ 95%</td> <td>97.93%</td> <td>+2.92%</td> <td>On track</td> </tr> </tbody> </table> <p>Source: Historical coverage data tables for Aboriginal and Torres Strait Islander children, Department of Health</p>	Age group	Target rate	Immunisation rate	Variance	Status	12 months	≥ 95%	97.52%	+2.52%	On track	24 months	≥ 95%	89.81%	-5.19%	Not on track	60 months	≥ 95%	97.93%	+2.92%	On track	
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ACT	Continued commitment to and development of the Ngunnawal Bush Health Healing Farm (NBHF) including undertaking a review to inform continued improvements of governance and program development.	The NBHF has been staffed and recruitment processes have completed. Ongoing revision of the nature and success of programs is required.																					
ACT	Continued partnerships for the development of culturally-appropriate rehabilitation and detox options in Canberra for Aboriginal and Torres Strait Islander people.	There are partnerships with local organisations, however, the ACT Aboriginal and Torres Strait Islander community remains without critical detox facilities and culturally-appropriate options.																					
ACT	Demonstrated enhancement of therapeutic relationship between consumers, carers and staff.	There is an Aboriginal and Torres Strait Islanders Consumer Forum.																					
ACT	Demonstrated enhancement of experience of holistic health care.	<ul style="list-style-type: none"> • <i>The Healthy Canberra: ACT Preventive Health Plan 2020–2025</i> includes a focus on population groups with specific health needs including Aboriginal and Torres Strait Islander people who we know experience a burden of disease two to three times greater than the general population. • The ACT Government is developing the Best Start Framework to guide future effort in service design, system reform and investment to deliver improved life outcomes for Canberra's children. The Framework will be inclusive of all family types raising and caring for children including Aboriginal and Torres Strait Islander families and communities. • Aboriginal and Torres Strait Islander health and community organisations and networks are provided with information about the ACT Health Promotion Grants Program's funding opportunities. • Registered nurses conduct Kindergarten Health Checks in all ACT primary schools. The health check includes vision, hearing, height, weight and development. 																					

Target	Description	Progress	Status														
ACT	Demonstrated engagement with transport initiatives such as the Aboriginal and Torres Strait Islander bus and active travel initiatives in line with community expectations.	<p>The Aboriginal and Torres Strait Islander bus service is run through the flexible bus office in Tuggeranong, where the two buses are situated. TCCS liaises with 33 community groups within the territory about the provision of the service.</p> <p>In total, there has been 868 trips so far this year, and 2,950 people have been carried on those services. This is in line to equal or better the previous four years, this being the fourth year. The travel breakdown is as follows:</p> <table border="1"> <thead> <tr> <th>Reason for travel</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Appointments</td> <td>40</td> </tr> <tr> <td>Medical</td> <td>79</td> </tr> <tr> <td>Outings</td> <td>248</td> </tr> <tr> <td>Shopping</td> <td>22</td> </tr> <tr> <td>Social</td> <td>202</td> </tr> <tr> <td>Sorry business</td> <td>212</td> </tr> </tbody> </table> <p>Source: Information provided by TCCS at Hearings, March 2020.</p>	Reason for travel	Number	Appointments	40	Medical	79	Outings	248	Shopping	22	Social	202	Sorry business	212	
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ACT	Ninety per cent of Aboriginal and Torres Strait Islander children and young people in the care of the Director-General have a therapeutic assessment finalised within 16 weeks of entering out of home care.	This was not raised or discussed at the Hearings.															
ACT	Students complex and challenging behaviours will be supported in accordance with the Safe and Supportive Schools Policy and Procedures.	This was not raised or discussed at the Hearings.															
ACT	Increase the number of Aboriginal and Torres Strait Islander detainees accessing Prison to Work initiatives.	This was not raised or discussed at the Hearings.															

Health and wellbeing priority actions

Priority actions	Progress	Recommendations
Implement the <i>National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017–2023</i> .	<p>ACT LifeSpan Aboriginal and Torres Strait Islander Working Group and NBHF Advisory Board are provided with appropriate supports and mechanisms to enable informed and culturally-appropriate strategies in achieving positive and life-changing outcomes for the Aboriginal and Torres Strait Islander community.</p> <p>The ACT LifeSpan Aboriginal and Torres Strait Islander Working Group has been established to provide advice and guidance on culturally-appropriate and safe Aboriginal and Torres Strait Islander suicide prevention strategies, as well as to guide the implementation of these strategies for the ACT.</p>	Mental health is a priority for the Aboriginal and Torres Strait Islander community and there are key expectations that these working groups will result in direction of new funding and programs to support the mental health of the community.
Proactively support Aboriginal and Torres Strait Islander people access to Country to improve health and wellbeing outcomes.	This was not raised or discussed at the Hearings.	
Collaborate with Aboriginal and Torres Strait Islander services and other stakeholders to determine specialist AOD implementation priorities, including residential rehabilitation for Aboriginal and Torres Strait Islander peoples.	This was not raised or discussed at the Hearings.	
Deliver ear, nose and throat surgery for at risk Aboriginal and Torres Strait Islander infants, children and young people.	<p>From March 2019 to February 2020, there were 32 Aboriginal and Torres Strait Islander People aged 17 years or less had their awaited ear, nose and throat elective surgery procedure at an ACT Public Hospital.</p> <p>As at 29 February 2020, there were 21 Aboriginal and Torres Strait Islander People aged 17 years or less currently waiting for ear, nose and throat surgery on the ACT Public Elective Surgery Waiting List.</p> <p>ACT Health has advised that the median waiting time 216 days.</p>	Seven months is still a long period of time in a young child's life to wait for surgery that may positively influence their ability to engage with their family and participate in their education.
Develop and implement a strategy to enhance living infrastructure in the territory.	This was not raised or discussed at the Hearings.	
All Aboriginal and Torres Strait Islander children and young people in the care of the Director-General have a Therapeutic Assessment.	This was not raised or discussed at the Hearings.	
Schools develop a Positive Behaviour Support Plan for students with complex and challenging behaviour.	The Education Directorate does not currently have a system in place to monitor the number of students with Positive Behaviour Support Plans but this is being addressed as part of the transition to the new Student Administration System.	We look forward to the Education Directorate providing a baseline and continued reporting on this measure over the course of the Agreement.
Develop the ACT Health Aboriginal and Torres Strait Islander Workforce Action Plan.	This was not raised or discussed at the Hearings.	

Priority actions	Progress	Recommendations
<p>Enable the Aboriginal and Torres Strait Islander community to connect with people and services through active travel opportunities.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Provide an increase in Aboriginal and Torres Strait Islander leadership opportunities in mental health sector.</p>	<p>ACT Health have advised that an Aboriginal and Torres Strait Islander Suicide Prevention Officer position was established in 2019 to support community engagement and implement culturally-appropriate suicide prevention strategies.</p> <p>The Aboriginal and Torres Strait Islander Working Group, chaired by members of the local community, was also established in July 2019 to guide the implementation of culturally-appropriate strategies across Lifespan implementation.</p> <p>The Working Group has recommended that a Community Forum on Aboriginal and Torres Strait Islander Suicide Prevention (the Forum) is to be held to provide an opportunity for community input into culturally-appropriate suicide prevention strategies. It is hoped that it may go ahead later in the year.</p> <p>The Working Group has also recommended that a culturally-appropriate Suicide Prevention Training Program is provided for Aboriginal and Torres Strait Islander participants who work directly to support the local community. ACTHD contracted Wesley LifeForce to provide this training during 2020. Discussions are underway with WNAHCS to schedule the training.</p>	<p>Governance, consultation and programs are important, however this action specifically looks at increasing Aboriginal and Torres Strait Islander leadership opportunities in mental health sector.</p>
<p>Implement the recommendations of the Aboriginal and Torres Strait Islander specific National Health Partnership Agreements.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Work to enhance Boomanulla Oval for use as a sporting facility and transition to be under the management of the Aboriginal and Torres Strait Islander community.</p>	<p>This activity is complete and there are ongoing plans for the redevelopment—the transition to the community has occurred.</p>	<p>Complete with ongoing development.</p>
<p>Work to enhance the NBHF as a culturally based healing program.</p>	<p>ACTHD advised program participants were generally aged 27–39 years, with around half falling within this age range.</p>	









Priority actions	Progress	Recommendations
<p>Through the implementation of the National Safety and Quality Health Service Standards, the ACT health system will design, measure and evaluate healthcare in partnership with Aboriginal and Torres Strait Islander Canberrans.</p>	<p>Under the <i>ACT Health Quality Strategy (2018–28)</i>, public health service providers partner with consumers to improve and co-design services to meet their needs and preferences. ACTHD monitors and reports on the implementation of the strategy to the Minister.</p> <p>At the time of release of the strategy, a formal review at the end of two years was foreshadowed. It is anticipated this review will be initiated in 2020 and include input from all public health service providers, consumers and other stakeholders, including Aboriginal and Torres Strait Islander health stakeholders. This review will also provide an opportunity to explore whether services are being provided in a culturally-safe manner.</p>	<p>There appears to be no specific progress on the evaluation of healthcare in partnership with Aboriginal and Torres Strait Islander Canberrans, it appears there will be a review of the full strategy in 2020.</p>
<p>Work in partnership with agencies and the Aboriginal and Torres Strait Islander community to develop and implement tailored health and wellbeing initiatives for AMC detainees.</p>	<p>This was not raised or discussed at the Hearings.</p>	

SIGNIFICANT FOCUS AREA: **Housing**

Housing is a critical element of ensuring safety and security in our community.

Housing targets

Target	Description	Progress	Status
Closing the Gap	Increase the proportion of Aboriginal and Torres Strait Islander population living in appropriately sized (not overcrowded) housing to 82 per cent by 2028.	In 2016, 5.3 per cent (174) of Aboriginal and Torres Strait Islanders households in the ACT were in overcrowded homes. This means 94.7 per cent of households were in appropriately sized housing in 2016. Source: Census 2016. More up-to-date data will not be available until the 2021 Census. Data is generally analysed and published by the AIHW.	
ACT	Increase in Aboriginal and Torres Strait Islander home ownership.	In the ACT, Aboriginal and Torres Strait Islander home ownership in 2016 was 1,397 (44.4 per cent) households were owning or buying their own home. Source: Census 2016. More up-to-date data will not be available until the 2021 Census. Data is generally analysed and published by the AIHW.	
ACT	Decrease in the number of Aboriginal and Torres Strait Islanders experiencing homelessness.	In 2016, there were 95 Aboriginal and Torres Strait Islander homeless persons. Source: Census 2016. More up-to-date data will not be available until the 2021 Census. Data is generally analysed and published by the AIHW.	
ACT	Increase in culturally-appropriate housing options in the ACT.	A commitment of \$4.488 million was made to build ten new culturally-safe and responsive homes for older Aboriginal and Torres Strait Islander Canberrans at a new housing complex. The new homes will build on the success of Mura Gunya, a five-unit complex that opened in November 2016. Source: ACT Agreement Annual eReport.	
ACT	Increase the number of Aboriginal and Torres Strait Islander community controlled organisations and management committees.	ACT Housing have been approached by several organisations and have been working for over 18 months in terms of how to work together to progress the development of community housing organisations. There is also an opportunity in terms of the commitment made under the action plan around establishing the community participation approach. We have been engaging with anybody who is interested in progressing a community housing organisation. Most of our conversations have been with Yeddung Mura pathways. Housing ACT are engaging and inviting innovative ways that they might support organisations into developing a property and tenancy management service offer. Source: ACT Aboriginal and Torres Strait Islander Hearings Hansard.	
ACT	Increase in housing and accommodation options for Aboriginal and Torres Strait Islanders in contact with the justice system.	This was not raised or discussed at the Hearings.	

Housing priority actions

Priority actions	Progress	Recommendations
Implement the <i>ACT Housing Strategy</i> including delivery of actions that support Aboriginal and Torres Strait Islander peoples.	The <i>ACT Housing Strategy</i> is in its implementation phase having been released in October 2018. There are several goals that reference the specific needs of the Aboriginal and Torres Strait community in relation to housing needs and options to reduce episodic and chronic homelessness.	The Elected Body recognise the Housing First approach that is being pursued across the homelessness services sector and look forward to seeing the monitoring and reporting against these indicators.
Establish a community participation approach to understand housing needs and requirements in the Aboriginal and Torres Strait Islander community to develop housing options and opportunities that may form the basis of an Aboriginal and Torres Strait Islander Housing Policy.	The ACT Government is examining how it can strengthen engagement with the Aboriginal and Torres Strait Islander community, to better understand current and future housing needs in the community. A future Aboriginal and Torres Strait Islander Housing Policy is also being considered and insights gained through current community participation activities, such as co-design process and community consultations, will be used accordingly to shape this.	Genuine consultation and co-design processes are welcome.
Work with the Aboriginal and Torres Strait Islander Elected Body to expand the range of culturally-appropriate housing options for the Aboriginal and Torres Strait Islander community and enhance the capacity of the community housing sector to deliver culturally-appropriate housing options for Aboriginal and Torres Strait Islander peoples.	Housing ACT have engaged with the Elected Body in periods of design and consideration of housing options specifically designed to meet the specific needs Aboriginal and Torres Strait Islander community.	The Elected Body recognise the engagement that has led to significant housing developments of older Aboriginal and Torres Strait Islander people. We expect continued engagement in future expansion of appropriate housing options for our families.
Work closely with the Aboriginal and Torres Strait Islander community to co-design the new long-term accommodation complex for older Aboriginal and Torres Strait Islander people.	The Lyons Project has commenced. Five units in Lyons Stage 2 estimated completion by October 2020 and Stage 3, Dickson 2022.	The continued investment in these co-designed spaces and housing environments is welcome.
Support the development of Aboriginal and Torres Strait Islander managed community housing in the ACT.	This was not raised or discussed at the Hearings.	
Undertake a targeted communications project to promote the role of Indigenous Business Australia as housing financier for Aboriginal and Torres Strait Islander Australians to purchase a home with low cost financing.	This was not raised or discussed at the Hearings.	
Provide primary health services at the Early Morning Centre to allow ongoing medical support for people experiencing or at risk of homelessness.	This was not raised or discussed at the Hearings.	





Priority actions	Progress	Recommendations
Work closely with schools and communities to ensure appropriate consideration is given to kinship connections when enrolling subsequent siblings to a school when a family is living outside their priority enrolment area.	ACT Education confirmed that kinship connections and siblings will be maintained within a school enrolment and will look to reflect this within the enrolment policy.	That this is openly communicated and able to be accessed by Aboriginal and Torres Strait Islander family and communities.
Supporting diversionary programs that assist with accommodation options for Aboriginal and Torres Strait Islander people.	This was not raised or discussed at the Hearings.	





SIGNIFICANT FOCUS AREA: **Justice**

Justice continues to be a focus for the Aboriginal and Torres Strait Islander community in the ACT.

Justice targets

Target	Description	Progress	Status
Closing the Gap	Reduce the rate of Aboriginal and Torres Strait Islander young people in detention by 11–19 per cent and adults held in incarceration by at least 5 per cent by 2028.	The Age-Standard Imprisonment rate per 100,000 adults for ACT Aboriginal and Torres Strait Islanders was 1,602.5.	
ACT	Increase in on-Country participation of all Aboriginal and Torres Strait Islander people.	<p>JACS advised that the programs promoting connection to Country and culture running over the past year included:</p> <ul style="list-style-type: none"> • Culture and Land Management Program (CALM) — 40 referrals • Elders and Community Leaders Visitation Program — eight formal group visits, engaging 102 detainees in total, and four one-on-one engagements with Aboriginal and Torres Strait Islander detainees • Elders Yarning Circle Program: <ul style="list-style-type: none"> • women — eight occasions averaging nine participants per session • men — 11 occasions averaging 15 participants per session • Elders and Community Leaders Healing Program — Individual Elders attended the AMC to provide one on one welfare counselling to 14 male and 12 female detainees • Indigenous Chaplaincy Service — five occasions averaging 15 participants per service <p>EPSDD have advised of the following programs:</p> <ul style="list-style-type: none"> • Cultural talks program, which is assisting to fund local Aboriginal businesses to work with ex-detainees to assist with on-Country work, reintegration and some social elements, to again work with them. • Youth Justice — cultural immersion programs to try to assist those students. <p>Kickstart program — targeting early intervention for at-risk youth within the high school age group to try to assist them to get back on track. It uses on-Country types of activities and assisting them to get some qualifications towards natural land management-type activities.</p>	
ACT	Increase in the number of families engaged with formal parenting and family support services for detainees and post release.	This was not raised or discussed at the Hearings.	
ACT	Youth justice case plans completed within six weeks.	This was not raised or discussed at the Hearings.	


Target	Description	Progress	Status
ACT	At least 25 per cent of all eligible 18–25 year old Aboriginal and Torres Strait Islander people will be referred to Restorative Justice by ACT Policing as a diversion from the formal criminal justice system.	ACT Policing is proactively diverting persons away from the criminal justice system and towards specialist providers for issues such as poor physical and mental health, alcohol and other drug and substance dependence issues. ACT Policing members can make immediate referrals to a range of support services through the Supportlink portal. The Supportlink team confirms that referrals are made regularly to Winnunga and to other services for clients with health and welfare concerns.	


ACT	Increase access to Aboriginal and Torres Strait Islander community-controlled targeted early support and prevention services for victims, perpetrators and families.	<p>JACS has ten current contracts for the delivery of justice programs by community-controlled organisations in the ACT Region. In the past 12 months, the directorate has funded or established formal partnerships with three additional community-controlled organisations for the first time: Yeddung Mura (Good Pathway Aboriginal Corporation); Tjillari Justice Aboriginal Cooperation; and Clybucca Dreaming.</p> <p>Applications for an additional \$1,350,000 for the Justice Reinvestment Program, Yarrabi Bamirr closed on 20 April 2020, following which additional contracts will be awarded to extend this valuable program in the ACT community. This is additional to the table below. JACS have advised that the following contracts with community-controlled organisations that are current, or have been delivered over the past 12 months are as follows:</p>	
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Entity	Program	Contract length	Contract end	Funding
Aboriginal Legal Service NSW/ ACT	Ngurrumbai	3 yrs, 8 mths	30 June 2021	\$632,072.00
	Yarrabi Bamirr (JR)	31 mths	30 June 2020	\$295,500.00
	Frontup (CJP)	3 yrs	30 June 2022	\$253,333.33
	Duty Lawyer	1 yr	30 June 2020	\$100,390.00
Yeddung Mura (Good Pathways) Aboriginal Corporation	Throughcare	3 yrs	30 June 2022	\$512,525.68
	Yarning Circles	3 yrs	30 June 2022	\$170,841.90
Tjillari Justice Aboriginal Corporation	Galambany Circle Sentencing Court Support	3 yrs	30 June 2022	\$259,692.10
WNAHCS	Justice Reinvestment Program (Yarrabi Bamirr)	3 yrs	30 June 2022	\$1,350,000.00
Clybucca Dreaming	Yarning Circles for Women	7-wk program	Completed 2019	\$7,000.00
	Yarning Circles for Indigenous Women	Ongoing (\$150 p/w estimated cost)	Ongoing	\$7,800.00 (p/a estimated cost)
	Indigenous Women's Leadership Program	Cost per 10-week program	Ongoing	\$5,000.00
Total				\$3,594,155.01

From July 2019, three events of the Tjillari Justice 'Strong Culture Strong Families' ran at the AMC and each event included six detainees and 25 family members.

The Elders Visitation Program was held on a monthly basis in 2019 (12 events total). In 2018, there were 279 detainee engagements with the program. In 2019, this increased to 307 detainee engagements.

Target	Description	Progress	Status																
ACT	Increase services provided by Aboriginal and Torres Strait Islander community-controlled organisations for targeted early support and prevention.	<p>Gugan Gulwan has recently commenced a Functional Family Therapy program which is critical to providing intensive family support for community members.</p> <table border="1"> <thead> <tr> <th>Organisation</th> <th>Program</th> <th>Description</th> <th>Funding</th> </tr> </thead> <tbody> <tr> <td>Yeddung Mura (Good Pathways) Aboriginal Corporation</td> <td>Yarning Circles (3-year funding agreement)</td> <td>A series of 26-week programs using co-designed (cultural and therapeutic) activities in a group setting to support ex-detainees to stay in the community and rebuild their lives, rather than return to prison.</td> <td>\$170,841.90</td> </tr> <tr> <td>Tjillari Justice Aboriginal Corporation</td> <td>SOS Program</td> <td>A 12-week course of life skills including future planning, financial stability, health and wellbeing, mental health, alcohol and other drugs, budgeting, leisure time activities, work preparation and using technology.</td> <td>In kind support via the Galambany Circle Court</td> </tr> <tr> <td></td> <td>Literacy and Numeracy Assessment Program</td> <td>The program comprises: a pre-interview writing task; interview (educational history); interview assessment; reading; writing; oral communication; public communication; personal communication; systems communication and numeracy.</td> <td>In kind support via the Galambany Circle Court</td> </tr> </tbody> </table>	Organisation	Program	Description	Funding	Yeddung Mura (Good Pathways) Aboriginal Corporation	Yarning Circles (3-year funding agreement)	A series of 26-week programs using co-designed (cultural and therapeutic) activities in a group setting to support ex-detainees to stay in the community and rebuild their lives, rather than return to prison.	\$170,841.90	Tjillari Justice Aboriginal Corporation	SOS Program	A 12-week course of life skills including future planning, financial stability, health and wellbeing, mental health, alcohol and other drugs, budgeting, leisure time activities, work preparation and using technology.	In kind support via the Galambany Circle Court		Literacy and Numeracy Assessment Program	The program comprises: a pre-interview writing task; interview (educational history); interview assessment; reading; writing; oral communication; public communication; personal communication; systems communication and numeracy.	In kind support via the Galambany Circle Court	
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ACT	Increase the coordination of health care services to Aboriginal and Torres Strait Islander detainees in AMC.	<p>ACT JACS has advised that Winnunga's model of care currently delivered to Aboriginal and Torres Strait Islander detainees is a coordinated health care service. The 2019 annual report on the Agreement, 31 per cent of Aboriginal and Torres Strait Islander detainees were engaged in the service.</p> <p>Health services provided under the Winnunga Model of Care include: Aboriginal Health Assessments; GP management plans for chronic conditions; mental health treatment plans; and focused psychological strategies. Winnunga delivers and coordinates the Model of Care, with wrap around services engaging allied health, specialists and social health teams to enhance accessibility to comprehensive pre and post-release health care. This enables the provision of more culturally-safe and responsive services within the AMC for Aboriginal and Torres Strait Islander detainees, and continuity of care with Winnunga once they leave detention during the post-release period.</p>	
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Justice priority actions





Priority actions	Progress	Recommendations
Enabling Aboriginal and Torres Strait Islander offenders to have the ability to adhere to their Court appointed Community Based Orders.	This was not raised or discussed at the Hearings.	The Elected Body would like to see a greater collaboration between JACS and other directorates to progress behaviour and engagement issues with justice.
Building an innovative engagement approach to engage with men and boys across the community to establish community led solutions to men's business.	This was not raised or discussed at the Hearings.	We would also like to see commitment to fund new initiative that address the specific issues from within the Justice system for Aboriginal and Torres Strait Islander people.
Supporting Aboriginal and Torres Strait Islander people post release to engage with their community and have access to appropriate housing, healthcare, education and employment.	This was not raised or discussed at the Hearings.	
Establishing partnerships across the ACT Government to develop activities and initiatives on Country to promote health and wellbeing and improve justice outcomes.	This was not raised or discussed at the Hearings.	
Engaging and supporting community controlled organisations to deliver a suite of justice programs.	This was not raised or discussed at the Hearings.	
Providing opportunities for Aboriginal and Torres Strait Islander young people to participate in culturally-safe, restorative justice processes.	This was not raised or discussed at the Hearings.	
Identifying and tailoring existing supports such as Social Emotional Learning Plans and school based counselling, for Aboriginal and Torres Strait Islander students whose parent/s are incarcerated.	Social and emotional learning plans—ACT Education is working with JACS and have done initial work in terms of looking at what supports can be provided within our broader wellbeing framework for schools, and around working for students whose parents are incarcerated, at what level of support ACT Education can provide.	We would recommend that JACs and Education maintain a strong level of collaboration on this action as it is critical to ensure the protection of future opportunities for our children.
Implementing the Early Support framework to deliver more timely access to justice diversion services for young people before crisis intervention is required.	This was not raised or discussed at the Hearings.	We are disappointed by the apparent lack of progress against this priority action.
Coordinating Health Care Services to Aboriginal and Torres Strait Islander detainees in AMC.	This was not raised or discussed at the Hearings.	The Elected Body understand that WNAHCS engage with Aboriginal and Torres Strait Islander detainees, however that greater coordination and access is required to be facilitated to ensure continuity and high-level of care.






SIGNIFICANT FOCUS AREA: Life long learning

Training, learning and education opportunities are essential for engagement in employment.

Life long learning targets

Target	Description	Progress	Status																																																																												
Closing the Gap	Increase the proportion of Aboriginal and Torres Strait Islander students in the top two bands of NAPLAN reading and numeracy for years 3, 5, 7 and 9 by an average of six percentage points by 2028.	<p>2018 NAPLAN results for ACT Aboriginal and Torres Strait Islander Children and Young People</p> <table border="1"> <thead> <tr> <th></th> <th></th> <th>Exempt (%)</th> <th>Below national minimum standard (%)</th> <th>At national minimum standard (%)</th> <th>At or above national minimum standard (%)</th> </tr> <tr> <th></th> <th></th> <th></th> <th>Band 1</th> <th>Band 2</th> <th></th> </tr> </thead> <tbody> <tr> <td rowspan="3">Year 3</td> <td>Reading</td> <td>5.7</td> <td>7.5</td> <td>11.8</td> <td>86.8</td> </tr> <tr> <td>Writing</td> <td>5.7</td> <td>9.4</td> <td>13.9</td> <td>84.9</td> </tr> <tr> <td>Numeracy</td> <td>5.7</td> <td>8.2</td> <td>15.9</td> <td>86.1</td> </tr> <tr> <td rowspan="3">Year 5</td> <td>Reading</td> <td>6.1</td> <td>13.3</td> <td>17.0</td> <td>80.6</td> </tr> <tr> <td>Writing</td> <td>6.1</td> <td>29.8</td> <td>22.5</td> <td>64.1</td> </tr> <tr> <td>Numeracy</td> <td>6.1</td> <td>11.3</td> <td>23.0</td> <td>82.7</td> </tr> <tr> <td rowspan="3">Year 7</td> <td>Reading</td> <td>5.8</td> <td>10.0</td> <td>18.7</td> <td>84.2</td> </tr> <tr> <td>Writing</td> <td>4.5</td> <td>25.1</td> <td>29.6</td> <td>70.4</td> </tr> <tr> <td>Numeracy</td> <td>5.8</td> <td>4.5</td> <td>19.9</td> <td>89.6</td> </tr> <tr> <td rowspan="3">Year 9</td> <td>Reading</td> <td>4.3</td> <td>6.6</td> <td>20.7</td> <td>89.1</td> </tr> <tr> <td>Writing</td> <td>4.3</td> <td>34.5</td> <td>23.9</td> <td>64.2</td> </tr> <tr> <td>Numeracy</td> <td>4.3</td> <td>5.9</td> <td>14.1</td> <td>89.9</td> </tr> </tbody> </table>			Exempt (%)	Below national minimum standard (%)	At national minimum standard (%)	At or above national minimum standard (%)				Band 1	Band 2		Year 3	Reading	5.7	7.5	11.8	86.8	Writing	5.7	9.4	13.9	84.9	Numeracy	5.7	8.2	15.9	86.1	Year 5	Reading	6.1	13.3	17.0	80.6	Writing	6.1	29.8	22.5	64.1	Numeracy	6.1	11.3	23.0	82.7	Year 7	Reading	5.8	10.0	18.7	84.2	Writing	4.5	25.1	29.6	70.4	Numeracy	5.8	4.5	19.9	89.6	Year 9	Reading	4.3	6.6	20.7	89.1	Writing	4.3	34.5	23.9	64.2	Numeracy	4.3	5.9	14.1	89.9	
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Closing the Gap	Halve the gap in attainment of Year 12 or equivalent qualifications between Aboriginal and Torres Strait Islander and non-Indigenous 20–24 year-olds by 2020.	<p>For 2019, 38 per cent of the children who were in year 12 in 2019 were doing a VET in schools program.</p> <p>With regard to completing year 12, which obviously is several months away, if we go back to 2019 and 2018 respectively then 66 per cent and 69 per cent of the Aboriginal and Torres Strait Islanders goal attained a year 12 certificate.</p> <p>Source: ACT Education Directorate.</p>																																																																													

Target	Description	Progress	Status																								
Closing the Gap	Forty-seven per cent of Aboriginal and Torres Strait Islander people (aged 20–64 years) have completed Certificate III or above, including higher education, by 2028.	<p>The table below shows that of Aboriginal and Torres Strait Islander people aged between 20–64 years in the ACT: 35 per cent hold a Certificate III or over.</p> <table border="1"> <thead> <tr> <th>Non-school qualifications completed</th> <th>Number of people</th> <th>Proportion of responses</th> </tr> </thead> <tbody> <tr> <td>Postgraduate Degree Level</td> <td>161</td> <td>8%</td> </tr> <tr> <td>Graduate Diploma and Graduate Certificate Level</td> <td>104</td> <td>5%</td> </tr> <tr> <td>Bachelor Degree Level</td> <td>512</td> <td>25%</td> </tr> <tr> <td>Advanced Diploma and Diploma Level</td> <td>477</td> <td>23%</td> </tr> <tr> <td>Certificate II</td> <td>100</td> <td>5%</td> </tr> <tr> <td>Certificate III and over</td> <td>734</td> <td>35%</td> </tr> <tr> <td colspan="2" style="text-align: right;">Total</td> <td>2,088</td> </tr> </tbody> </table> <p>Source: Australian Census 2016.</p>	Non-school qualifications completed	Number of people	Proportion of responses	Postgraduate Degree Level	161	8%	Graduate Diploma and Graduate Certificate Level	104	5%	Bachelor Degree Level	512	25%	Advanced Diploma and Diploma Level	477	23%	Certificate II	100	5%	Certificate III and over	734	35%	Total		2,088	
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ACT	Ninety-five per cent of Aboriginal and Torres Strait Islander children are enrolled in early childhood education.	<p>In the ACT in 2017, 100 per cent of Aboriginal and Torres Strait Islander children were enrolled in early childhood education (four years old, year before school).</p> <p>Source: COAG Dashboard, 13 May 2020</p>																									
ACT	Increase the proportion of Aboriginal and Torres Strait Islander young people achieving an ACT Senior Secondary Certificate (Year 12) or equivalent qualification.	<ul style="list-style-type: none"> • In 2015, there were 128 Aboriginal and Torres Strait Islander students in Year 7 in the ACT. • One hundred and seven of the 128 were enrolled in Year 10 in February 2018 and 64 received a Year 10 certificate. • Eighty-five were still enrolled in Year 11 in February 2019. Twenty-two students enrolled in Year 10 in 2018 did not continue to Year 11 in 2019. Of these six are confirmed to have left part way through 2018 (with two moving interstate, two studying VET, one in employment and one with an unknown destination). • Of the 128 that started in Year 7 in 2015, 76 were enrolled in Year 12 in February 2020. This is a retention rate of 59 per cent. The total enrolment of Aboriginal and Torres Strait Islander children in Year 12 in February 2020 was 131. • Of the 21 Aboriginal and Torres Strait Islander students who were enrolled in ACT in Year 7 in 2015, but left before February 2018 (Year 10), two were enrolled in a different year level, eleven moved interstate, one was undertaking a VET course and seven had an unknown destination. 																									
ACT	Increase in the number of Aboriginal and Torres Strait Islander people employed through the employment inclusion program (supporting traineeships and apprenticeships).	This was not raised or discussed at the Hearings.																									

Target	Description	Progress	Status
ACT	All teachers in ACT public schools have access to cultural integrity/cultural competency professional learning by 2021.	<p>ACT Education Directorate confirmed that all principals have access to cultural integrity/cultural competency professional learning and that the directorate is seeking to extend opportunities for on-Country learning and development of cultural competency to deputy principals.</p> <p>The directorate has developed a Cultural Integrity Policy that allows issues such as racism, low expectations, racialised assumptions and deficit discourse to be raised in strategic and collaborative ways. In early 2019, a forum was held with a small group of Aboriginal high school students who were disengaging from mainstream schooling to hear firsthand of their individual and collective experiences and the impact of the Cultural Integrity Policy intent. The students gave permission for their comments and feedback to be made into a 'Readers Theatre' and be used as a tool to engage Education Directorate staff in processes to discuss the impact of racism. Three audio tools based on the conversations with students, staff and families have been developed to highlight the current lived experiences, embedded assumptions and deficit discourse.</p>	
ACT	Ninety per cent of Aboriginal and Torres Strait Islander children and young people in the care of the Director-General have a cultural care plan that incorporates learning about their family, culture and community as an essential component of their learning.	This was not raised or discussed at the Hearings.	
ACT	Demonstrate cultural competency and proficiency of ACT Government employees.	The ACT Government is working with the United Ngunnawal Elders and a core group of Ngunnawal people to incorporate language into the cultural protocols used across the public service, in particular when undertaking Acknowledgement of Country. The work of embedding Aboriginal and Torres Strait Islander culture and language into ACT Government policy and practice will continue.	
ACT	Increase in the retention of Aboriginal and Torres Strait Islander people in the ACT Public Service.	This was not raised or discussed at the Hearings.	
ACT	Increase rates of ACT Government employee participation in cultural competency training.	Each directorate has been designing mandatory cultural competency modules	

Life long learning priority actions

Priority actions	Progress	Recommendations
<p>Provide all teaching staff in ACT public schools access to Aboriginal and Torres Strait Islander cultural integrity/cultural competency professional learning.</p>	<p>There is Cultural Integrity professional learning that we do for our teachers and our staff in the Education Support Office and always use Aboriginal and/or Torres Strait Islander people to present.</p> <p>All preservice and in-service teachers who are upgrading their qualifications now must do a unit on Australian pedagogy, which is their understanding on Aboriginal and Torres Strait Islander teaching methodology.</p> <p>On-Country learning is conducted by the rangers in our environment and some of the other Aboriginal people who have the knowledge of those areas. ACT Education conduct on-Country learning for schoolteachers and school leaders in areas where their schools are situated, so we have multiple different activities across that.</p> <p>Principals have network meetings each term, twice a term. They have a standing agenda items on that is to discuss what they are doing with cultural integrity and then share their knowledge between each other.</p> <p>There is a Koori preschool network get together and we also provide professional learning for that group by Indigenous people in particular areas.</p> <p>There is also a virtual community that all ACT teachers are encouraged to engage with where we share resources from our Aboriginal and Torres Strait Islander education team. Teachers can also ask questions. There are more than 1,000 members on that Google community currently.</p>	<p>There is promising work being undertaken by the ACT Education Directorate in terms of ensuring access to professional learning that enhances cultural integrity and cultural competency. We would like to see the training result in more specific and targeted strategies.</p>
<p>Create dedicated learning environments in schools and education institutions where Aboriginal and Torres Strait Islander culture is nurtured, celebrated and shared with the broader community.</p>	<p>This was not raised or discussed at the Hearings.</p>	
<p>Develop mechanisms to support all Aboriginal and Torres Strait Islander children to be enrolled and attending regularly in early childhood education under the universal access to preschool for three-year-olds.</p>	<p>There are two programs: one is 100 places in Koori pre for three-year-olds and the second is 300 places for targeted placement for children who are three in early childhood education and care services.</p> <p>Koori pre—ACT Education have been working on simplifying how the administration of enrolment works. In terms of numbers: for three-year-olds there are 35 children, 47 who are four- and five-year-olds.</p> <p>Targeted program—The number of three-year-olds that would be relevant to the program is 418 children. They are predominantly from CSD and Health programs. We worked closely with CSD and Health to identify those children, of which 62 children are Aboriginal or Torres Strait Islander.</p>	<p>We acknowledge the two programs in place that are currently being pursued by ACT Education to provide access to the three-year-old program. We are keen to see this new program being closely understood and measured for outcomes.</p>
<p>Support for children and young people to develop and achieve positive educational outcomes that better support them to participate fully in adult life.</p>	<p>A number of directorates contribute to this particular outcome. Education, CSD and TCCS (Libraries) are all engaged.</p> <p>Education are seeking to combine academic achievement with employment pathways.</p> <p>CSD provide a number of parenting and child development programs for young people through the Strong Families programs.</p> <p>Libraries ACT also provide Giggle and Wiggle, story time and parent education about literacy to a range of organisations like Tjillari Justice, Koori preschools, Gugan Gulwan, young mums and the child and family centres.</p>	<p>The Elected Body would like to see greater collaboration and cooperation between programs so that it is a seamless experience for families seeking to support their children and young people in their educational pathways.</p>

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<p>Support the achievement of training and employment outcomes for Aboriginal and Torres Strait Islander people through apprenticeship, traineeship, cadetships and other skills-based pathways.</p>	<p>Engagement in the school-based trainee programs, such as ASBA, appears to be well supported within the ACT Education secondary and college environments.</p>	<p>The Elected Body would like to see smoother transitions between skills-based pathways so that there is adequate recognition of learning and achievement.</p>
<p>Develop quality curriculum resources on Aboriginal and Torres Strait Islander culture, histories and knowledge.</p>	<p>The EPSDD Kickstart Program partnered with the Education Directorate to deliver the inaugural Koori Preschool gathering. All the Koori preschools came together at the Jerrabomberra Wetlands in April with their families to celebrate and share knowledge with each other and community.</p>	<p>We acknowledge the significant body of work that ACT Education has invested in to promote Aboriginal and Torres Strait Islander culture, histories and knowledge.</p>
<p>ACT Government employees understand the significance of Aboriginal and Torres Strait Islander cultural protocols.</p>	<p>Distributed appropriate wording for Acknowledgement of Country to recognise the Ngunnawal people as the Traditional Custodians of the lands of the ACT.</p>	<p>The Elected Body would like to see an extension of the Acknowledge and Welcome to Country protocols with the inclusion of appropriate Ngunnawal language and further cultural protocols adapted into the ACT public service.</p>
<p>Create holiday programs and resource kits through Libraries ACT branches celebrating Aboriginal and Torres Strait Islander cultures.</p>	<p>Libraries ACT have a pilot kit that contains:</p> <ul style="list-style-type: none"> ● a selection of picture books by and about Aboriginal and Torres Strait Islander people ● Wiradjuri symbol cards ● Ngunnawal 'If you're happy and you know it' body parts song ● colouring sheets ● a Ngunnawal language handbook. <p>Probably even more importantly, though, is we have targeted material into our other picture book and story time kits. A book called <i>Crabbing with Dad</i>, by Paul Seden. The book is about crabbing with Dad. We have put that into kits that are about going to the beach and there is a book in there that is being read to kids that is by an Aboriginal person, about an Aboriginal family.</p> <p>Our Aboriginal and Torres Strait Islander programs coordinator regularly visits the Grannies Group and informally teaches them digital literacy. For NAIDOC in the North, the library provides its rooms and spaces for free, for groups to celebrate.</p>	<p>We are encouraged by the proactive nature of Libraries ACT to promote and educate the ACT community through the use of literature by, and about, Aboriginal and Torres Strait Islander cultures.</p>
<p>Strengthen the Education Directorate's School Leaver Survey to capture better longitudinal data.</p>	<p>This was not raised or discussed at the Hearings.</p>	

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