



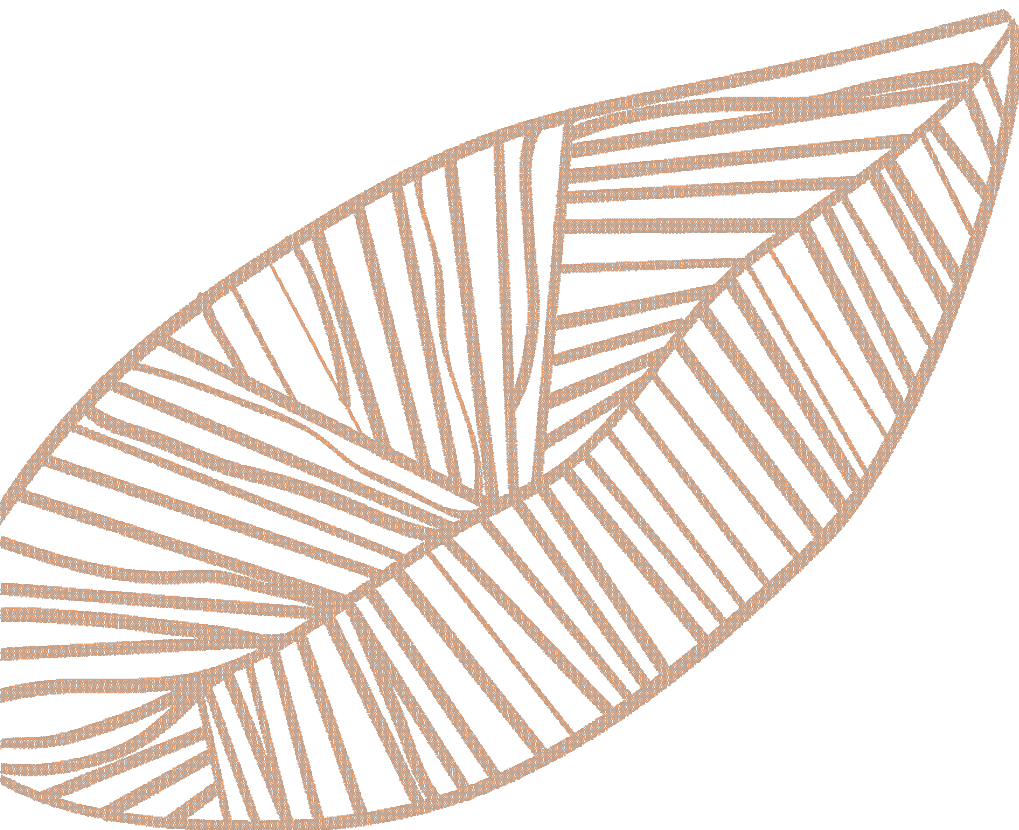
Aboriginal and Torres Strait Islander Agreement Annual Report 2018



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Acknowledgement of Country

The ACT Government would like to acknowledge the traditional custodians of the Canberra region, the Ngunnawal people, and acknowledge that the region is also an important meeting place and significant to other Aboriginal groups. The ACT Government respects the continuing culture and contribution that Aboriginal and Torres Strait Islander peoples make to the life of this city and the surrounding region.



Contents

Acknowledgement of Country	1
Minister’s Message	6
Aboriginal and Torres Strait Islander Elected Body Message	6
Overview	7
Governance and Accountability.....	8
The Aboriginal and Torres Strait Islander Agreement 2015 - 2018	8
The Aboriginal and Torres Strait Islander Subcommittee of the ACT Public Service Strategic Board	8
Reporting Progress against the Agreement.....	9
Our Achievements So Far.....	9
What We Have Learned	10
Where We Are Going	10
Education	11
Kickstart My Career through Culture	11
Building Cultural Integrity in ACT public schools	11
Schools celebrating Aboriginal and Torres Strait Islander cultures	12
Supporting parent and family engagement with Koori Preschools	12
Supporting retention and year 12 attainment through the Aboriginal and Torres Strait Islander Secondary Scholarships program.....	13
Supporting post school options through the Aboriginal and Torres Strait Islander Tertiary Scholarships program	13
ACT Early Childhood Strategy	13
Retention	13
Literacy and Numeracy	14
Key Performance Indicators.....	16
Healthy Mind, Healthy Body	19
ACT Health Promotion Grants Program.....	20
Improving Cultural Competency	20
Health Service Delivery Partnerships.....	20
Core of Life Program	21
Aboriginal and Torres Strait Islander Sexual Health Youth Outreach Program	21
Key Performance Indicators.....	22
Feeling Safe	28
Housing	28
Mura Gunya	28

Housing Key Performance Indicators.....	29
Environment	29
Environment Grants.....	29
Justice.....	29
Yarrabi Bamirr	29
Front Up Voluntary Surrender Program	30
Indigenous Official Visitor	30
Extended Throughcare Program	30
‘Circle Sentencing’ Courts	30
Indigenous Programs at the Alexander Maconochie Centre.....	30
Cultural and Land Management (CALM) Program.....	30
Dhunlung Yarra Indigenous Counselling.....	31
Community Art Exhibition.....	31
NAIDOC AMC Family Day	31
Circle of Security Parenting Program.....	31
Tjillari Justice ‘Strong Culture, Strong Family’ days	31
Prison to Work Program	31
Yurbay Workshops	32
ACT Policing.....	32
Youth Justice	32
Blueprint for Youth Justice in the ACT 2012-22	32
Bimberi Youth Justice Centre.....	33
Key Performance Indicators.....	35
Employment and Economic Independence	42
ACT Public Service Aboriginal and Torres Strait Islander Peoples Employment Framework	42
The Canberra Region Joint Organisation (CBRJO) Indigenous Supplier List	42
The Aboriginal and Torres Strait Islander Procurement Policy.....	42
Accountability Indicator Update	43
Improving pathways between school and work.....	43
ACTPS Aboriginal and Torres Strait Islander Traineeship/Vocational Employment Program	43
Supporting Australian Apprenticeships in the ACT Public Service (ACTPS)	43
Supporting Australian Apprenticeships in the Australian Government in Canberra.....	44
NAIDOC Award for participation in the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program	44
ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program	44

ACT Parks and Conservations Service (PCS) Fire Management Unit	45
Employment and Recruitment in ACT Government Directorates	45
Key Performance Indicators.....	46
Aboriginal and Torres Strait Islander Employment in the ACT Public Service	46
Aboriginal and Torres Strait Islander people engaged in Employment, Education and Training .	46
Connecting the Community	49
Reconciliation Day.....	49
A Step Up for Our Kids	49
Our Booris, Our Way	51
Family Group Conferencing pilot	51
Growing Healthy Families	52
Child Development Service	53
Cultural supports.....	53
Functional Family Therapy – Child Welfare	54
ACT Policing.....	54
Aboriginal and Torres Strait Islander Community Bus Program	55
Key Performance Indicators.....	56
Cultural Identity	58
Facilitated Access to PCS Nature Reserve for Cultural Tourism	58
Ranger Guided Cultural Tours.....	58
PCS Ngunnawal Naming Project	58
ACT Heritage	59
On Country Cultural Appreciation Tour	60
Celebrating Reconciliation	60
Aboriginal and Torres Strait Islander Arts Network.....	60
Key Performance Indicators.....	62
Leadership.....	63
Aboriginal and Torres Strait Islander Elected Body	63
United Ngunnawal Elders Council.....	63
Empowering People: Community Services Directorate Strategic Plan 2018–2028.....	64
Cultural Safety Masterclass.....	64
Queanbeyan-Palerang Regional Council - Murumbung Rangers.....	65
Aboriginal Natural Resource Management (NRM).....	65
Water Resource Planning.....	65
Representative Aboriginal Organisations (RAOs)	65
Biosecurity and Rural Services response	66

Key Performance Indicators.....	67
Appendix A.....	69
Summary of findings in the Aboriginal and Torres Strait Islander Health Performance Framework 2017 report for the ACT.....	69
Appendix B: References.....	70

Minister's Message

The ACT *Aboriginal and Torres Strait Islander Agreement 2015-2018* marked a significant milestone in strengthening the partnership with the ACT Aboriginal and Torres Strait Islander Elected Body to overcome barriers and advance opportunities for Aboriginal and Torres Strait Islander people in Canberra and the surrounding area.

The ACT Government has been working collaboratively with the Aboriginal and Torres Strait Islander Elected Body and Aboriginal and Torres Strait Islander peoples to find solutions to problems which are a legacy of past policies and decisions.

The result of extensive work over the last three years with community, government and non-government stakeholders has focused effort on the quality life outcomes capturing the priorities of the Aboriginal and Torres Strait Islander communities of the ACT. The main theme as articulated in the Agreement is 'Strong Families'. This central focus reflects the holistic Aboriginal and Torres Strait Islander approach to health and wellbeing for individuals and their communities.

By working together, much has and can be achieved, however I acknowledge that we need to continue to listen and learn from the community about the ways to meet the needs, and improve the lives of Aboriginal and Torres Strait Islander people in the ACT. I look forward to continue working in partnership into the future to build on what has already been done and achieve improved outcomes for all.

Rachel Stephen-Smith MLA

**Minister for Aboriginal and Torres Strait
Islander Affairs**

Aboriginal and Torres Strait Islander Elected Body Message

The last twelve months has been challenging in particular for our Community, and it is apparent that there are a number of key focus areas that require our attention, and the intended impact has not been delivered over that period. What we are looking for is tangible and measurable outcomes supported by evidence based solutions so that we collectively contribute to positively changing the day to day lives of Aboriginal and Torres Strait Islander Canberrans.

I am pleased to advise that we are close to finalising the 2018 ACT Aboriginal and Torres Strait Islander Elected Body Hearing Report and the recommendations made in that report are reflective of our expectations for the next agreement, and as such we are keen to ensure that cultural competency, self-determination and economic impact are key to delivering and achieving equitable and tangible outcomes for the ACT Aboriginal and Torres Strait Islander community, over the next decade.

The Aboriginal and Torres Strait Islander Elected Body is committed to working with the ACT Government, to implement the Whole of Government Agreement and related action plans and expect that the new Agreement will set about improving the lives of all Aboriginal and Torres Strait Islander Canberrans.



Katrina Fanning

Chairperson

Overview

The *Aboriginal and Torres Strait Islander Agreement 2015-2018* (the Agreement) provides a strategic framework setting out the commitment of the ACT Government and service partners, the Aboriginal and Torres Strait Islander Elected Body, and the community, to work together to recognise and respond to the needs of Aboriginal and Torres Strait Islander people living in the ACT and surrounding region.

The Agreement is an aspirational document and seeks to progress change in the way the Government provides services and influences outcomes while empowering the community to take the lead in developing solutions. The *ACT Aboriginal and Torres Strait Islander Agreement Annual Report 2018* demonstrates progress against the commitments and outcomes expressed in the Agreement.

In the ACT, the Aboriginal and Torres Strait Islander community expects the ACT Government and the ACT Aboriginal and Torres Strait Islander Elected Body (Elected Body) to work together to improve outcomes for Aboriginal and Torres Strait Islander peoples. The ACT Government recognises that Aboriginal and Torres Strait Islander cultures, and the lived experience and expertise of Aboriginal and Torres Strait Islander peoples, provide the foundation for proud and resilient communities.

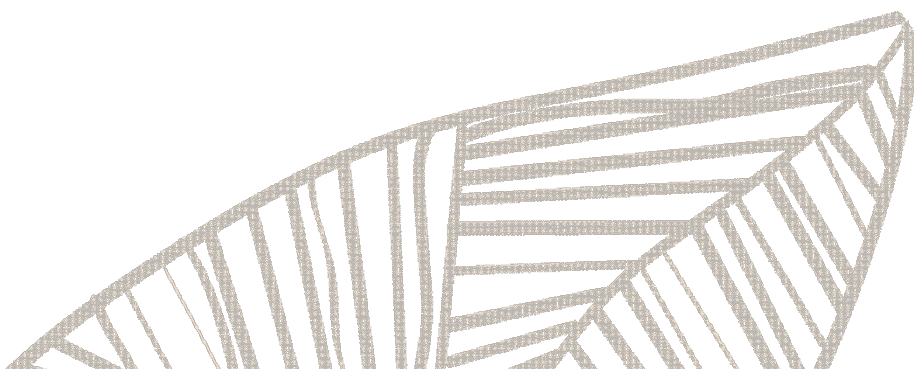
The Agreement Annual Report provides insight into how the ACT Government is progressing toward delivering effective and culturally responsive services, and ensures the ACT Government and Elected Body remain focused on improving community outcomes. Information in this report is compiled from all ACT Government directorates and focuses on key projects, programs and policies that are designed to deliver sustainable outcomes for Aboriginal and Torres Strait Islander communities.

This report is structured around the seven domains of the Agreement: education; healthy minds, healthy bodies; feeling safe; employment and economic independence; cultural identity; connecting the community; and leadership.

Reporting against the Agreement has been able to identify the various programs and initiatives that are targeted to Aboriginal and Torres Strait Islander Canberrans. A key issue recognised is the difficulty to measure the outcomes for Aboriginal and Torres Strait Islander peoples in the ACT requiring more longitudinal data to supplement the anecdotal evidence provided through community consultation.

The 2015 ACT 'Closing the Gap' Report was the first attempt to report progress against the Agreement and provided information on the activity of Government over the period. An outcomes framework was developed to measure outcomes under the Agreement and underpinned the reporting for the 2017 report. The 2019-2028 Aboriginal and Torres Strait Islander Agreement will have an updated Outcomes Framework from the beginning that is measurable and reportable to able to monitor progress over the life of the Agreement.

Working with the Elected Body and through community engagement, it is obvious that community-led solutions provide the largest movement in driving better outcomes. This and other learnings have underpinned the development of the new Agreement, ensuring that self-determination is front and centre to achieving sustainable outcomes for Aboriginal and Torres Strait Islander Canberrans.



Governance and Accountability

The Aboriginal and Torres Strait Islander Agreement 2015 - 2018

The Agreement was signed in April 2015 by the Chief Minister, Andrew Barr MLA, the (then) Chair of the Aboriginal and Torres Strait Islander Elected Body (Rod Little), the (then) Minister for Aboriginal and Torres Strait Islander Affairs (Yvette Berry MLA) and the Head of Service, Kathy Leigh.

The Agreement was developed through comprehensive community and government consultation, which resulted in seven key focus areas. These areas represent quality life outcomes that are essential to achieving *Strong Families*, the key theme that drives the Agreement. These key focus areas include:

Education - Aboriginal and Torres Strait Islander people are fully engaged in life-long learning and positive generational experiences

Healthy mind, healthy body - Focused and effective services for Aboriginal and Torres Strait Islander peoples in the ACT

Feeling safe - Improved family and community safety, and family and community perceptions of feeling safe

Employment and economic independence - Increased employment and private enterprise for Aboriginal and Torres Strait Islander people in the ACT

Connecting the community - Aboriginal and Torres Strait Islander community members are connected to strong family, social and support networks

Cultural identity - Community members celebrate Aboriginal and Torres Strait Islander cultures

Leadership - Empowering people, creating confidence and self-esteem

The Agreement is designed to ensure that directorates work collaboratively to achieve holistic program and service delivery, rather than delivering services to the Aboriginal and Torres Strait Islander community in functional silos.

As this is the last year of the Agreement 2015-2018, development of a new, ten-year agreement is currently underway. Governance arrangements within the ACT Government are being set in place to embed a whole of government approach in development and implementation of the new Agreement.

The Aboriginal and Torres Strait Islander Subcommittee of the ACT Public Service Strategic Board

The purpose of the Aboriginal and Torres Strait Islander Affairs Subcommittee (the Subcommittee) to the ACT Public Service Strategic Board is to enhance performance and accountability of ACT Government directorates in improving life outcomes for the ACT Aboriginal and Torres Strait Islander community. Membership includes all Directors-General of ACT directorates, the Chair of the Aboriginal and Torres Strait Islander Elected Body and the ACT Chief Police Officer.

The Subcommittee serves as a forum to meet and discuss:

- Monitoring performance against the implementation plan for the Aboriginal and Torres Strait Islander Agreement 2015–18; monitoring directorate specific Aboriginal and Torres Strait Islander strategic plans and initiatives; and advising on mainstream overarching strategies;

- Effective pathway solutions that involve an integrated cross directorate approach leading to improved life outcomes for Aboriginal and Torres Strait Islander peoples;
- Identifying solutions that resolve more complex service delivery issues or to address systemic barriers regarding optimum service delivery by directorates for Aboriginal and Torres Strait Islander clients; and
- Continuing to drive greater horizontal integration of service delivery and cross directorate collaboration with a view to advance aspirations; and overcome challenges and barriers to improve quality outcomes for the ACT Aboriginal and Torres Strait Islander community.

The Office for Aboriginal and Torres Strait Islander Affairs provides secretariat support to the Subcommittee.

During 2017 and 2018, the Subcommittee oversaw the delivery of the ACT Aboriginal and Torres Strait Islander Agreement 2015–18, using the Outcomes Framework (outlined below) as the basis for reporting.

In November 2017, the Subcommittee approved the commencement of discussions on the development of the next ACT Aboriginal and Torres Strait Islander Agreement.

Reporting Progress against the Agreement

Following on from the signing of the Agreement in April 2015, significant work was completed by all ACT Government directorates to implement the Agreement focus areas into day to day activities.

In 2017, the Outcomes Framework (Framework) was developed to facilitate a review of the specific outcomes and progress against the Agreement. The Framework was developed in response to the need to measure the impact of the Agreement, recognising that action plans and measures were not established within respective directorates during the development of the Agreement.

The Framework endeavoured to demonstrate achievement toward equitable outcomes and opportunities for Aboriginal and Torres Strait Islander people in the ACT and identifying areas in need of improvement. It was recognised that it was not appropriate to simply take the national indicators and apply them to the ACT, as there are specific needs and requirements of the Aboriginal and Torres Strait Islander community living, studying and working in the ACT.

The Framework is required to show how the combined efforts of government are moving beyond participation and attendance measures to population based outcomes to know whether programs, in combination, are delivering change in the community. Due to limitations on data availability, and the issues in measuring outcomes, much of the information in the Report has focussed on activities. It is the ACT Government's intention to change reporting under the new Agreement to reflect the desire to measure the impact initiatives are having on the focus areas and the Closing the Gap Refresh targets.

Our Achievements So Far

This is the final report on the Aboriginal and Torres Strait Islander Agreement 2015-2018. The last three years have seen improvements in the way Aboriginal and Torres Strait Islander families are able to drive positive change in their own lives, supported by government and non-government services. These include the development of new, effective initiatives, including the programs, projects and work highlighted in this report.

Significant initiatives have included the establishment of Reconciliation Day with the ACT being recognised as the first Australian State or Territory to acknowledge Reconciliation Day as a public holiday. The ACT Government is currently consulting on an Aboriginal and Torres Strait Islander Procurement Policy that will assist Aboriginal and Torres Strait Islander businesses to access ACT

Government purchasing. The Yarrabi Bamirr trial delivered by Winnunga Nimmityjah Aboriginal Health and Community Services has seen the engagement of 20 families to prevent or delay contact with the justice system.

We have listened to the community's concerns in the lack of progress that has been made to stop the removal of children from their families in the ACT. The 'Our Booris, Our Way' review has seen the delivery of an interim report that provides the roadmap to major changes in the child protection system in accordance with the principles of self-determination.

This Report highlights the work undertaken by ACT Government agencies acknowledging that this first Agreement was ambitious and has achieved the focussing of government effort in working to provide equitable outcomes for Aboriginal and Torres Strait Islander Canberrans. Despite this progress, there are still significant barriers that have prevented achieving the goals and outcomes of the Agreement.

What We Have Learned

The launch of the Aboriginal and Torres Strait Islander Agreement 2015-2018, was a significant step that enabled the ACT Government to publicly declare its commitment to reconciliation and improving the lives of Aboriginal and Torres Strait Islander peoples across the ACT. We know that to achieve better wellbeing outcomes for Aboriginal and Torres Strait Islander Canberrans, we must work together. The ACT Government recognises Aboriginal and Torres Strait Islander peoples as Australia's first peoples and that they have the right to self-determination, an 'ongoing process of choice' to ensure that Aboriginal and Torres Strait Islander communities are able to meet their social, cultural and economic needs.

The Agreement enabled us to understand ways that we can work better to achieve positive life outcomes for the community. Several issues were identified in the agreement, including the lack of measurable outcomes and action plans to support the Agreement's intentions. This made it difficult to identify and measure the impact of the work undertaken across the ACT Government to improve the lives of Aboriginal and Torres Strait Islander peoples. These lessons have been used to inform to development of the new agreement.

Where We Are Going

The new Aboriginal and Torres Strait Islander Agreement 2019-2028 is currently being finalised and has been developed following extensive work with the Aboriginal and Torres Strait Islander community. From this work, it is clear that the community strongly supported continuing the 'Strong Families' theme into the heart of the new Agreement.

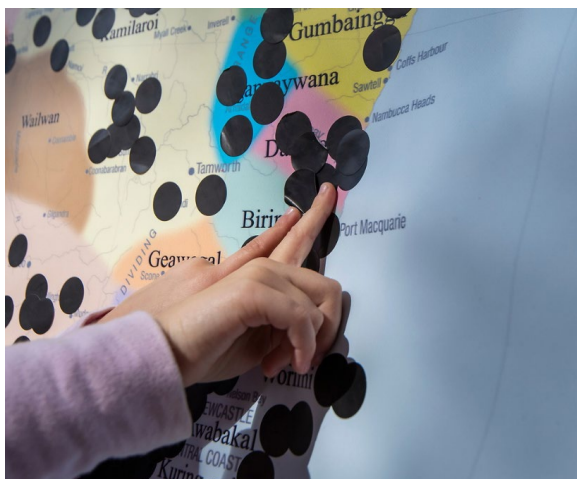
The new Agreement will be developed in tandem with action plans from each directorate, as well as a revised Outcomes Framework that includes measures that reliably assess the impact of the Agreement on Aboriginal and Torres Strait Islander communities.

The new Agreement will provide the foundation for strong Aboriginal and Torres Strait Islander communities to drive the ACT Government and Elected Body to find new and innovative solutions that improve outcomes for Aboriginal and Torres Strait Islander peoples. The ACT Government recognises that Aboriginal and Torres Strait Islander cultures, and the lived experience and expertise of Aboriginal and Torres Strait Islander peoples, provide the foundation for proud and resilient communities.

The new Agreement will ensure that the ACT Government and Elected Body remain focused on improving community outcomes over the next ten years to ensure Aboriginal and Torres Strait Islander communities in the ACT can reach their full potential.

Education

Aboriginal and Torres Strait Islander peoples are fully engaged in lifelong learning and positive generational experiences



The Agreement advocates for education and lifelong learning in the lives of Aboriginal and Torres Strait Islander peoples. Engagement in education has a transformative impact on individuals and the wider community, and is an important part of promoting economic participation, independence and entrepreneurship.

According to the February 2018 census, there were 1877 Aboriginal and Torres Strait Islander students enrolled in ACT public schools, and the Education Directorate continues to support these students to reach their full potential. The

Education Directorate identifies and implements innovative approaches in an attempt to transform the ACT education system culture, to ensure Aboriginal and Torres Strait Islander learners have access to high quality, powerful and culturally relevant learning experiences in environments that reflect respect for Aboriginal and Torres Strait Islander cultures and world views.

Kickstart My Career through Culture

The Kickstart program, now in its second year, is designed to re-engage young Aboriginal and Torres Strait Islanders and at-risk youth in their education through a connection to Country. Kickstart is being implemented by the Aboriginal Education Program Coordinator, ACT Natural Resource Management, in collaboration with Canberra Institute of Technology (CIT), Community Services Directorate, and the Education Directorate.

The program is based on conservation and land management principles and has a strong Aboriginal cultural engagement component. The program is delivered through schools as a 'Vocational Learning Option'—short vocational education courses that provide recognised qualifications. Learning is delivered outdoors or 'on Country', where students are able to learn more about Aboriginal culture, conservation, preservation of cultural sites and traditional uses of plants. Participant numbers and programs were narrowed this year so that longer programs and engagement for students could be offered. As requested by students, a cultural art program with Yurauna Centre was included.

Currently a modified program is being delivered with eight students at the Bimberi Youth Justice centre, with a focus on Aboriginal culture, native plants and their uses including weaving. We are working with students to develop their bush tucker garden and options for positive future pathways.

In 2018, a total of 33 students participated in the Kickstart program with 22 students identified as Aboriginal, and the program will continue into December 2018.

Building Cultural Integrity in ACT public schools

The Education Directorate's Cultural Integrity in ACT Public Schools represents a shift from the negative discourse that has dominated Aboriginal and Torres Strait Islander education for many years. The Directorate's Cultural Integrity in ACT Public Schools Initiative supports schools to create an environment that demonstrates respect and high regard for Aboriginal and Torres Strait Islander

histories, cultures, knowledge systems, and languages; and meets the learning needs and aspirations of all Aboriginal and Torres Strait Islander students.

Schools have received, and will continue to receive, a comprehensive suite of supporting resources, framed around the Cultural Integrity Self-Assessment Continuum. The Continuum assists schools to continuously reflect on, and rigorously examine, their school environments, curriculum, and relationships with Aboriginal and Torres Strait Islander communities to challenge assumptions and unconscious bias, and to support high expectations relationships. Additionally, schools can access the Directorate's targeted professional development program which includes a Cultural Integrity in ACT Public Schools Google Community and school-based Book Clubs.

Implementation of the Student Resource Allocation Program (SRA) has been a key driver for the focus on cultural integrity. From the beginning of 2018, financial allocation to support each ACT public school's cultural integrity journey included an annual payment and an enrolments allocation. The enrolments allocation is higher for students in the critical early years of schooling, and key transition phases at years 7 and 11.

By building cultural integrity in all schools, the ACT is growing richer and more engaging learning environments for all Aboriginal and Torres Strait Islander students as well as benefiting the whole-school community through developing everyone's knowledge and understanding.

Schools celebrating Aboriginal and Torres Strait Islander cultures

ACT public schools represented nine of the 19 recipients of the ACT Government's 2018 Reconciliation Day Grant Program funding. The funding has supported the nine schools to deliver projects and events to increase understanding of Aboriginal and Torres Strait Islander cultures and the impact of history, strengthen links with the local Aboriginal and Torres Strait Islander community, and to promote Reconciliation.

MacGregor Primary School received a grant of \$2,441 to establish a Reconciliation Bush Tucker Garden. Students in years three and four at Macgregor Primary School worked with an Indigenous Engagement Officer and Arts Specialist to design the garden space. The garden contributes to the school's Reconciliation journey by embedding the awareness of Aboriginal and Torres Strait Islander culture through recognition, respect, inclusivity, sharing of history, and culture.

Narrabundah Early Childhood School received a grant of \$2,440 to complete the Cockatoo Dreaming Story mural. Developed by local Aboriginal artist, Kristie Peters, the mural provides a symbolic place for students, staff, and families at Narrabundah Early Childhood School to focus on their continued journey of Reconciliation.

ACT junior and senior Buroinjin carnivals have been held each year since 2013. In 2018, the junior and senior carnivals were held on March 13 and 14 respectively. With 56 teams comprising approximately 800 students competing across two days, it was the biggest carnival ever.

Supporting parent and family engagement with Koori Preschools

In February 2018, there were 86 Aboriginal and Torres Strait Islander children enrolled across the five Koori Preschools. One of the domains of Cultural Integrity is Engagement with Families and Community and in semester 1, 2018, the Directorate provided each Koori Preschool with a \$1,500 grant to support family engagement in children's learning.

On 21 May 2018, children and families (mums, dads, siblings and grandparents) from Richardson Koori preschool visited the National Zoo and Aquarium. Children and their families participated in a range of experiences led by National Zoo and Aquarium staff including interacting with some of the animals.

In addition to children enjoying sharing their experiences with their families, the excursion provided teachers with a valuable opportunity to talk with, and get to know families, away from the barriers

of the formal school setting. It provided a safe environment and shared experience where staff and family members could build upon relationships in a genuine way.

This learning experience has also been an excellent language and vocabulary building opportunity. The preschool has linked the experiences with the animals to learning in the classroom, providing rich oral language experiences for children, using lots of descriptive language and having parent input into the program using Ngunnawal and Wiradjuri words.

On 18 June 2018, a follow-up incursion took place with Reptiles Inc. visiting the preschool. Families were invited to participate in the learning experience which resulted in the preschool's highest student attendance to date. Since the excursion, attendance has improved with the average number of children attending daily growing from eight to 13 or more each day and families are communicating and engaging more openly and frequently with the educators.

Supporting retention and year 12 attainment through the Aboriginal and Torres Strait Islander Secondary Scholarships program

A total of \$75,000 is available annually for the Aboriginal and Torres Strait Islander Secondary Scholarships Program, targeting students interested in pursuing degrees in health or teaching, or a vocational qualification.

From 2009 to 2018 inclusive, 57 senior secondary students received scholarships: 42 for teaching, 14 for health, and one for vocational education.

In 2017, the Directorate awarded six scholarships to be used in 2018. Four scholarships were awarded to students interested in pursuing a career in education and two scholarships were awarded to students interested in a career in health.

Supporting post school options through the Aboriginal and Torres Strait Islander Tertiary Scholarships program

Each year, \$80,000 is available for scholarships (worth up to \$20,000 per student) to Aboriginal and Torres Strait Islander tertiary students studying teaching or health at the Australian Catholic University (ACU), University of Canberra (UC) or the Australian National University (ANU).

From 2009 to 2018 inclusive, 31 tertiary scholarships have been awarded: 26 for students undertaking teaching degrees and six for students studying an approved health degree.

In 2018, the Directorate received 16 applications, the largest field in the history of the Aboriginal and Torres Strait Islander Tertiary Scholarship program. The Directorate awarded three teaching scholarships and two health scholarships to students attending UC and ACU.

ACT Early Childhood Strategy

The ACT Government's Early Childhood Strategy provides an aligned policy framework to support quality early childhood education and care and better outcomes for all ACT children. Underpinned by the principles of equity, access, and affordability, a key focus of the Strategy is to improve access to quality early childhood education and care services for the most vulnerable children in the ACT community.

Retention

Retention rates from years 10 to 12 fluctuate from year to year due to the relatively small student population and the transience of the ACT Aboriginal and Torres Strait Islander population.

Putting faces to the data is vital if improvements are to be achieved as each individual's story is unique. The recently introduced School Administration System (SAS) is one tool that will enable schools to better monitor student progress and support them through schooling transition points and the college system and determine appropriate actions.

Literacy and Numeracy

While there is still a gap between NAPLAN results for Aboriginal and Torres Strait Islander and non-Indigenous students, in 2017, the ACT consistently had a higher proportion of Aboriginal and Torres Strait Islander students achieving at or above the national minimum standard for both reading and numeracy across the years of testing than was the case nationally. This was particularly the case in years 5, 7 and 9 reading, with a difference of higher than 10 percentage points.

System-wide initiatives aimed at improving literacy and numeracy outcomes for all students include the Principals as Numeracy Leaders (PANL) program and the School Improvement: Secondary Writing project. In 2017-18, 51 ACT public primary schools participated in the PANL program which focused on developing school leaders' efficacy in instructional leadership and knowledge of essential numeracy content, and assisted in the design of whole-school planning for numeracy improvement.

In 2018, 13 ACT secondary schools are participating in the School Improvement: Secondary Writing project which aims to enhance the teaching of writing across all subject areas and for students of all abilities. Almost 200 teaching staff have attended workshops on enhancing the writing skills of students through engaging them with challenging written texts.

Key Performance Indicators

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Develop knowledge and skills through engagement in life-long learning				
Children are ready for school				
Children have appropriately developed skills across five domains: Physical health and wellbeing; Social competence; Emotional maturity; Language and cognitive skills (school-based); Communication skills and general knowledge	Percentage of Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander children developmentally vulnerable on one or more domain(s), ACT and Australia and 2015	41.9	-	Next available data from 2018 survey Dec 2019
Children have appropriately developed early literacy skills	The median percentile for Aboriginal and Torres Strait Islander students relative to the performance of all public school students in PIPS in reading	23	25	26
Children have appropriately developed early numeracy skills	Median percentile for Aboriginal and Torres Strait Islander students relative to the performance of all public school students in PIPS in numeracy	25	29	28

Increasing school achievement		2015-16	2016-17	2017-18
Increasing NAPLAN Year 3 achievement	Writing (mean)	368	369	365
	Reading (mean)	369	369	377
	Numeracy (mean)	348	348	361
		2013-15	2014-16	2015-17
Increasing NAPLAN Year 5 achievement	Writing (mean gain)	59	77	67
	Reading (mean gain)	81	106	94
	Numeracy (mean gain)	84	88	100
Increasing NAPLAN Year 9 achievement	Writing (mean gain)	17	34	31
	Reading (mean gain)	28	36	25
	Numeracy (mean gain)	43	47	51
Increasing youth engagement in employment, education or training		2015-16	2016-17	2017-18
Increased access to support to promote youth engagement in employment, education and training	Increased application and award of OATSIA Scholarship Grants Program	Multiple applicants: grants totalling \$69,447	48 applicants: grants totalling \$100,000	30 applicants: grants totalling \$79,806.18

Increasing retention through senior years of schooling	Proportion of year 12 students receiving an ACT Senior Secondary Certificate	70%	73%	57%
School environment that is conducive to learning for every child	Engagement with the school	n.p.	n.p.	n.p.
	Engagement between students and teachers	n.p.	n.p.	n.p.
Increasing achievement of Year 12 or equivalent	Proportion of the 20-24 year old Aboriginal and Torres Strait Islander population having attained at least a year 12 or equivalent or AQF Certificate II or above, in the ACT.	82%	n.p.	n.p.
Increasing successful transition from school	Proportion of Aboriginal and Torres Strait Islander youth aged 17–24 years who are fully engaged in post-school education, training or employment, in the ACT	No current data	No current data	165 and 129 Aboriginal and Torres Strait Islander youth aged 17–24 years were engaged with a traineeship or an Australian apprenticeship respectively.

It should be noted that NAPLAN results are one form of information and schools often use other sources of data such as formative assessment to support the progress of students. Given the relatively small Aboriginal and Torres Strait Islander student population in ACT public schools, caution needs to be exercised in the interpretation of data. While gains have been made in achieving more equitable education outcomes for Aboriginal and Torres Strait Islander students, there is still room for improvement particularly in relation to retention, year 12 attainment rates and literacy and numeracy skills development.

Healthy Mind, Healthy Body

Focused and effective services for Aboriginal and Torres Strait Islander peoples in the ACT

The health of Aboriginal and Torres Strait Islanders in the ACT is critical to improving overall well-being which leads to improved cultural, education and economic participation.

There is continued investment in Aboriginal service delivery through organisations such as Gugan Gulwan Youth Aboriginal Corporation (Gugan Gulwan) and Winnunga Nimmityjah Aboriginal Health and Community Services (Winnunga Nimmityjah).

ACT Health is committed to continued collaboration with the Aboriginal and Torres Strait Islander community to understand their specific health and cultural needs and how the ACT Government could better design services to meet those needs.

Ngunnawal Bush Healing Farm

The Ngunnawal Bush Healing Farm (NBHF) provides culturally appropriate prevention, education and rehabilitation programs for Aboriginal and Torres Strait Islander peoples recovering from alcohol and other drug issues. This work is supported by staff that provide cultural, social and emotional support, as well as advocacy and case management services.

The NBHF is located near Namadgi National Park and the Tidbinbilla Nature Reserve, allowing Aboriginal and Torres Strait Islander peoples the opportunity to reconnect to land, culture and community in a healing environment.

In November 2017, a five week non-residential day program was hosted at the NBHF. The program included:

- Employment and extended learning outcomes
- Nutrition and cooking skills
- Traditional activities to develop deeper cultural understanding such as tool making and resource collection
- Mindfulness and self-compassion activities
- Self-management and behavioural change activities, aimed at overcoming addiction and founded in Cognitive Behavioural Therapy

In June 2018, the NBHF commenced a second 14 week non-residential day program. The range of activities was expanded to also include:

- horticulture and bush tucker;
- blacksmithing;
- physical fitness;
- music therapy;
- health awareness;
- site visits;
- horse therapy;
- leadership and self-empowerment training; and
- cartoon therapy.

To support the further development of the NBHF program, ACT Health is developing a Healing Framework to inform long-term program planning and guide service delivery and after care support for people at NHBF.

ACT Health Promotion Grants Program

The [ACT Health Promotion Grants Program](#) aims to improve health outcomes and minimise the risk of chronic diseases in the ACT, through the Healthy Canberra Grants and the Health Promotion Innovation Fund. These grants support programs and projects that improve population health by:

- supporting healthy ageing;
- reducing smoking-related harm;
- reducing alcohol-related harm; and
- reducing overweight and obesity through improving eating habits and increasing physical activity.

In the 2017-18 financial year, ACT Health provided three grants totalling \$250,852 to Aboriginal and Torres Strait Islander community-based organisations in the ACT.

Improving Cultural Competency

ACT Health delivers monthly cultural induction training to staff during their orientation. During the 2017-18 financial year, a total of 13 sessions were delivered and 1,223 employees attended. This training is supported by ACT Health's compulsory eLearning module 'Working with Aboriginal and Torres Strait Islander patients and clients.' In 2017-18, the e-Learning module was completed by 5,006 ACT Health employees.

New training modules are currently under development. This work is being guided by the National Safety and Quality Health Standards (NSQHS) Second Edition, which includes six new actions to guide health service organisations to improve the quality of care and health outcomes for Aboriginal and Torres Strait Islander peoples.

Health Service Delivery Partnerships

ACT Health currently funds Gugan Gulwan and Winnunga Nimmityjah to deliver specific programs and services to Aboriginal and Torres Strait Islander peoples in the ACT.

Gugan Gulwan is funded to deliver the Street Beat Youth Outreach Service until 2019, which specifically targets:

- drug and alcohol harm reduction,
- information and education support,
- case management,
- healthy lifestyles and chronic disease prevention,
- mental health and wellbeing.

Winnunga Nimmityjah is funded to deliver:

- midwifery access program,
- hearing health,
- dental program,
- correctional outreach,

- mental health and wellbeing services.

Core of Life Program

The Core of Life (COL) program aims to improve the health and wellbeing of young people through interactive workshops, focused on pregnancy, birth and early parenting. The ACT COL workshops engage young Aboriginal and Torres Strait Islander peoples with community organisations including Gugan Gulwan and the Ted Noffs Foundation. In 2017-18, 20 young people took part in the ACT COL workshops.

Aboriginal and Torres Strait Islander Sexual Health Youth Outreach Program

The Aboriginal and Torres Strait Islander Sexual Health Youth Outreach Program, organised by the Canberra Sexual Health Centre, provides a ranges of services, including:

- linking young people to services that provide sexual health care in the ACT;
- enabling community workers and/or services to provide sexual health care by minimising access barriers; and
- monitoring the impact of strategies and evaluating their effectiveness.

In 2017-18, a total of 35 education sessions were delivered to young people and service providers.

Key Performance Indicators

KEY PERFORMANCE INDICATORS	MEASURE	2015-16	2016-17	2017-18
Improved individual and community social and emotional wellbeing				
Improved child and maternal health				
Improved child health	Increase first antenatal visit in first trimester	n.p.	n.p.	n.p.
	Increased proportion of babies at healthy weight	n.p.	n.p.	n.p.
	Full immunisation at 1 year	98%	n.p.	88.1%
	Full immunisation at 2 years	94%	n.p.	92.9%
	Full immunisation at 5 years	94%	n.p.	96.7%
	Increasing rate of Aboriginal and Torres Strait Islander peoples aged 0-14 years participating in health assessments	186 per 1,000	n.p.	Health assessments for children aged 0-4 years (21.3%) 5-14 years (25.8%)
Improved maternal health	Increasing proportion of mothers of Indigenous children aged 0-3 reported that they did not use tobacco during pregnancy*	56%	n.p.	n.p.

KEY PERFORMANCE INDICATORS	MEASURE	2015-16	2016-17	2017-18
Improved mental health and wellbeing				
Improved emotional and mental wellbeing	Improved access to community mental health and wellbeing programs, suicide support programs, and specialist mental health services, correctional outreach	2,604 per 1,000*	n.p.	n.p.
	Reduction in rates of alcohol, tobacco and other drugs abuse through improved access to specialist treatment programs	n.p.	n.p.	n.p.
Improved prevention, identification and management of chronic disease within the community				
Prevention	Increasing proportion of adults aged 15-54 and 55+ receiving health assessment	225 per 1,000 for ages 15-54	n.p.	15-24 years (18.5%) 25-54 years (24.9%)
	Reduction in potential preventable hospitalisations	n.p.	n.p.	n.p.
	Reduced rates of current smoker for people aged 15+	39.3%	n.p.	n.p.
	Youth access to prevention and education programs	n.p.	n.p.	n.p.
Identification	Working towards improved data collection and reporting on cancer	n.p.		

*The age standardised rate for Indigenous clients who had service contacts with community mental health was 3.6 times the rate for non-Indigenous clients (2,604 per 1,000 compared with 733 per 1,000)

KEY PERFORMANCE INDICATORS	MEASURE	2015-16	2016-17	2017-18
Improved prevention, identification and management of chronic disease within the community				
Management	Reduced rates of harmful alcohol and other drug use*	n.p.	n.p.	12% of ACT Aboriginal and Torres Strait Islander peoples reported drinking at levels that exceeded the guidelines for lifetime risk of harm from alcohol related disease. 35% of ACT Aboriginal and Torres Strait Islander peoples reported drinking at levels that exceeded the guidelines for single occasion risk of alcohol related injury.
Increasing access to culturally differentiated and proficient services		2015-16	2016-17	2017-18
Improved service continuity between community and acute care services	Improved access and utilisation of Aboriginal and Torres Strait Islander Liaison Services and other Aboriginal and Torres Strait Islander Officers	<p>The Aboriginal and Torres Strait Islander Liaison (ALO) Service, in the Division of Medicine at the Canberra Hospital and Health Services (CHHS) provides support to Aboriginal and Torres Strait Islander patients at the Canberra Hospital.</p> <p>The Division of Medicine engaged an external consultant to under a review of the current model of care of the ALO service with key stakeholders in the ACT and surrounding regions of NSW.</p>		
Health staff able to provide differentiated services	Increase employment and retention of Aboriginal and Torres Strait Islander peoples within the health system	67	76	83

	Increased client satisfaction in cultural awareness and differentiation of health services.	302 completed Aboriginal and Torres Strait Islander cultural awareness	293 completed Aboriginal and Torres Strait Islander cultural awareness	n.p.
		n.p.	85% satisfaction	
	Decreasing rate of discharge against medical advice	2.2%	n.p.	n.p.
	Audit rates of identification when accessing health services	n.p.	n.p.	n.p.

*Health status and outcomes and determinants of health.

Feeling Safe

Improved family and community safety, and family and community perceptions of being safe

Improving family and community safety for the Aboriginal and Torres Strait Islander community is a core part of the Agreement. Keeping families and communities safe includes providing culturally appropriate housing and building a strong sense of community. In some cases, ensuring family and community safety means that people are involved with the justice system. In these instances, providing Aboriginal and Torres Strait Islander peoples with culturally appropriate support is important to ensure their human rights are protected. This also includes ensuring culturally appropriate services before and after release to support moving back into the community and to reduce recidivism. These services provide Aboriginal and Torres Strait Islander peoples moving out of the justice system with an opportunity to contribute positively to their communities.

Housing

The 2016 Census shows homelessness among Aboriginal and Torres Strait Islander peoples in the ACT has dropped dramatically, from 261 people in 2011 to 95 in 2016.

In 2017-18, ACT Government funding for Aboriginal and Torres Strait Islander specialist homelessness service delivery was \$1,142,971.36. The funding was distributed to four agencies to deliver six specific programs for Aboriginal and Torres Strait Islander peoples. Three agencies, Gugan Gulwan, Winunga Nimmityjah, and Toora Women Inc, provide advice, referral and advocacy on matters relating to housing options. At any one time, the above agencies provide support services to 35 service users. In addition to support services, Toora Women Inc has 12 crisis accommodation places for service users. The remaining agency, the ACT Council of Social Services, provides training under the Gulanga Program to develop and improve the cultural competency of services working with Aboriginal and Torres Strait Islander children, youth and families.

At 30 June 2018, ACT Housing supported 960 Aboriginal and Torres Strait Islander tenancies, housing 2065 Aboriginal and Torres Strait Islander residents. This included 61 new tenancies beginning in 2017-18.

Mura Gunya

Building on the success of 'Mura Gunya', a purpose-built housing complex for older Aboriginal and Torres Strait Islander peoples completed in 2016, Housing ACT has worked with the Aboriginal and Torres Strait Islander Elected Body to plan a second culturally appropriate older persons housing complex, ensuring that cultural connections are considered in the planning of the new development. This is part of the ongoing commitment to revitalise the public housing portfolio and ensure that social housing options are available for Aboriginal and Torres Strait Islander communities.

A site in Lyons, which is close to shops, health services and public transport, has been selected and preliminary designs have been prepared. Housing ACT has undertaken community consultation on these designs, with construction to commence in 2019.

Housing Key Performance Indicators

KEY PERFORMANCE INDICATORS	MEASURE	2015-16	2016-17	2017-18
Affordable, stable and secure housing				
Crisis and transitional accommodation needs are met				
Prevent homelessness	Increasing proportion of homelessness services clients who needed independent housing and who achieved it after support	62.6% (291 of 436)	58.6% (179 of 305)	Data available December 2018
Support during period of homelessness	Increasing proportion of homelessness services clients who needed employment and/or training assistance and who were employed after support	24.8% (10 of 41)	41.8%* (25 of 61)	Data available December 2018
Prevent return to homelessness	Proportion of homelessness services clients who had more than one period of homelessness	8.5% (49 of 573)	7.7% (41 of 533)	Data available December 2018
	The proportion of Aboriginal and Torres Strait Islander homelessness services clients who needed assistance to obtain or maintain independent housing and achieved it at the end of support, who did not present again with a need for accommodation assistance in the reporting period	89.3% (266 of 298)	90.6% (184 of 203)	Data available December 2018
Stable and secure housing				
Appropriate accommodation available	Decreasing rates of overcrowding - Public housing	7.5% (57)	6.9% (54)	6.5%
	Decreasing rates of overcrowding - Community housing	4.5%(1)	9.1% (2)	0.0% (0)

* From 2016-17 this indicator is extended to those employed AND/OR enrolled in formal education/training

Note: Data from previous years has been updated to reflect full years

Environment

Environment Grants

Through the ACT Natural Resource Management Environment Grants Program, Lend A Hand Pty Ltd received \$24,447 to work with Aboriginal and Torres Strait Islander detainees and ex-detainees from the justice system, to collect and propagate native seeds and support revegetation work undertaken across the ACT.

Justice

Yarrabi Bamirr

Yarrabi Bamirr (Walk Tall) is a justice reinvestment trial, delivered by Winnunga Nimmityjah, providing family support for Aboriginal and Torres Strait Islander peoples to improve their life outcomes by preventing or delaying contact with the justice system. Yarrabi Bamirr focuses on restorative practices, culturally appropriate support, trauma informed care and building workforce skills through training and development.

There are currently 20 families participating in Yarrabi Bamirr, including over 50 children. Support provided to these families includes altering life trajectories through support and opportunities,

ongoing legal support focused on their plans for the future, addressing health services and recreational activities, and improving access to educational and employment opportunities.

Front Up Voluntary Surrender Program

The Front Up Voluntary Surrender Program is delivered by the Aboriginal Legal Service (ALS) and supported by Legal Aid ACT. The program supports Aboriginal and Torres Strait Islander men and women to prevent or support the swift resolution of a community based sentence breach.

Between June 2017 and July 2018, the ALS supported 45 Aboriginal and Torres Strait Islander people through the Front Up program, including 11 women and 34 men. During this period eight people were remanded in custody after appearing before the Court, 34 were released on bail, two moved interstate and one passed away.

Indigenous Official Visitor

The Indigenous Official Visitor is appointed directly by the Minister, through the Official Visitor Scheme managed by the Public Trustee and Guardian. In 2017-18, the Indigenous Official Visitor visited AMC 99 times, attending twice a week. These visits ensure detainees have a formal avenue to have their voices heard, and that there are culturally relevant monitoring and complaints systems in place.

Extended Throughcare Program

Launched in June 2013, the Extended Throughcare program is designed to reduce former detainees' likelihood of reoffending by providing supports relative to five key areas of need; accommodation, employment / training, health (including mental health and alcohol and drug related needs), community connections and basic needs. Eligible clients are able to access support for up to twelve months post release. The program works with a wide range of community organisations to provide appropriate, tailored support, relative to each person's needs.

The program is voluntary, although has had exceptionally high levels of engagement. In 2018, ACT Corrective Services employed an Indigenous Throughcare officer to join the team, and supported 119 Aboriginal and Torres Strait Islanders, all of whom were accepted into the program. Because the program is open to remand and sentenced detainees, it is difficult to point to data that demonstrates the efficacy of the program; not all supported clients would count in ROGS data for recidivism, however the external evaluation completed by UNSW in 2017 suggests that the program was delaying people's return to custody, and that if they did return, it was generally for an offence of a less serious nature. There was considerable qualitative feedback from program participants about the importance and efficacy of the support received.

'Circle Sentencing' Courts

Building on the successful operation of the Galambany Circle Sentencing Court, the Warrumbul Circle Sentencing Court for Aboriginal and Torres Strait Islander young people came into effect on 1 September 2018. Referrals from the Children's Court have commenced the court is now operational.

Indigenous Programs at the Alexander Maconochie Centre

In addition to the Indigenous Pastoral Service, which provides culturally relevant support and pastoral care, the Alexander Maconochie Centre (AMC) runs a number of programs to support and empower Aboriginal and Torres Strait Islander peoples involved with the justice system. These include:

Cultural and Land Management (CALM) Program

The CALM Program is a full time, holistic education/employment based program offered and delivered in collaboration with Greening Australia, Winnunga Nimmityjah and the Aboriginal Natural

Resource Management Facilitator for the Environment, Planning and Sustainable Development Directorate.

The program focuses on traditional horticultural, conservation and land management skills to increase language, literacy and numeracy skills, and at the successful conclusion of the program participants earn a Certificate II in Foundation Skills for Work and Vocational Pathways.

In 2017-18, 24 Aboriginal and Torres Strait Islander men participated in the Program.

Dhunlung Yarra Indigenous Counselling

The Dhunlung Yarra Counselling Service is a dedicated Aboriginal and Torres Strait Islander therapeutic service staffed by Aboriginal professionals within Relationships Australia Canberra and Region. Dhunlung Yarra provides fortnightly counselling for Aboriginal and Torres Strait Islander detainees, with specific therapy available on an as needs basis.

Community Art Exhibition

Since 2013, Community Services #1 has partnered with ACTCS to exhibit detainee and offender artwork at their Gallery in Narrabundah to celebrate NAIDOC week. This partnership continued in 2018 with a 3 week exhibition in July. This work is supported by the Indigenous Traditional Culture Healing Yarning (ITCHY) Program, which supports participants to create art work for the exhibition. In 2018, 12 participants attended ITCHY on a regular basis.

NAIDOC AMC Family Day

ACTCS holds an annual Family Day event as part of the NAIDOC Week celebrations. It provides the opportunity for detainees and their families to come together and celebrate Aboriginal and Torres Strait Islander culture and to mark NAIDOC. In 2018, the event occurred on Monday, 16 July under the theme of 'Because of her, we can!' which aimed to celebrate the invaluable contributions that Aboriginal and Torres Strait Islander women have made, and continue to make to our communities, our families, our rich history and to our nation. The event attracted approximately 250 family, friends and visitors for the day.

Circle of Security Parenting Program

In 2018, ACTCS continued the Circle of Security Parenting program at the AMC. The program is aimed at Indigenous parents in custody, and is run by trained facilitators over an 8 week period using DVD presentations and handouts. The program is currently offered in the community, providing scope for recently released detainees to continue the course after release.

Tjillari Justice 'Strong Culture, Strong Family' days

In 2017-2018, two 'Strong Culture, Strong Family' days were hosted at the AMC, attracting 10 Aboriginal and Torres Strait Islander detainees. The program aimed to provide detainees with an opportunity to reconnect with their children and partners, with a focus on positive cultural activities. The program has scheduled further dates throughout 2018-19.

Prison to Work Program

In July 2018, ACTCS partnered with Worldview Foundation to provide 20 selected Aboriginal and Torres Strait Islander detainees with the opportunity to enter a holistic wellness and employment program. The end-to-end program is designed to achieve a range of outcomes with individuals through personal coaching, nutrition, social connection, education, training and employment in their work to decommission IT assets and manage e-waste. The program is still in its initial stages, however it has received positive engagement so far.

Yurbay Workshops

The Yurbay workshops provide an introduction to traditional Aboriginal food and medicines of the region, and are run for all detainees at the AMC. In 2018, three workshops were conducted through July and August. These workshops provide an opportunity for detainees to engage with traditional Indigenous activities and culture.

ACT Policing

ACT Policing has recognised the need to improve its relationship with Aboriginal and Torres Strait Islander peoples and ensure the relationship is built on mutual respect and trust. In acknowledgement of the need to provide positive and culturally appropriate avenues for contact with police, ACT Policing employs two dedicated Aboriginal and Torres Strait Islander Liaison Officers (ALOs). ACT Policing ALOs:

- Work with local Aboriginal and Torres Strait Islander communities and relevant stakeholders that represent the needs of the Aboriginal and Torres Strait Islander peoples.
- Liaise with education and rehabilitation providers to identify culture-focused programs that assist at risk Aboriginal and Torres Strait Islander Youth and their families.
- Provide culturally appropriate support to Aboriginal and Torres Strait Islander peoples who have been a victim of crime and assist victims through the traditional justice process, include referral to additional support services where appropriate.

Key Performance Indicators (ACT Policing)

In 2017-18 financial year the ACT saw:

- 10% increase in formal police cautions to Aboriginal and Torres Strait Islander people
- 54.5% increase in diversionary program participation by Aboriginal and Torres Strait Islander people — 17 compared to 11 in 2016-17
- 6.6% increase in charges against Aboriginal and Torres Strait Islander people compared with 4.4% increase for non-Indigenous people
- 48% of 475 Aboriginal and Torres Strait Islander people apprehended have previously been apprehended by ACT Policing, indicating an opportunity for ACT Policing to employ strategies to reduce recidivism

Youth Justice

Blueprint for Youth Justice in the ACT 2012-22

The *Blueprint for Youth Justice in the ACT 2012–22* (the Blueprint) is a ten-year strategy that sets the strategic direction for youth justice in the ACT and focuses on reducing youth crime by addressing the underlying causes, promoting early intervention, prevention and diversion of young people from the youth justice system.

The Blueprint Taskforce, comprising key youth justice stakeholders, was established in August 2017 to monitor progress, identify emerging issues and establish the direction for the next five years of the Blueprint. The Taskforce met on seven occasions in 2017-18.

A mid-term progress report on the Blueprint was tabled in the Legislative Assembly in March 2018. Since the development of the Blueprint, there has been a significant reduction in the number of young people engaged with the ACT youth justice system, including the number of Aboriginal and Torres Strait Islander young people under supervision.

The Taskforce has identified key themes to explore in setting priorities for the next five years of the Blueprint. These themes include improving Aboriginal and Torres Strait Islander outcomes. A half-

day Taskforce workshop held on 10 July 2018 was co-delivered by the Aboriginal and Torres Strait Islander Elected Body and focused on improved outcomes for Aboriginal and Torres Strait Islander young people.

Bimberi Youth Justice Centre

Bimberi Youth Justice Centre is responsible for the care of children and young people on remand or on committal orders in the ACT. Bimberi Youth Justice Centre employs a designated Aboriginal and Torres Strait Islander Family Engagement Officer who supports the engagement between families and young people and promotes an Aboriginal and Torres Strait Islander perspective into the daily functions and management of the centre.

The role of the Family Engagement Officer is to:

- support and engage the families of young people and be active in supporting the young person;
- be a point of contact and communication for services wishing to engage and support young people, in particular, services supporting Aboriginal and Torres Strait Islander young people;
- provide advice to staff and services about the cultural and other needs of Aboriginal and Torres Strait Islander young people and their families; and
- identify gaps in services for young people and their families, in particular those of Aboriginal and Torres Strait Islander descent and, where possible, assist in developing strategies to address these gaps.

Bimberi Youth Justice Centre continues to have strong connections to Aboriginal and Torres Strait Islander organisations in the community, including:

- Gugan Gulwan – cultural programs, outreach and mentoring;
- Winnunga Nimmityjah – health, outreach, sport and recreation activities and mentoring; and
- Relationships Australia – Aboriginal and Torres Strait Islander counselling.

AIHW Data for 2016-17 identified that:

On an average day in 2016-17, in the Australian Capital Territory:

- Aboriginal and Torres Strait Islander young people made up 3% of those aged 10–17 in the general population, but 26% of those of the same age under supervision
- Aboriginal and Torres Strait Islander young people aged 10–17 were 12 times as likely as non-Indigenous young people to be under supervision (182 per 10,000 compared with 15 per 10,000).



'Kangaroo Ridge' – Artwork by a young person at Bimberi Youth Justice Centre

Over-representation of Aboriginal and Torres Strait Islander young people is reduced

How are we tracking?	2011-12	2015-16*	Change
Aboriginal and Torres Strait Islander young people under youth justice supervision	64	44	↓ 31%
Aboriginal and Torres Strait Islander young people under community-based supervision	59	39	↓ 34%
Aboriginal and Torres Strait Islander young people in detention	44	23	↓ 48%
Average time Aboriginal and Torres Strait Islander young people spent in custody (nights)	3,071	906* (2016-17)	↓ 71%
Rate of Aboriginal and Torres Strait Islander young people under supervision on an average day	347.7	199.4	↓ 43%
Likelihood of Aboriginal and Torres Strait Islander young people being under youth justice supervision**	15x as likely	13x as likely	↓ 2x

Source: AIHW Youth Justice in Australia 2015-16 Tables 11b, S12a, S90b/75b and S46b and Report on Government Services 2018, Table 17A.18. *Note: Data includes 2016-17 results where available. **Compared to non-Indigenous young people, rounded to the nearest whole number.

See the Blueprint for Youth Justice in the ACT 2012-2017 Progress Report at https://www.communityservices.act.gov.au/__data/assets/pdf_file/0005/1180742/Blueprint-Progress-Report-2012-17.pdf

Key Performance Indicators

The ACT Criminal Justice Statistical Profile is released twice a year, following the close of the financial and calendar years. The statistics for 2017-18 reflect only three quarters of the reporting period. The final quarter statistics will be released in the 2017-18 ACT Criminal Justice Statistical Profile which is scheduled for release in December 2018.

Since the introduction of the Youth Justice Blueprint there has been:

- a 23 per cent reduction in Aboriginal and Torres Strait Islander young people under youth justice supervision;
- a 25 per cent reduction in Aboriginal and Torres Strait Islander young people under community-based supervision; and
- a 44 per cent reduction in nights spent in custody by Aboriginal and Torres Strait Islander young people.

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Feel safe through the justice system				
Decrease representation of Aboriginal and Torres Strait Islander peoples in the justice system				
Reduce the representation of Aboriginal and Torres Strait Islander young people in the youth justice system	Daily average number and rate of Aboriginal and Torres Strait Islander young people in contact with police	n.p.	n.p.	n.p.
	Daily average number and rate of Aboriginal and Torres Strait Islander young people who appear in Court	n.p.	n.p.	n.p.
	Daily average number and rate of Aboriginal and Torres Strait Islander young people who are either on sentenced or unsentenced community-based supervision	Daily average: 21 young Aboriginal or Torres Strait Islander people Young people aged 10–17 under community-based	Daily average: 19 young Aboriginal or Torres Strait Islander people	next due to be published in May 2019

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
		<p>supervision on an average day (rate per 10,000): 197.48</p> <p>There were 6 young people unsentenced (a rate of 56.5) and 18 sentenced (a rate of 144.1) in the community on an average day.</p>	<p>Young people aged 10–17 under community-based supervision on an average day (rate per 10,000): 180.01</p> <p>There were 5 young people unsentenced (a rate of 50.24) and 16 sentenced (a rate of 149.16) in the community on an average day.</p>	
	<p>Daily average number and rate of Aboriginal and Torres Strait Islander young people who are either on sentenced or unsentenced detention</p>	<p>Daily average (all young people): 3 young people</p> <p>Young people aged 10–17 in detention on an average day (rate per 10,000): Rates are not published where there were fewer than five young people.</p> <p>There was 2 young people unsentenced in detention and 2 young people sentenced in detention on an average day.</p>	<p>Daily average (all young people): 3 young people</p> <p>Young people aged 10–17 in detention on an average day (rate per 10,000): Rates are not published where there were fewer than five young people.</p> <p>There were 2 young people unsentenced in detention and 1 young person sentenced in detention on an average day.</p>	<p>n.p.</p>

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
	Daily average number and rate of Aboriginal and Torres Strait Islander young people who re-offend.	Data withheld due to small numbers	Data withheld due to small numbers	Data withheld due to small numbers
Increasing use of diversionary practices	Reduce the number of Aboriginal and Torres Strait Islander people arrested using police discretion	787	672	475
	Increase in the use of cautions for Aboriginal and Torres Strait Islander people using police discretion	28	23	10% increase in formal police cautions
Empowered community in engaging with the justice system				
Increased access to legal and community supports	Increase the number of Aboriginal and Torres Strait Islander clients accessing Legal Aid ACT services	Baseline	Increase of 6%	Increase of 35.12%
Increased use of alternatives to imprisonment	Decreasing number of custody nights in detention ***	Youth Justice: 1,025 custody nights	906 nights	1,374 nights
Successful integration into the community post Justice engagement				
Reducing recidivism rate through support	90% or more of Aboriginal and Torres Strait Islander sentenced offenders released from the Alexander Maconochie		98%	Jan-Jun 2018

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
to re-enter the community	<p>Centre entering the Throughcare program by 2017.</p> <ul style="list-style-type: none"> • 2014-2015: 80% • 2015-2016: 85% • 2016-2017: 90% 			<p>204 clients had 213 Extended Throughcare eligible releases from custody</p> <p>The program was offered in 191 of those releases (89.7% of eligible releases)</p> <p>The program was accepted on 188 occasions (98.4% of those offered; 88.3% of those eligible)</p> <p>Support was accessed in 171 of those 188 acceptances (90.9% of those who accepted support, 89.5% of those offered support, 80.3% of those eligible)</p>
Increased use of restorative justice practices	Increasing number of restorative justice sessions	Referred: 64	Referred: 64 YTD (1Q data missing)	<p>21 Young People</p> <p>24 Adults</p> <p>14 were diversionary</p>
Reduce the number on remand and reduce the amount of time spent on	Reducing numbers and rates of young people in detention (on remand and sentenced)	Unsentenced on an average day: Data withheld due to small numbers	Unsentenced on an average day: Data withheld due to small numbers	n.p.

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
remand by young people		<p>Sentenced on an average day: Data withheld due to small numbers</p> <p>25 Aboriginal young people spent 4 days unsentenced in detention (median)</p> <p>5 Aboriginal young people spent 74 days sentenced in detention (median)</p>	<p>Sentenced on an average day: Data withheld due to small numbers</p> <p>28 Aboriginal and Torres Strait Islander young people spent 2 days unsentenced in detention (median)</p> <p><5 Aboriginal and Torres Strait Islander young people spent 53 sentenced in detention (median)</p>	
Increasing access to culturally differentiated and proficient services				
Improved access to culturally proficient services and sentencing options	Increasing use of the Galambany 'Circle Sentencing' Court	Referred: 47, Assessed:41 Sentenced: 32. (3Q data only)	n.p.	Stats for the Quarter July 2018 – Sept 2018: Referrals: 17 Assessments: 15 Sentences: 14
	Engage and co-design services with the community	<p>Engagement and co-design of the following initiatives:</p> <ul style="list-style-type: none"> Yarrabi Bamirr justice reinvestment trial developing a tailored driver licensing project proposal to seek as a Road Safety Trust Grant 		The Yarrabi Bamirr justice reinvestment trial is currently underway and will be evaluated by the ANU in late 2018.

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
		<ul style="list-style-type: none"> designing a bail support program designing a new service response to reduce justice procedure offences (eg breach of bail) partnering with the Infringements Office to improve access to culturally appropriate Work and Development Program (WDP) providers and coordinating cross-government work to re-establish circle sentencing for children and young people 		<p>The driver licensing project is currently operating through the Aboriginal Legal Service.</p> <p>The Bail support program (Ngurrambai) is a two year trial designed to reduce the number of Aboriginal and Torres Strait Islander people on remand, and the time spent on remand.</p> <p>“Front Up” is the new service response to reduce justice procedure offences.</p> <p>Warrumbul Court is the Youth Circle Sentencing Court to allow youth to be sentenced in a culturally sensitive environment.</p>
	Enable Aboriginal and Torres Strait Islander people to contribute to the effective development and implementation of case management plans that include appropriate Cultural Care Plans	63% of young people with a sentenced youth justice order had a completed therapeutic case plan within six weeks of sentencing.	47% of young people with a sentenced youth justice order had a completed therapeutic case plan within six weeks of sentencing.	70% of young people with a sentenced youth justice order had a completed therapeutic case plan within six weeks of sentencing.

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Increase employment of Aboriginal and Torres Strait Islanders within the justice system	Increase entry level opportunities for Aboriginal and Torres Strait Islanders		Aboriginal and Torres Strait Islander Employment Action Plan	<p>ACT Government Solicitor recruited an Aboriginal and Torres Strait Islander person as a casual ASO2.</p> <p>ACT Corrective Services employed 3 Aboriginal and Torres Strait Islander people as Correctional recruits (total number of Correctional recruits employed during the period was 16).</p> <p>ACT Corrective Services enrolled 41 students in Certificate III in Correctional Practice of which 8 self-identified as Aboriginal and Torres Strait Islanders. This was an increase from 4 in the previous year, where 61 students were enrolled on a similar program.</p>
	Increase retention of Aboriginal and Torres Strait Islander staff		Aboriginal and Torres Strait Islander Employment Action Plan	Aboriginal and Torres Strait Islander staff has increased from 50 (2.8% of JACS workforce) in June 2017 to 52 (2.8%) in June 2018.

Employment and Economic Independence

Increased employment and private enterprise for Aboriginal and Torres Strait Islander peoples in the ACT

The ACT Government is committed to improving pathways between education, training and employment for Aboriginal and Torres Strait Islander peoples in the ACT, including in the ACT Public Service. The ACT Government is also committed to promoting the use of Indigenous suppliers and encouraging Aboriginal and Torres Strait Islander led businesses.

ACT Public Service Aboriginal and Torres Strait Islander Peoples Employment Framework

The ACTPS Aboriginal and Torres Strait Islander Framework was launched in September 2017. The Framework acknowledges the level of maturity that now exists in this area across the ACTPS. It is a high level document providing overarching direction on inclusion activities, which directorates can implement themselves, or participate in at a whole of government level.

The Framework recognises that each directorate already has, or is developing, inclusion employment strategies. There is an expectation that these Frameworks include in-depth information, analysis and accountability measures of success at the directorate level.

The Framework also supports the aspirations of Aboriginal and Torres Strait Islander peoples for Employment and Economic Independence by promoting Leadership and training opportunities to current ACTPS Aboriginal and Torres Strait Islander employees.

The Creating Excellence project is to co-design a framework to support Aboriginal and Torres Strait Islander employees to achieve our organisational outcomes and to position the Community Services Directorate as a 'Centre of Excellence' for employment.

Key support themes relate to building professional capability in Cultural Safety and leadership across the organisation; acknowledgement of the unique cultural demands, skills and knowledge that employees face; and implementing supports for career development pathways. The Implementation of a suite of projects will continue into 2019.

The Canberra Region Joint Organisation (CBRJO) Indigenous Supplier List

The Territory continues to maintain the CBRJO Indigenous Supplier List from Supply Nation's membership, for Territory Officers to use in their procurements, which has been in place since 2015. The List encourages Territory directorates to seek one or more quotations from Aboriginal and Torres Strait Islander suppliers. In addition, on a case by case basis opportunities for Indigenous engagement are included in the assessment criteria of tenders. Such opportunities assist Indigenous sub-contractors and employment.

The Aboriginal and Torres Strait Islander Procurement Policy

The Territory is developing an Aboriginal and Torres Strait Islander Procurement Policy (ATSIPP) to assist Aboriginal and Torres Strait Islander businesses to maximise and leverage options available through the ACT Government. In 2017-18, the Territory established an Aboriginal and Torres Strait Islander Procurement Policy Committee comprised of senior executives from across the ACT public service.

Following engagement with the Elected Body, Aboriginal and Torres Strait Islander businesses, community controlled organisations and other relevant stakeholders in late 2018, the policy is anticipated to be brought into effect in the first half of 2019.

Accountability Indicator Update

Included in the ACT Budget of 2017-18 and 2018-19, is an accountability indicator requiring “1% of contracts to be awarded to Indigenous or social suppliers.” The Territory reported 0.3% against this indicator for the 2017-18 financial year.

The Territory will refine the accountability indicator to align with the proposed Aboriginal and Torres Strait Islander Procurement Policy. It is intended that this approach will better inform activities and outcomes arising from direct approaches that provide opportunities to engage Aboriginal and Torres Strait Islander suppliers.

The Territory expects that the proposed Procurement Policy will include direct and targeted performance indicators that better capture the scale and scope of opportunities awarded to Aboriginal and Torres Strait Islander suppliers.

Improving pathways between school and work

Australian School-Based Apprentices (ASBAs) pathways support successful transitions between school and work by combining part-time paid employment (for 15 hours per week) with study towards a nationally recognised vocational education and training qualification. In 2017-18, 29 Aboriginal and Torres Strait Islander ASBAs were employed across the private and public sectors. Skills Canberra provided \$170,000 towards the cost of nationally recognised training for these ASBAs. Fourteen of the ASBAs were employed in ACT Government directorates, 15 were employed in the private sector.

In June 2018, to further increase the number of ASBA opportunities available, Skills Canberra and the ACT Education Directorate partnered to contract the Apprentice Employment Network (AEN) NSW & ACT to deliver the *ASBAs in Government Initiative*. This initiative will provide approximately 100 ASBA placements within ACT Public Schools and Australian Government agencies over a 12 month period. Aboriginal and Torres Strait Islander students are a priority cohort for this initiative.

ACTPS Aboriginal and Torres Strait Islander Traineeship/Vocational Employment Program

The Vocational Employment Program (previously known as the Aboriginal and Torres Strait Islander Traineeship), started in September 2018 with 10 program participants, an increase from 8 participants in the 2017 program.

Supporting Australian Apprenticeships in the ACT Public Service (ACTPS)

In the period 1 July 2017 to 30 June 2018, 38 Aboriginal and Torres Strait Islander Australian Apprentices were employed in the ACTPS, across all seven ACT directorates. Skills Canberra provided \$216,000 for these Australian Apprentices to complete nationally recognised training, with qualifications ranging from Certificate II to Diploma level.

The Aboriginal and Torres Strait Islander trainees and apprentices were employed across a wide variety of vocations during this period, including Business, Civil Construction, Correctional Practice, Driving Operations, Electrician, Hairdressing, Heavy Commercial Vehicle Mechanical Technology, Horticulture, Hospitality, Individual Support, Information, Digital Media and Technology, Sport and Recreation, Education Support, Government, Information Technology Networking, Leadership and Management, and Mental Health.

Supporting Australian Apprenticeships in the Australian Government in Canberra

In 2017-18, 86 Aboriginal and Torres Strait Islander Australian Apprentices were employed in Australian Government departments in Canberra.

Skills Canberra provided \$501,000 for these workers to complete traineeships in Certificate III, IV or Diploma in Government, Certificate IV in Human Resources, Certificate IV in Project Management Practice or Certificate III in Laboratory Skills. Of these, 11 were newly commencing Aboriginal and Torres Strait Islander university graduates employed across the Australian Government Departments of Defence, Environment and Energy, Human Services, Australian Federal Police, Home Affairs, Employment and the Attorney General's.

NAIDOC Award for participation in the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program

Chief Minister, Treasury and Economic Development Directorate (CMTEDD) Innovation, Industry and Investment sponsored a table at the 2018 ACT NAIDOC Awards for participants of the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program (the Program). This provided participants of the Program the opportunity to network and market their businesses. In addition, CMTEDD sponsored the 2018 ACT NAIDOC Awards Sportsperson of the Year. The 2018 Award was presented to marathon runner Ms Nadine Hunt.

ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program

On 24 November 2017 the Territory (represented by CMTEDD Innovation, Industry and Investment) entered into a Service Funding Agreement with local company Yerra Pty Ltd for the delivery of the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program (the Program). Funding of \$100,000 GST exclusive has been provided with an option for a further one year pending the outcomes of an independent review after the first year. The Program aims to deliver:

- targeted business, product and finance workshops;
- an Aboriginal and Torres Strait Islander Canberra Business Yarning Circle;
- individual business mentoring;
- specialist business advice sessions;
- employability training sessions;
- internship opportunities; and
- referrals to existing vocational training courses.

As at 30 June 2018 deliverables included:

- A Canberra Business Yarning Circle was held in February 2018 with 35 participants;
- Two Aboriginal and Torres Strait Islander-specific workshops held on social business impact and digital marketing;
- Nine Aboriginal and Torres Strait Islander businesses engaged in individual mentoring and strategy including the development of strategic plans;
- Twelve specialist business advice sessions;
- Five internship opportunities for Aboriginal and Torres Strait Islander students with local Indigenous and non-Indigenous businesses; and
- One participant referred to the Canberra Institute of Technology to undertake training in an area where a skills gap was identified.

Aboriginal Natural Resource Management Facilitator

Environment, Planning and Sustainable Development Directorate (EPSDD) continued to employ an Aboriginal Natural Resource Management Facilitator within ACT Natural Resource Management (NRM), funded through the National Landcare Program. The Facilitator works with Traditional Owners and the broader Aboriginal community to support the ongoing engagement of Aboriginal people in NRM in the ACT and to support the capturing and application of traditional knowledge in land management in the ACT.

ACT Parks and Conservations Service (PCS) Signage Upgrade Project

In 2017-2018, PCS orientation signage was upgraded. The new signage was developed by a Ngunnawal artist and includes an image of an iconic animal associated with the local area.

ACT Parks and Conservations Service (PCS) Fire Management Unit

The PCS Fire unit manages a program that enables young Aboriginal and Torres Strait Islander people to find employment in land management in the ACT. This program has resulted in the employment of several new Aboriginal and Torres Strait Islander fire recruits for the 2018-19 summer.

Employment and Recruitment in ACT Government Directorates

The ACT Public Service has set an employment target of 407 Aboriginal and Torres Strait Islander employees by 30 June 2019.

As at June 2017, workforce data showed that employment of Aboriginal and Torres Strait Islander peoples had increased to 1.6 per cent (350 employees).

ACT Health continues to show a strong commitment to increase the number of Aboriginal and Torres Strait Islander people in its workforce. As at June 2018, ACT Health employed 1.08 per cent (84 employees) who identify as Aboriginal and Torres Strait Islander.

The Environment, Planning and Sustainable Development Directorate (EPSDD), has 23 Aboriginal people employed in a range of positions particularly in the Environment Division, this includes staff associated with the Healthy Country Program, Murumbung Program. EPSDD continues to support the employment and economic independence through the Aboriginal Traineeship program and the Graduate program as well as encouraging Aboriginal and Torres Strait Islander people to apply for identified and non-identified positions. EPSDD have also undertaken a review of the traineeship program to ensure that Aboriginal trainees have the best opportunity to work in a culturally safe and supported environment. EPSDD's People and Capability unit is also reviewing career pathways for Aboriginal and Torres Strait Islander employees.

ACT Heritage, within EPSDD, includes the identified position of Aboriginal Liaison Officer. This position liaises with the Registered Aboriginal Representatives and local Aboriginal people, other government agencies and the community on issues which effect Aboriginal cultural heritage.

Three Transport Canberra and City Service (TCCS) trainees, recruited through the whole of government Indigenous Traineeship Program in February 2017, concluded their traineeships in May 2018. All three were appointed with one being promoted to an AS02 position.

TCCS participated in the whole of government ASBAs program and created three opportunities in finance, the bus operations workshop and Roads ACT for Aboriginal and Torres Strait Islander students.

Sustainable economic engagement and participation of specific cohorts, including Aboriginal and Torres Strait Islander people, is encouraged under the Housing ACT Total Facilities Management Contract. As at 30 June 2018, Spotless employed 19 Aboriginal and Torres Strait Islander people through its contract, substantially exceeding its target of 10. The new Total Facilities Management

Contract, commencing 1 November 2018, will see an increase in cohort employment targets including for Aboriginal and Torres Strait Islander people.

All ACT Public Service Directorates are guided by their Aboriginal and Torres Strait Islander Peoples Employment Frameworks.

Key Performance Indicators

The indicators in the employment and economic independence focus area shows improvement against ACT public service retention. However, pathways between school and work need to be strengthened. The ACT Government has been piloting a traineeship program, the results of which will inform the continued development of pathways to employment within the ACT.

Aboriginal and Torres Strait Islander Employment in the ACT Public Service

	Jun-14	Jun-15	Jun-16	Jun-17	Jun-18
Headcount	253	299	313	350	380
Percentage of	1.2%	1.4%	1.5%	1.6%	1.7%

Aboriginal and Torres Strait Islander people engaged in Employment, Education and Training

Engagement in Employment, Education and Training	
Fully engaged	73.3%
Partially engaged	10.5%
Not Engaged	15.8%
Total	100.0%

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Confident to pursue employment pathways of their choosing and increased economic independence				
Increased participation in the workforce				
Improve pathways between school and work	Increased number and availability of traineeships		Pilot program	<p>In the 2017/18 Financial Year, 364 Aboriginal and Torres Strait Islander people undertook a traineeship.</p> <p>Skills Canberra's Field Officers engage with the Aboriginal and Torres Strait Islander community and community organisations at educational and networking events to raise awareness of the range of VET opportunities available to support improved Aboriginal and Torres Strait Islander employment outcomes.</p> <p>Skills Canberra, as part of its core business priorities, allocates funding to support eligible traineeships, apprenticeships and Australian School-based Apprenticeships (ASBAs) for Aboriginal and Torres Strait Islander peoples employed under the Employment Inclusion Program</p>
	Increased ACT Public Service pathways, development and retention	313 (1.5% of ACT PS workforce)	350 (1.6% of ACT PS workforce)	380 (1.7% of ACT PS workforce)

Stimulate new businesses and encourage entrepreneurs				
Increased number of Aboriginal and Torres Strait Islander businesses in ACT	Increasing Indigenous owned or controlled land and business	n.p.	n.p.	n.p.
	Increasing number of businesses participating in CBRIN Business Development and Entrepreneurship Support Model	n.p.	n.p.	n.p.
Promote the success of ACT Aboriginal and Torres Strait Islander businesses and organisations	ACT NAIDOC Business of the Year Award	Baseline	Increased numbers of nominees by 5%	
	Increase opportunities for mentoring and sharing of business skills and experience across the community to promote business confidence and acumen	Canberra Yarning Circle - Completed four workshops, tradeshow, documentary	Program on hold, pending consultation and assessment of new proposals	Yerra Pty Ltd commenced delivery of the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program Canberra Business Yarning Circle was held in February 2018

Connecting the Community

Aboriginal and Torres Strait Islander community members are connected to strong family, social and support networks

A strong connection to community and family support networks creates strong families and is important for positive cultural identity and feeling safe.

Reconciliation Day

The ACT was the first state in Australia to formally mark Reconciliation Day as a public holiday. A Reconciliation Day Council was established to oversee the annual event and to lead community conversations about the importance of Reconciliation.



On Monday 28 May 2018, Canberrans came together to mark Australia's first Reconciliation Day Public Holiday at 'Reconciliation Day in the Park'. The event was coordinated by Events ACT the Office for Aboriginal and Torres Strait Islander Affairs, and held during National Reconciliation Week which is celebrated across Australia from 27 May to 3 June to commemorate two significant Reconciliation milestones: the 1967 Referendum and the High Court Mabo decision.

The event encouraged the community to take part in conversations about Reconciliation, and to learn more about the impact of past policies and practices, explore Aboriginal and Torres Strait Islander peoples' rich histories and cultures, and in doing so, develop a deeper understanding of our national story. It was an opportunity to enhance the community's collective understanding and appreciation of the principles of Reconciliation.

The main event, held in Glebe Park, attracted approximately 8,000 people and played host to exhibitors, a range of interactive displays and activities. The event highlighted the significant contribution Aboriginal and Torres Strait Islander people makes to the Canberra community.

A Step Up for Our Kids

The *A Step for Our Kids One Step Can Make a Lifetime of Difference – Out of Home Care Strategy 2015-2020* (Strategy) is a five-year program of reform to the child protection and out of home care system. It provides the strategic direction to ensure children and young people are at the centre of decision making and have every chance to grow and develop in a safe, supportive and stable home environment.

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decision making and have every chance to grow and develop in a safe, supportive and stable home environment.

A key focus of *A Step Up for Our Kids* has been the investment in intensive parenting and family preservation supports to prevent children and young people from entering out of home care.

In January 2016, Uniting began delivering the Children and Families ACT program to families who have children at risk of entering care, or who have entered care. These services are aimed at keeping families together and providing parents with the tools they need to sustain a safe home environment for their children.

Uniting's *Newpin* program works with parents whose children are in the ACT foster/kinship care system and provides an intensive family preservation and reunification program over an 18 month period. The aim is to return children and young people as quickly as possible to their birth family and maintain connection whilst they are in care. The service can work with families in their own home, or at an alternative home-like environment, with support tailored to each family's specific needs as well as supporting parents to connect with education, mental health services or drug and alcohol programs.

Cultural guidance and expertise is supported by working in partnership with Aboriginal and Torres Strait Islander agencies and community groups in the ACT to ensure an essential link is established between service delivery and the local community.

From the commencement of the service (January 2016) to 30 September 2018, 33 per cent of referrals to Uniting have been Aboriginal and Torres Strait Islander families (119). Of all families who have engaged with Uniting, 33 per cent or 81 have been Aboriginal and Torres Strait Islander. Of these, 13 families have achieved reunification or preservation as at September 2018. Families engage with Uniting programs for up to 18 months so there is a time lag between referral, engagement and outcomes.

It is recognised that all parents should have a chance to parent their child. For those assessed as high-risk parents, learning to care for a child in a supported environment is instrumental in achieving successful outcomes for the family. The Mother and Baby Unit at Karinya House provides services to support pregnant women, mothers and families whose children are at risk of entering care. The unit provides 24-hour supervised support for up to three months, reducing the likelihood of these children coming into care.

Client engagement with services provide by Karinya is voluntary and as at 30 June 2018, 72 families were referred to participate in Karinya House Mother and Baby unit as part of prevention and reunification services. Of this, 16 identified Aboriginal and Torres Strait Islander mothers and 27 children accessed the service.

Under the *A Step Up for Our Kids* strategy, the ACT Government has introduced services dedicated to providing support to Aboriginal and Torres Strait Islander families.

The independent Birth Families Advocacy Support Service is operated by Australian Red Cross and provides support, information and advice to inform and empower birth families to effectively participate in the child protection process. This service includes an identified Aboriginal and Torres Strait Islander staff member to strengthen the cultural sensitivity of the service delivered to Aboriginal and Torres Strait Islander families.

The Community Services Directorate Cultural Services Team provides support and advice to CYPS staff when working with Aboriginal and Torres Strait Islander children, young people and their families. The team also provides assistance in engaging with other community agencies.

The mid-Strategy evaluation report due to Government in late 2018 will provide a comprehensive view of how the Strategy is performing against the evaluation framework and the outcomes delivered by services under the Strategy in the medium and long-term.

Our Booris, Our Way

The ACT Government is committed to understanding and addressing the over-representation of Aboriginal and Torres Strait Islander children in the statutory child protection system, and is taking action to reduce the number whilst maintaining a focus on keeping children and young people safe.

A review was announced on 15 June 2017, looking into the circumstances of each Aboriginal and Torres Strait Islander child and young person involved in the child protection system, including those in out of home care. The “*Our Booris, Our Way*” review has a focus on systemic improvements needed to address disproportionality in the ACT and ensure that Aboriginal and Torres Strait Islander children grow up safe, strong and connected in their families and communities.

An interim report has recently been released, with a final report due in September 2019. Action is progressing prior to the final report being released. The Community Services Directorate (CSD) has received interim recommendations which include themes in the areas of:

- cultural proficiency of Child and Youth Protection Service (CYPS) staff;
- implementation of the Aboriginal and Torres Strait Islander Child Placement Principles within policy and practice; and
- access to Family Group Conferencing for all Aboriginal and Torres Strait Islander families in the statutory system.

These recommendations have been accepted and work has commenced to progress them to implementation. A few of the immediate initiatives include:

- The development of a designated Aboriginal and Torres Strait Islander Practice Leader position within CYPS. The Aboriginal and Torres Strait Islander Practice Leader will have a key role in supporting the embedding of the SNAICC Aboriginal and Torres Strait Islander Placement Principles.
- Engagement of SNAICC to undertake training for staff on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principles in practice.
- The development of a practice guide for staff on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principles in practice.
- Continued support for staff to undertake the CYPS Cultural Development Program which is designed to provide staff with an understanding of Aboriginal and Torres Strait Islander cultures, and has a strong focus on collaboration and the establishment of positive working relationships.

Alongside the important work being undertaken through the review, the ACT Government has initiated key programs targeting Aboriginal and Torres Strait Islander families.

Family Group Conferencing

In November 2017, Child and Youth Protection Services (CYPS) established a Family Group Conferencing pilot for Aboriginal and Torres Strait Islander families at risk of ongoing involvement with the statutory child protection system. The pilot provides an opportunity to work differently with families, and supports them to make decisions and develop family plans for keeping their children and young people safe and cared for within their families and community.

The pilot includes the employment of two identified Aboriginal and Torres Strait Islander positions based within the CYPs Cultural Services Team, to undertake the facilitation of Family Group Conferences. In addition, two experienced and independent (from CYPs) Aboriginal facilitators also undertake Family Group Conferences.

As at 30 June 2018, a total of 11 families (including 21 children and young people) had participated in Family Group Conferencing and as a result, 18 children and young people remain in the care of their parents and three with their extended family.

The 12-month pilot focuses on ensuring all members of a child or young person's extended family are contacted and encouraged to be involved in the decision-making process about the child's situation. This process aligns with Aboriginal and Torres Strait Islander cultural values of family and community responsibility.

Feedback is being sought from participating families to ensure the pilot is meeting the needs of ACT Aboriginal and Torres Strait Islander children and young people and their families. While an evaluation of the pilot will be undertaken in 2018-19, anecdotal feedback from families has been positive with 100 per cent of families advising that they would recommend the process to other families.

The ACT Government invested \$1.433m in *Family Group Conferencing* in the 2018-19 Budget to divert families away from Children's Court processes and ensure all members of a child's family are contacted and encouraged to be involved in the decision-making process about their child's situation, and to keep their children safe, strong and connected to family and culture.

Growing Healthy Families

The early years of a child's life set the foundation for their future health, development and learning. The Child and Family Centres service offer is informed by the key prevention and early intervention principle; acting early to prevent the development of a problem, and/or intervening early in the life of a problem to improve the long term outcomes for individuals, families and their communities.

The application of prevention and early intervention approaches in Aboriginal and Torres Strait Islander communities requires differential responses that address the historical and cultural complexities that impact family engagement and the effectiveness of service supports.

Growing Healthy Families is a community development program delivered out of the three Child and Family Centres, 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 which support Aboriginal and Torres Strait Islander children, families and communities. The *Growing Healthy Families* program includes case management for families with high and complex needs, developmental children's groups, early intervention and targeted intervention playgroups, and community activities and events.

The *Growing Healthy Families* program in each of the Child and Family Centres delivers group activities in partnership with other community organisations, such as Uniting Care, Gugan Gulwan, the Smith Family, schools and the Belconnen Arts Centre. Examples of these group activities include *Koori Kids*, *Deadly Bubs*, *Strong Women's Group*, *Ngunnawal Homework Club*, *Mums and Bubs* and *Koori Paint and Play*.

The *Growing Healthy Families* program is now the cornerstone of the Child and Family Centres work with Aboriginal and Torres Strait Islander children, families and communities. The *Growing Healthy Families* program offers a broad suite of community development programs, family and advocacy support, and links Aboriginal and Torres Strait Islander families to existing services and community development activities, as well as other services and activities provided through the Child and Family Centres.

Through a community development approach, the *Growing Healthy Families* program is a well-known and respected program. Important capacity has been built in the areas of staff expertise, responsive and innovative programs and models of delivery and integrated pathways for families into the wider service system. In addition, the consolidation of the *Growing Healthy Families* program has included strengthened governance and community engagement, staff recruitment and professional development and training, and innovative programs and partnerships.

Child Development Service

The Child Development Service (CDS) was formed in 2016 as a collaboration between the Community Services, Health and Education and Training Directorates. CDS was established to provide a seamless assessment and referral service to support ACT families with children up to six years of age, that have concerns about their child's development. The CDS works closely with a range of service providers to ensure young children and their families have access to information, advice and appropriate referrals where there are concerns about children's development.

The CDS provides outreach services to a number of programs across Canberra that support Aboriginal and Torres Strait Islander children, families and communities. The aim of this approach is to work collaboratively to build trust and improve access to allied health assessments for children and to build community capacity with regards to child development and early intervention referral pathways for Aboriginal and Torres Strait Islander children and families in the ACT.

In 2017-18, the CDS worked with more than 160 children from birth to six years and their families, who identify as Aboriginal or Torres Strait Islander, by providing the following services and programs:

- Drop-in style services provided by speech pathologists at the five Koori preschools;
- Allied health professionals working collaboratively with staff from Winnunga Nimmityjah to prioritise assessments for children identified as at risk of developmental delays;
- An early childhood teacher attending the weekly *Mums and Bubs* group hosted by Winnunga Nimmityjah during 2017 and 2018 to facilitate play activities and promote childhood development;
- A speech pathologist and Indigenous allied health assistant attending the weekly Gugan Gulwan *Mums and Bubs* group throughout 2017, supporting playgroup programming, health promotion activities relating to speech, language development and assessment, and referrals for children identified with developmental delay. This program concluded at the end of 2017 and Gugan Gulwan then introduced *Parenting Our Way*;
- An allied health assistant regularly attending Gugan Gulwan's *Parenting Our Way* program in 2018 to build relationships with families attending the program, provide information to families and support links into the CDS when required; and
- Allied health staff regularly attending the *Koori Playgroups*, *Strong Women* and *Deadly Bubs* groups held at the Child and Family Centres to provide health promotion activities, information to parents, assessments and referrals for children identified with delays in development.

Cultural supports

Culturally appropriate practice and support are a key focus at Child and Youth Protection Services (CYPS). The Cultural Services Team is a crucial part of CYPS, providing a range of supports for Aboriginal and Torres Strait Islander children and young people, as well as for CYPS staff working with these families.

The team continues to work closely with case managers and families to deliver a variety of culture-focused services including:

- Engagement with pregnant women and families, to prevent their child's entry into the out of home care system;
- Assistance to young people on youth justice orders, including assisting young people to access knowledge of their family and culture, and linking them with mentoring and support;
- Advice to case managers regarding finding family and placement decisions, including assessment and support of kinship carers;
- Cultural input into case management, including therapeutic planning and family contact arrangements; and
- Support for case managers to engage with families, including engagement with other community agencies.

Children and young people who are in out of home care and identify as Aboriginal and Torres Strait Islander have a cultural plan. A cultural plan provides an Aboriginal and/or Torres Strait Islander child or young person with the ability to connect with their family and community to preserve and enhance their cultural identity.

During 2017-18, 158 cultural plans were developed and 86 per cent of Aboriginal and Torres Strait Islander children in care had a cultural care plan in place. These plans guide families and carers to support the child or young person's cultural identity by remaining connected to language, cultural values, lore, beliefs and practices, Country and extended family.

Functional Family Therapy – Child Welfare

In June 2018, Gugan Gulwan, in partnership with OzChild, was engaged to deliver a trial of *Functional Family Therapy – Child Welfare* in the ACT, specifically for Aboriginal and Torres Strait Islander families. The program is designed to improve family dynamics, communication and support, and focuses on the systems around families and how they can be supported and motivated to change.

Gugan Gulwan brings inherent cultural knowledge, skills in working with young people and their families, and strong connections to the Aboriginal and Torres Strait Islander community of Canberra. OzChild has a history of delivering evidence based programs across Australia, including delivering *Functional Family Therapy – Child Welfare* in Victoria and New South Wales.

The ACT Government is committed to reducing the over-representation of Aboriginal and Torres Strait Islander children and young people in the child protection and out of home care systems through evidence based programs, such as *Functional Family Therapy – Child Welfare*. The partnership between Gugan Gulwan, OzChild and CYPS will support more than 40 of Canberra's Aboriginal and Torres Strait Islander families, with the aim of reducing the number of children and young people entering, or remaining in out of home care, and ensuring that families get the help they need to keep their children and young people safe, strong and connected.

ACT Policing

Regular community forums with the ACT Policing executive and the establishment of the Chief Police Officer's Aboriginal and Torres Strait Advisory Board have been effective in developing positive, constructive, and proactive community engagement between ACT Policing and Canberra's local Aboriginal and Torres Strait Islander communities.

In the 2017-18 financial year, three community forums were held where members of the community were invited to speak directly to the ACT Policing executive. These forums give the community an important voice and reinforce the importance of genuine, proactive engagement to actively listen to

the concerns of our community. As a result of these forums and input from other key stakeholders ACT Policing are:

- Developing a pre-charge warning framework to increase the number of options available to divert Aboriginal and Torres Strait Islander people out of the criminal justice system;
- Revising the threshold applied to existing diversion options to ensure the options are culturally sensitive and effective in diverting as many people as possible out of the criminal justice system;
- Including Aboriginal and Torres Strait Islander peoples in ACT Policing's *NightCrew* initiative to deliver a culturally sensitive capability in the ACT's entertainment precincts; and
- Delivering locally focussed and community policing specific cultural competency training to all ACT Policing members during the 2018-19 financial year.

Aboriginal and Torres Strait Islander Community Bus Program

The Aboriginal and Torres Strait Islander Community Bus Program (the bus program) continued to provide an on-demand transport service to vulnerable Aboriginal and Torres Strait Islander peoples. The program seeks to provide services to those who are unable to access regular public transport options and are at risk of social isolation, thereby allowing them to remain active within the community.

A total of 4,363 passenger trips were recorded in 2017-18 with members of the community who utilised the bus program being elders groups, juvenile and justice support groups, family groups, individuals accessing medical appointments and those who wished to attend significant cultural events including interstate funerals, and local and interstate social and sporting events.

The bus program operated in line with the Aboriginal and Torres Strait Islander Community Bus guidelines providing opportunities for the buses to be used for community work by volunteers outside business hours. In the reporting period the buses were used on 107 occasions under these guidelines.

The bus program will continue in 2018-19.

Key Performance Indicators

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Connected to strong family, social, cultural networks				
Supporting strong resilient families				
Increasing family safety and security	Percentage of children in care who have a cultural care plan		87%	86%
	Achievement of family goals through completion of Growing Healthy Families or Circles of Security training	163 families	176 families	n.p.
Children will have culturally appropriate care when interfacing with the child protection system	Aboriginal and Torres Strait Islander children in out-of-home care by relationship of care giver, 30 June - % children placed in accordance with Aboriginal child placement principle.	60.4%	60.1%	62%
	Reduce the re-substantiation rate for Aboriginal and Torres Strait Islander children in care	26% of children with a substantiation in 2015-16 had a further substantiation in the next 12 months.	18% of children with a substantiation in 2015-16 had a further substantiation in the next 12 months	Data available in 2019
	Reduce the number of Aboriginal and Torres Strait	41	54	52

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
	Islander children coming into care			
Improved connection to cultural enriching networks				
Community groups that practice, teach and promote culture	Increased application and award of OATSIA Cultural Grants Program	Seven applicants: grants totalling \$29,820	Six applicants: grants totalling \$21,880	Fourteen applicants: grants totalling \$ 42,127
Enable transport to cultural events and gatherings	Increased use of the Community Bus	n.p.	5,430 passenger trips	4,363 passenger trips
Culturally appropriate services and support where appropriate				
Representation on consultative/advisory committees to ACT Education and Training, Health and Justice	Increasing representation and diversity of the community represented in co-design sessions			

Cultural Identity

Community members celebrate Aboriginal and Torres Strait Islander cultures

The ACT Government recognises the importance of strong cultural identities to achieve better life outcomes for Aboriginal and Torres Strait Islander peoples. Strong positive cultural identities are essential for Aboriginal and Torres Strait Islander health and wellbeing, and are a crucial element in overcoming the ongoing effects of trans-generational trauma caused by past government policies.

Culture as a key aspect of Aboriginal and Torres Strait Islander wellbeing is both knowledge and practice of culture by Aboriginal and Torres Strait Islander peoples, and respect for that culture among the wider community.

Facilitated Access to PCS Nature Reserve for Cultural Tourism

The Parks and Conservation Service (PCS) has facilitated access to closed areas of a PCS Nature Reserve with a local Aboriginal Tourism operator. This access allowed the operator vehicle access to support the interpretation of key cultural sites within Namadgi National Park. Such access supports the development of a local Aboriginal tourism operator.

Ranger Guided Cultural Tours

The Healthy Country Program Senior Ranger and the PCS Murumbung Rangers delivered Ranger Guided Cultural Activities throughout 2018. These activities involve sharing Aboriginal history and Culture based on Ngunnawal knowledge and stories that provides participants with an understanding of Aboriginal kinship; bush tucker and medicines; dispossession and dislocation of Aboriginal people; reconnecting to Country and Culture; and Aboriginal land management. These activities are delivered at Tidbinbilla Nature Reserve, Namadgi National Park and other Nature Reserves managed by the Parks and Conservation Service.

The Murumbung Rangers also participated in a number of activities including tailored presentations and field trips for university students at ANU. One of these activities is an annual field trip to provide students undertaking the ANU Fire Ecology course with an understanding of how fire can be used for land management and Cultural purposes.

The Rangers also attended a number of events in Canberra throughout this period which provide an opportunity to speak to people one on one, to share their knowledge and personal experiences in the work that they undertake in land management.

PCS Ngunnawal Naming Project

PCS has undertaken preliminary consultation with local Traditional Custodians and others on a long-term project to name some of the new Offset Reserves in Ngunnawal language and reinstate Ngunnawal names for various parks, reserves and significant sites in the ACT through a formal dual naming process.

Cultural Burning

The Fire unit within PCS has a strong focus on Aboriginal burning and connection of Aboriginal people to the land through fire. This builds on the Council of Australian Governments (COAG) National Bushfire Management Policy Statement that specifically identifies the “promotion of Indigenous Australians use of Fire” as one of the agreed national goals. The Fire Unit has established a framework to facilitate traditional custodians to be directly involved with traditional burning “on country” in the ACT. We have also facilitated the establishment of an Aboriginal burn practitioner’s network across Southeast Australia to further enhance cultural burning and reinstate the cultural

link to the land through traditional burning. In addition a group of PCS Aboriginal employees have been upskilled to enable them to be principally responsible for the development and implementation of cultural burns across the ACT.

Cultural Burning: Evolving with Country and community Fire Forum

In May 2018, ACT Natural Resource Management (NRM) hosted the 'Cultural Burning: Evolving with Country and Community', Southeast Australia Aboriginal Fire Forum held at the University of Canberra. More than 130 participants attended the forum, including Traditional Owners, representatives from land councils and Aboriginal fire NGOs as well as representatives from rural and national fire agencies. The three-day forum facilitated knowledge sharing between First Nations people, fire practitioners and professionals.

Themes brought up by participants and speakers included listening to Country, sharing knowledge, community and partnerships, training, making it genuine and measuring success. This event was organised in a partnership between ACT NRM, ACT PCS Fire Unit and the Murumbung Yurung Murra network and others within the EPSD Directorate. Forum outcomes will be used to review current cultural fire programs and identify new cultural fire programs working with Traditional Custodians and the broader local Aboriginal community on Country.

ACT Heritage

ACT Heritage, in conjunction with the ACT Heritage Council, has facilitated numerous heritage projects, as detailed below, to recognise and promote the Aboriginal culture and history of the ACT, including coordinating and producing Aboriginal heritage interpretive sites throughout the ACT. These included Aboriginal Events in the Canberra & Region Heritage Festival. In 2018 the theme 'My Culture, My Story' celebrated local Aboriginal culture with a record 18 Aboriginal events in the 2018 Canberra and Regional Heritage Festival. Aboriginal events included guided tours by Ngunnawal custodians, an exhibition of art and crafts at Burunju Gallery, children's activities such as throwing and decorating a boomerang and bush food walks and tastings.

Canberra Tracks

The Canberra Tracks branding is recognised as enhancing the experience of visitors and locals while celebrating the Territory's Aboriginal heritage.

Track 1: Ngunnawal Country - this track takes you on a journey into the Aboriginal story of the nation's capital that goes back at least 20,000 years. In traditional times this area was a meeting place where the Ngunnawal welcomed and hosted groups from the surrounding area to discuss the land, lore and culture. Some of the main tribal groups used the mountains for ceremonial purposes such as initiation, marriage and trading of resources. This is a personal journey into the past, present and future of the Aboriginal history of this region.

Aboriginal projects funded by the ACT Heritage Grants Program 2017-18

Continued funding of ACT Heritage Grants to promote understanding of Aboriginal heritage in the ACT included \$10,240 for Aboriginal heritage projects in 2017-18:

- The Southern ACT Catchment Group received \$9,240 to protect and restore the Heritage Register nominated canoe scar trees located in the Lanyon Homestead Precinct.
- The Friends of the Pinnacle received \$1,000 to conduct Aboriginal guided walks, led by members of the local Ngunnawal people, through the Pinnacle Nature Reserve.

Aboriginal places and objects entered into the ACT Heritage Register

Aboriginal places or objects may be entered to the ACT Heritage Register (the Heritage Register) if they meet criteria outlined in the Heritage Act 2004 (the Heritage Act). While all Aboriginal places and objects are recorded and protected under the Heritage Act, inclusion onto the Register formally recognises significant places and objects of Aboriginal heritage.

In 2017-18, the Heritage Council placed the site of a Corroboree at the junction of the Queanbeyan and Molonglo Rivers on the Heritage Register. The place was an important pathway and meeting place for several groups of the region with a connection to the Bogong Moth harvest. The place is also a documented location for an important Aboriginal ceremony and a burial.

Aboriginal heritage conservation works

Work continued on the conservation and interpretation of an Aboriginal cultural scar tree. This project continued as part of the 2016-2017 Capital Works program and involved the relocation of the tree from Tharwa to the Namadgi Visitor's Centre, where on-site interpretation will share the history and significance of the tree, and more broadly, the Aboriginal history and heritage of the ACT. All stages have been guided by Representative Aboriginal Organisations (RAO) views on conservation works and the heritage interpretation outcome.

ACT Heritage allocated funding through the 2017-18 capital works program for the development of a Cultural Heritage Management System (CHMS) for the PCS, which will create a system to manage Aboriginal places in partnership with RAOs and in accordance with *Heritage Act 2004* obligations.

On Country Cultural Appreciation Tour

In November 2017, Transport Canberra and City Services (TCCS) began offering a half-day On-Country Cultural Appreciation Tour. The program offers an introduction to Ngunnawal country, the Traditional Owners of the lands and waters in Canberra and region, Ngunnawal language, local bush tucker and the impact of non-Indigenous land management practices over the centuries. The program is open to all TCCS employees.

Celebrating Reconciliation

A flowerbed design celebrating reconciliation was planted at Vernon Circle, Civic, for the period covering Reconciliation Week 2018 until the end of NAIDOC Week 2018. The design was endorsed by the United Ngunnawal Elders Council and featured the Ngunnawal word '*Galambany*' (meaning '*we, including you*'). A planting ceremony was held in May 2018, attended by the Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith and members from the Aboriginal and Torres Strait Islander Elected Body.

Libraries ACT offered a range of opportunities to share and celebrate Aboriginal and Torres Strait Islander cultures, including for International Mother Language Day including a story time featuring the Ngunnawal language.

Libraries also participated in the annual Tracks to Reconciliation program and hosted a photographic exhibition called "Serving Country", which shared the stories and experiences of Aboriginal and Torres Strait Islander men and women who served in the Australian Defence Forces.

Aboriginal and Torres Strait Islander Arts Network

In 2018, artsACT released the Aboriginal and Torres Strait Islander Consultation Report and Arts Action Plan. These documents have led to the establishment of the Aboriginal and Torres Strait Islander Arts Network as a working group to work in conjunction with artsACT to design new programs for Aboriginal and Torres Strait Islander cultural engagement through the arts. In 2018, the

Network established new program principles and key themes for program development and commenced working with artsACT to scope options for delivery. artsACT has also established a new position to recruit a new Aboriginal and Torres Strait Islander Officer to increase engagement, provide advice about arts engagement across ACT Government Directorates and to design implement and evaluate arts engagement programs.

Key Performance Indicators

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Strong cultural identity and feel empowered to promote their identify at home, work and in their communities				
Provide opportunities to showcase, celebrate and increase community understanding about the cultural diversity of Canberra				
Ability to attend and celebrate cultural festivals	Increasing number of ACT government employees accessing NAIDOC week leave	n.p.	n.p.	n.p.
	Increasing participation in NAIDOC week	n.p.	36%	n.p.
	Increased cultural awareness of the community through celebrations of significant celebrations	n.p.	68%	n.p.
Create an environment of cultural safety				
Aboriginal and Torres Strait Islanders are comfortable to identify and practice culture through language	Increasing proportion of community who identify with clan, tribal or language group	64%	n.p.	n.p.

Leadership

Empowering people, creating confidence and self-esteem

The ACT Government is committed to Aboriginal and Torres Strait Islander peoples having the right to self-determination, to build strong communities that empower individuals to meet their social, cultural and economic needs. Significant work has been undertaken across ACT Government directorates to ensure Aboriginal and Torres Strait Islander people can embrace their role in achieving positive life outcomes and building a confident, resilient and strong community identity.

Aboriginal and Torres Strait Islander Elected Body

The Aboriginal and Torres Strait Islander Elected Body (the Elected Body) ensures that Aboriginal and Torres Strait Islander people in the ACT have a strong democratically elected voice. The Elected Body represents the interests and aspirations of the local Aboriginal and Torres Strait Islander community and provides advice to the ACT Government.

The Office for Aboriginal and Torres Strait Islander Affairs and the Elected Body are working together on the development of the new Agreement, which is being informed by a series of community conversations undertaken in 2018. Through these community conversations it is evident there is broad community agreement around the priority areas for the next Agreement, including having specific children and young people targets and justice targets.

Information on the Aboriginal and Torres Strait Islander Elected Body can be found at www.ATSIEB.com.au

During 2018, the Aboriginal and Torres Strait Islander Elected Body held the following:

ATSIEB Hearings	ATSIEB Meetings	ATSIEB Consultations
11 January 2018 (Pre-Hearings)	23 February 2018	26 March 2018
15 February 2018 (Pre-Hearings)	27 April 2018	2 August 2018
1 March 2018 (Pre-Hearings)	21-22nd June 2018	24 October 2018
14-15 March 2018	15 August 2018	
	17 October 2018	
	12 December 2018	

United Ngunnawal Elders Council

The ACT Government continues to support the United Ngunnawal Elders Council (UNEC), who are funded through the Office for Aboriginal and Torres Strait Islander Affairs for the provision of secretariat support, sitting fees and operational costs. The 2017–18 members of UNEC included Ms Roslyn Brown, Mr Fred Monaghan, Ms Loretta Holloran, Ms Agnes Shea OAM, Mr Warren Daly, Mr Bradley Bell and Ms Joanne Reid.

During 2017-18, UNEC held two meetings from 14-15 December 2017 and 10-11 May 2018. During the year, UNEC:

- Continued to work on their Terms of Reference; and
- Provided or discussed cultural and heritage advice to:
 - Nine entities within the ACT Government (JACS, CMTEDD, TCCS, Suburban Land Agency, Health Directorate, Environment, Planning and Sustainable Development

Directorate (EPSDD), Reconciliation Day Committee, ACT Board of Senior Secondary Studies, and the ACT Legislative Assembly);

- Three Commonwealth government entities (AIATSIS, Merit Protection Commission, and the National Capital Authority);
- Four community organisations within the ACT;
- Three business within the ACT; and
- Six individuals/members of the community who sought such advice.

Empowering People: Community Services Directorate Strategic Plan 2018–2028

The *Empowering People: Community Services Directorate Strategic Plan 2018–2028* is guided by a number of core principles with the first being **Aboriginal and Torres Strait Islander leadership**—*Aboriginal and Torres Strait Islander peoples have a strong voice, are decision makers on issues that impact them and lead in the achievement of positive life outcomes.*

Within the Community Services Directorate’s Strategic Plan, the overarching Cultural Integrity Statement sets out the directorate’s commitment to meet the needs of Aboriginal and Torres Strait Islander peoples and details the guiding principles to ensure greater cultural integrity in the organisation and in the work that we do.

CULTURAL INTEGRITY STATEMENT

The Community Services Directorate acknowledges the traditional custodians of the land, the Ngunawal people. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

We strive for positive outcomes for Aboriginal and Torres Strait Islander people through a genuine commitment to the *ACT Aboriginal and Torres Strait Islander Agreement*. This commitment is demonstrated through respectful interactions with Aboriginal and Torres Strait Islander Canberrans, and strives to work with different communities differently, and continuously improve services to meet the needs of Aboriginal and Torres Strait Islander people.

We are committed to reconciliation and will develop a *Reconciliation Commitment* to replace the *Reconciliation Action Plan*. The commitment will outline practical actions that will drive this commitment both internally and in the communities that we support. The *Reconciliation Commitment* will include key performance indicators to measure outcomes achieved. The following principles will guide our efforts to ensure cultural integrity:

- **Commitment to cultural proficiency**—continuously improving and embedding understanding of Aboriginal and Torres Strait Islander culture in the workplace will lead to the development of culturally-proficient policies, and culturally-safe work spaces and services. As a key action, core cultural competency training will be reviewed regularly by Aboriginal and Torres Strait Islander people for accuracy and relevance, to recognise contemporary issues and cultural growth.
- **Authentic engagement and self determination**—we work to ensure Aboriginal and Torres Strait Islander Canberrans feel empowered to identify and lead within their communities. Engagement acknowledges cultural authority and seeks to understand and appropriately address local need by ‘listening to understand, not react’.
- **Building on designated positions**—Aboriginal and Torres Strait Islander people are valued at all levels of the workforce. We commit to increasing Aboriginal and Torres Strait Islander employment more broadly by adopting new recruitment processes that value life experiences and cultural expertise.
- **Celebrating cultural identity** by promoting Aboriginal and Torres Strait Islander culture, acknowledging country and participating in reconciliation activities. We will embed a culture of respect and appreciation for Aboriginal and Torres Strait Islander people and their significant contribution to the community.
- **Delivering culturally-specific and accessible services** (targeted and universal) by understanding cultural preferences and being flexible in the way services are delivered to build trust and strong relationships with Aboriginal and Torres Strait Islander clients.
- **Partnering with Aboriginal service providers** with a view to building trusting relationships and fostering self determination, leadership and improved outcomes for the Aboriginal and Torres Strait Islander community.

Cultural Safety Masterclass

The Cultural Safety Masterclass initiative was implemented with Associate Professor Richard Frankland. Each Masterclass began with an introduction to cross cultural awareness, involving

general discussion and insight into pre-contact, contact and post-contact Aboriginal and Torres Strait Islander Australia. Participants in the Masterclass also examined issues of cultural safety, cultural loads and cultural foundations. Close to 300 staff have participated, including colleagues from the Human Rights Commission. Feedback from staff indicated that the Masterclasses have built new understandings, insights and a strong commitment to what is next, both personally and as an organisation to ensure positive outcomes for Aboriginal and Torres Strait Islander families and communities.

Queanbeyan-Palerang Regional Council - Murumbung Rangers

The Murumbung Rangers participated in activities held at a Koori Kids Youth Program (21-25 May). These activities involved participants being engaged in youth leadership with Tina Brown and walks and talks lead by HCP senior ranger to support the leadership growth of the Aboriginal youth partaking in the program.

Aboriginal Natural Resource Management (NRM)

Aboriginal NRM in partnership with ACT PCS Fire Unit and the Murumbung Yurung Murra network and others within the EPSD Directorate held the South-east Australia Aboriginal Fire Forum - 'Cultural Burning: Evolving with Country and Community', held at the University of Canberra from 10 – 12 May 2018. Participants and speakers came from as far away as Cape York, Queensland in the north to Lake Condah, Victoria in the south for information sharing and networking to continue building on empowering Aboriginal people in cultural burning. The forum included a youth panel discussion: "Empowering the Next Generation". Forum co-MC Ben Mitchell facilitated a discussion with four local youth to seek their experiences and views on how youth can be empowered to engage in cultural burning and land management.

Water Resource Planning

EPSDD actively and regularly engages with the Ngunnawal community in the development of the ACT Water Resource Plan to ensure that the spiritual and cultural values are taken into account in water planning activities building community capacity in water planning. From 2015 to present Aboriginal Water Assessments to determine the cultural values have been conducted for 16 sites of significance to the Ngunnawal people and EPSDD is continuing to engage with the community to move forward to develop site plans in partnership to where possible improve these sites. Youth participation is supported and encouraged particularly in the Aboriginal Water Assessments for cultural learning from Elders and peers.

EPSDD has also encouraged and supported Ngunnawal representation on the Murray Lower Darling Rivers Indigenous Nations group and this is a vital element in water resource planning in the southern Murray-Darling Basin and Basin Plan requirements.

ACT Water and Catchment Planning Unit facilitated the community engagement on the draft revised ACT Riparian Strategy to build the capacity of the community to understand and engage with the strategy. This engagement also opened the conversation on the proposed amendments to the ACT Fisheries legislation and providing an opportunity for the Aboriginal community.

Representative Aboriginal Organisations (RAOs)

The Heritage Act makes provision for involving Aboriginal people in decisions affecting those places and objects. In the ACT, Aboriginal involvement is achieved through the RAO system. The RAOs include: Buru Ngunnawal Aboriginal Corporation; King Brown Tribal Group; Little Gudgenby River Tribal Council; and Ngarigu Currawong Clan.

The Heritage Council also consults with the United Ngunnawal Elders Council (UNEC) and the Aboriginal and Torres Strait Islander Elected Body on many heritage matters.

Biosecurity and Rural Services response

The ACT Aboriginal community is recognised as a stakeholder in the delivery of the ACT Biosecurity Strategy 2016-2026. We look to the Aboriginal community to play a role in preventing damage to native plants, animals and ecosystems and cultural assets of significance to the Aboriginal community.

We also seek input from the Aboriginal community into government legislation, policy, regulation and management frameworks related to biosecurity. One initiative is the National Carp Control Plan, with three Aboriginal community members invited to attend a stakeholder engagement forum in February 2018.

Key Performance Indicators

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
Feel connected, and able to prepare for leadership of the community				
Increase Aboriginal and Torres Strait Islander leadership within the wider community				
Increase participation of Aboriginal and Torres Strait Islanders in the future of the community and be inclusive of the diversity of perspective within the community	Elevate the voice of young Aboriginal and Torres Strait Islanders through a Youth Council of the Elected Body		The Youth Advisory Council (YAC) Terms of Reference were amended to align with the Agreement to enable a proxy in the absence of an Aboriginal and Torres Strait Islander YAC representative.	Aboriginal and Torres Strait Islander Elected Body will be engaging the community as per their Consultation Plan. The Elected Body have planned four community consultations. As at end October 2018 three have been completed.
	Elevate the voice of Elders through a Council of Elders of the Elected Body		Under consideration for 17-18	
Create capacity of community to engage in leadership programs	Increased application and award of OATSIA Leadership Grants Program	Six applicants: grants totalling \$30,060	Five applicants: grants totalling \$17,480.50	Twelve applicants: grants totalling \$33,250
Create an environment of inclusion and cultural safety	Increasing proportion of completion of cultural competency program	2016-2017: Office of Aboriginal and Torres Strait Islander Affairs delivered an <i>Introduction to Cultural Proficiency</i> session to all		The Cultural Safety Masterclass initiative was

Key Performance Indicators	Measure	2015-16	2016-17	2017-18
within the ACT Government		CSD divisions, including participants from Housing ACT, JaCS and TCCS.	2017-18 Plans to extend training to include online modules under consideration.	implemented with Associate Professor Richard Frankland

Appendix A

Summary of findings in the Aboriginal and Torres Strait Islander Health Performance Framework 2017 report for the ACT

The *Aboriginal and Torres Strait Islander Health Performance Framework 2017* report for the Australian Capital Territory finds areas of improvement and areas of concern in the health of Aboriginal and Torres Strait Islander people living in the Australian Capital Territory.

Areas of improvement for the Australian Capital Territory include:

- A significant increase in Indigenous-specific health assessments, from 34 per 1,000 in 2006–07 to 221 per 1,000 in 2015–16 (Table 3.04.3).
- The immunisation coverage rate was slightly higher for Indigenous children than for other children by age 5, 94.1% compared with 93.4% as at 31 December 2015 (Table 3.02.4).
- The gap in literacy and numeracy attainment between Indigenous and non-Indigenous Year 9 students in the Australian Capital Territory was smaller than at the national level in 2016 (tables 2.04.1, 2.04.3, 2.04.5, 2.04.7, 2.04.9).
- The proportion of Indigenous children aged 4–14 undertaking at least 60 minutes of physical activity increased from 59% in 2008 to 65% in 2014–15 (Table 2.18.3).

Areas of concern for the Australian Capital Territory include:

- Indigenous Australians had a higher age-standardised rate of hospitalisation for injury and poisoning compared with non-Indigenous Australians (29 compared with 22 per 1,000) in July 2013 to June 2015 (Table 1.03.3).
- The age-standardised rate of hospitalisation for a principal diagnosis related to alcohol use for Indigenous Australians was 3.5 times the rate for non-Indigenous Australians (7.1 compared with 2.0 per 1,000, in July 2013 to June 2015) (Table 2.16.15).
- Indigenous Australians had a lower age-standardised rate of hospitalisation where procedures were recorded, compared with non-Indigenous Australians (68% compared with 78%) in July 2013 to June 2015 (Table 3.06.1).
- The proportion of Indigenous households living in dwellings of an unacceptable standard increased over time, from 8.4% in 2008 to 17% in 2014–15 (Table 2.02.6).
- The employment rates for people aged 15–64 continued to be lower for Indigenous Australians than for non-Indigenous Australians in 2014–15 (63% compared with 77%) (Table 2.07.5).
- A higher proportion of Indigenous Australians aged 15 and over reported being a victim of physical or threatened violence (20%) compared with non-Indigenous Australians (8%) in 2014–15 (Table 2.10.25).
- The rate of Indigenous Australians aged 18 and over reporting high levels of psychological stress increased over time, from 21% in 2004–05 to 32% in 2014–15 (Table 1.18.36).
- The age-standardised rate of disability or restrictive long-term health condition was almost twice as high for Indigenous Australians as for non-Indigenous Australians, 48% compared with 26% in 2014–15 (Table 1.14.1).
- For Indigenous females, the age-standardised hospitalisation rate for self-harm was 2.6 times the rate for non-Indigenous females, 4.0 per 1,000 compared with 1.5 per 1,000 in July 2013 to June 2015 (Table 1.18.28).

Full report can be found at:

<https://www.aihw.gov.au/reports/indigenous-health-welfare/health-performance-framework-2017-act>

Appendix B: References

- ACT Government, ACT Aboriginal and Torres Strait Islander Agreement 2015-2018
- ACT Government directorate annual reports
- ACT Aboriginal and Torres Strait Islander Agreement 2015-2018 Outcomes Framework
- ACT Aboriginal and Torres Strait Islander Agreement Annual Report 2017
- Youth justice in the Australian Capital Territory 2016–17 AIHW
- Blueprint for Youth Justice in the ACT 2012-22 Progress Report 2012-2017
- Australian Institute of Health and Welfare 2018. Youth justice in the Australian Capital Territory 2016–17. Cat. No: JUV 124. Canberra: AIHW
- Australian Institute of Health and Welfare 2017. Aboriginal and Torres Strait Islander Health Performance Framework 2017 report: Australian Capital Territory. Cat. no: IHW 188. Canberra: AIHW
- Closing the Gap Prime Minister's Report 2018

