



New South Wales
Aboriginal Education
Consultative Group Inc.



ALS
Aboriginal Legal Service (NSW/ACT) Limited

NSW Implementation Plan for Closing the Gap

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NSW IMPLEMENTATION PLAN

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Opening statement

The Hon. Don Harwin MLC, Minister for Aboriginal Affairs

The National Agreement on Closing the Gap is a partnership between Australian governments and the Aboriginal and Torres Strait Islander Community-Controlled Peak Organisations to deliver better outcomes for Aboriginal and Torres Strait Islander people. Consistent with the National Agreement, this Implementation Plan is centred on the partnership between the NSW Government and the NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) and other Aboriginal and Torres Strait Islander partner organisations.

While there have been gains against some indicators, lasting improvements have largely eluded previous efforts. Aboriginal and Torres Strait Islander people comprise three per cent of the population, but 27 per cent of those incarcerated; the gap in school attendance rates remains at ten per cent; and non-Indigenous men and women outlive their Aboriginal and Torres Strait Islander peers by ten and eight years respectively. Furthermore, tragically, we continue to see Aboriginal and Torres Strait Islander deaths in custody 30 years after the 1991 Royal Commission into Aboriginal Deaths in Custody.

These figures are a stark reminder of the effort required and the need for a bold new approach, strongly focusing on building on strengths and shared decision-making. I am committed to working with my fellow Ministers and with NSW CAPO to develop new ways of addressing these longstanding issues.

In March 2019, this new approach was enshrined in the Partnership Agreement between Australian governments and National Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks) which gives effect to shared decision making in the design, implementation and evaluation of efforts to improve the life outcomes of Aboriginal and Torres Strait Islander peoples.

The National Agreement is the product of that partnership and commits governments to broad-ranging systemic reforms in its relationships with Aboriginal and Torres Strait Islander peoples and their organisations, and ambitious socio-economic targets to drive improvements in their lives. Governments will be accountable for delivering on those reforms and targets.

There is a fifth priority reform in this Implementation Plan - *Employment, business growth and economic prosperity* - that NSW has chosen to further improve the well-being of Aboriginal and Torres Strait Islander people. We know that sustained improvements in life outcomes will come from wealth generation through employment and thriving Aboriginal and Torres Strait Islander businesses engaging in the mainstream economy.

This Implementation Plan is the first step in a journey that we are walking together.

Charles Lynch, Chair, NSW CAPO

We know that when Aboriginal people have a genuine voice in the development, design and delivery of services that impact on us, the outcomes are better for our peoples and communities.

In 2020, the NSW Government and the NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) - made up of the peak, representative, community controlled Aboriginal organisations in NSW, endorsed the National Agreement on Closing the Gap.

The National Agreement on Closing the Gap provides a commitment from all governments to fundamentally change the way governments work with Aboriginal peoples, communities and organisations. The National Agreement signalled a turning point in the relationship between Aboriginal peoples and governments – one that is based on shared decision-making on policies and programs that impact our lives. It recognises that the only way to close the gap is when Aboriginal peoples own and drive the outcomes sought, as equal partners with governments.

NSW CAPO is committed to supporting Aboriginal peoples and communities having genuine input into the development of strategies, policies, programs and initiatives that meet the needs of our communities.

NSW CAPO and the NSW Government have been working in partnership to develop the plan for how the National Agreement on Closing the Gap will be implemented in NSW – the first NSW Implementation Plan. This Implementation Plan is the baseline and is the first iteration of how we will implement the National Agreement in NSW. There will be further, annual iterations over the 10-year life of the National Agreement.

These plans will be developed in partnership with the NSW Government and NSW CAPO and will set out actions to achieve the National Agreement's Priority Reforms and partnership actions, and includes information on funding and timeframes for actions, approaches to reporting, and accountability mechanisms.

As the representative group of peak Aboriginal community controlled organisations in NSW, NSW CAPO looks forward to continuing our work alongside the NSW Government and the communities we represent, ensuring that all our collaborative work associated with implementing the National Agreement in NSW is underpinned by shared decision making, genuine, meaningful partnership and transparency.

Our partners

Ministers

The NSW Minister for Aboriginal Affairs has responsibility for implementation of the National Agreement on Closing the Gap across government, however all Cabinet Ministers and their departments have shared accountability for the actions outlined in this plan. It is recognised that all Ministers and departments, in partnership with NSW CAPO and other partners, need to work together to develop better outcomes for community.

Coalition of Aboriginal Peak Organisations

The NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) is comprised of the peak, representative, community controlled Aboriginal organisations in NSW, including:

- First Peoples Disability Network Australia (FPDN)
- Link-Up (NSW) Aboriginal Corporation (Link-Up (NSW))
- NSW Child, Family and Community Peak Aboriginal Corporation (NSW AbSec)
- NSW Aboriginal Education Consultative Group (NSW AECG)
- NSW Aboriginal Land Council (NSWALC)
- Aboriginal Legal Services NSW/ACT (ALS NSW/ACT)
- Aboriginal Health and Medical Research Council of NSW (AH&MRC)
- BlaQ Aboriginal Corporation (BlaQ).

NSW CAPO is committed to supporting and fostering the social, economic and cultural wellbeing of Aboriginal and Torres Strait Islander peoples in NSW. It provides a strong, coordinated and united voice on matters that are important to our peoples in NSW, which include, but are not limited to health, education, housing, employment, legal equality, culture and heritage, child and family support, disability rights, LGBTQI+ rights, social justice, economic development and promoting respect for the human rights of Aboriginal and Torres Strait Islander peoples.

NSW CAPO is the NSW member of the National Coalition of Aboriginal and Torres Strait Islander Peak Organisations (National Coalition of Peaks). The National Coalition of Peaks is made up of over 50 Aboriginal and Torres Strait Islander community controlled peak and member organisations across Australia. The National Coalition of Peaks shares a commitment to legitimate, community-controlled representation of our communities on matters that are important to our peoples. The National Coalition of Peaks came together as an act of self-determination to work together with Australian governments on Closing the Gap.

The National Coalition of Peaks is a signatory to the Partnership Agreement and the National Agreement on Closing the Gap.

Working in partnership

Purpose of this Implementation Plan

This 2021 Annual Implementation Plan is a requirement under the National Agreement on Closing the Gap. It outlines NSW-specific actions to achieve the Priority Reforms and socio-economic targets, and to ensure strong accountability for meeting our commitments under the National Agreement.

The NSW partnership has agreed to take an iterative approach, with this first 2021 NSW Implementation Plan setting out preliminary actions and work already underway on Priority Reforms, and baselines on the 17 socio-economic targets. Every year, the NSW Government and NSW CAPO will, in partnership, renew our plan and develop further forward-looking action plans to achieve the reforms and targets through working groups led in partnership by government and NSW CAPO.

The NSW Implementation Plan will be regularly reviewed and updated – it will provide direction on how all government agencies in partnership with NSW CAPO and other partners will, together, work to enhance economic, social and cultural outcomes for Aboriginal and Torres Strait Islander people, their families and communities. This will benefit the entire NSW community.

This Plan builds on existing work and partnerships between NSW Government and Aboriginal and Torres Strait Islander communities and organisations. For the first time, the Plan fully integrates these efforts and brings a whole of government, whole of community approach to strengthen them.

The focus in this first annual NSW Implementation Plan is on the five Priority Reforms. The Plan also provides an overview of existing actions against the 17 socio-economic targets, including current activity underway to close the gap in health, education, justice, and jobs, among others.

The NSW Government acknowledges the recommendations from the 1991 Royal Commission into Aboriginal Deaths in Custody and the 2021 Select Committee on the High Level of First Nations People in Custody and Oversight and Review of Deaths in Custody, and will consider these recommendations in future implementation plans. An immediate action agreed by all partners to the National Agreement is the escalated implementation of the justice policy partnerships. This NSW Plan also sets out the many activities underway, and those still in the planning phase. It sets out how we will regularly monitor and measure our performance so we know we are making a positive difference. It provides guidance to parties to focus our efforts and resources. It provides a structure to work together, and to plainly and openly report on our progress.

This is a whole-of-government Plan, which details the structural and systemic reforms to the relationship between the NSW Government and Aboriginal and Torres Strait Islander peoples and organisations and existing actions underway across government.

This document should be read in conjunction with the National Agreement on Closing the Gap 2020 –2030 and Partnership Agreement on Closing the Gap 2019 - 2029.

Closing the Gap Partnership

The Partnership Agreement on Closing the Gap and the National Agreement on Closing the Gap mark a new way of doing business with Aboriginal and Torres Strait Islander people in NSW.

The National Agreement is a commitment from all Australian governments and partners to set out “a future where policy making that impacts on the lives of Aboriginal and Torres Strait Islander people is done in full and genuine partnership”¹. The

¹ Clause 18, National Agreement on Closing the Gap (see national Closing the Gap website - https://www.closingthegap.gov.au/sites/default/files/2021-03/national-agreement-ctg-mar-21_0.pdf)

Parties to the Agreement committed to listen to the voices and aspirations of Aboriginal and Torres Strait Islander people and change the way we work in response (Cl. 4.18, 4.19).

Partnership on the Implementation Plan

The NSW Government and the NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) are working together, in partnership, as co-signatories to the National Agreement on Closing the Gap. This is a new way of working for the NSW Government – an opportunity we welcome, to learn from our partners and transform the way we work together.

This partnership is supported through agreed governance arrangements that ensure decision-making is shared between government and Aboriginal and Torres Strait Islander people through the equal partnership between NSW Government and NSW CAPO. Governance forums overseeing the Plan comprise the:

- **NSW Joint Council (NSW JC).** The NSW JC is co-chaired by the Minister for Aboriginal Affairs and chair of NSW CAPO. Membership comprises the NSW Department of Premier and Cabinet (DPC) Secretary, NSW CAPO members and other Ministers and NSW Cluster Secretaries as required. NSWJC is the key decision-making group overseeing jurisdictional planning and implementation of the National Agreement on Closing the Gap in NSW.
- **NSW Partnership Working Group (NSW PWG).** The NSW PWG is co-chaired by NSW DPC Deputy Secretary and the Head of the NSW CAPO Secretariat, CEO of the NSW Aboriginal Land Council (NSWALC). Membership comprises NSW CAPO member organisations and affiliate members, NSW Coalition of Aboriginal Regional Alliances (NCARA), the National Indigenous Australians Agency (NIAA), the Head of Aboriginal Affairs and other government officials as required. The NSW PWG supports the NSW JC and is responsible for monitoring performance, endorsing key deliverables and processes to develop the Plan whilst considering stakeholder needs.
- **NSW Officer-level Working Groups (OLWGs).** OLWGs will be co-chaired by NSW CAPO and NSW Government Cluster Leads. Membership will comprise of NSW CAPO, NCARA and other government officials as required. The OLWGs will provide subject matter expertise to develop and progress action towards meeting the Priority Reforms and 17 socio-economic targets.

These forums ensure whole-of-government accountability and commitment through senior representation across all nine clusters – Premier and Cabinet, Treasury, Customer Service, Planning, Industry and Environment, Transport, Health, Education, Stronger Communities and Regional NSW. It is anticipated that Local Government NSW (LGNSW) will also be represented through these governance arrangements.

Ministers and senior public servants responsible for leading and/or supporting the delivery of actions meet regularly with the Minister for Aboriginal Affairs and NSW CAPO. Whilst outside of the formal Closing the Gap governance framework, this further supports whole of government coordination and accountability and is a clear demonstration of the partnership model.

We will continue to strengthen our partnership over the lifetime of the National Agreement, as we work together to achieve our Priority Reforms and targets.

These arrangements will continue to oversee implementation and the development of iterative NSW Implementation Plans to 2031. Governance arrangements will be regularly reviewed.

Shared vision, goals and principles

The National Agreement represents a commitment to shared decision making as ‘a fundamentally new way of developing and implementing policies and programs that impact on the lives of Aboriginal and Torres Strait Islander people’. The following agreed vision, goals and principles will help make that commitment a reality.

Vision – Aboriginal and Torres Strait Islander people in NSW are determining their own futures

The objective of this NSW Implementation Plan is to overcome the entrenched inequality faced by too many Aboriginal and Torres Strait Islander people so that their life outcomes are equal to all Australians, and to commit to mobilising all avenues and opportunities available to them to meet the objectives of the National Agreement (clauses 15 & 16). The NSW Government and NSW CAPO agree to set out a future where policy making is done in full and genuine partnership. We will listen to the voices and aspirations of Aboriginal and Torres Strait Islander people and change the way we work in response (clause 18).

Goals - Ambitious progress on the five priority reform areas and 17 target areas

The partnership that underpins the National Agreement, and its priority reform areas, are the key structural, service delivery and economic reforms that make this National Agreement different to earlier Closing the Gap agreements. They will change the way governments work with Aboriginal and Torres Strait Islander communities, organisations and people across NSW. Progressing these five Priority Reforms will drive change and progress across the 17 socio-economic targets:

- Priority Reform One – Formal partnerships and shared decision-making
- Priority Reform Two – Building the community-controlled sector
- Priority Reform Three – Transforming government organisations
- Priority Reform Four – Shared access to data and information at a regional level
- Priority Reform Five (NSW) – Employment, business growth and economic prosperity.

Principles

Underpinning NSW's partnership are the following principles:²

- Inclusiveness, ensuring all perspectives are heard, respected and acknowledged appropriately as decisions are made
- That there is genuine shared decision making including transparent negotiation and transparent data sharing
- That the views, needs, interests and aspirations of Aboriginal and Torres Strait Islander peoples is central in all decision-making
- Participation, ensuring the active and informed involvement of all parties is possible
- Shared decision making is by consensus, where Aboriginal and Torres Strait Islander parties hold as much weight as the governments
- Partnership, in accordance with the strong partnership principles outlined in the Partnership Agreement on Closing the Gap.

These principles are reflected in the NSW governance groups' Terms of Reference and are consistent with the strong partnership elements under clause 32 of the National Agreement.

Working with Aboriginal and Torres Strait Islander communities

Continuing conversations are crucial to ensure Aboriginal and Torres Strait Islander people are at the centre of decision making and that actions to drive progress on Closing the Gap are developed in partnership with Aboriginal and Torres Strait Islander people.

The new Closing the Gap Agreement was informed by Aboriginal and Torres Strait Islander community engagements led in NSW by NSW CAPO in 2019. There was strong support for the four Priority Reforms in the National Agreement. The 2019 engagements also captured the views of Aboriginal and Torres Strait Islander communities who want to see more Aboriginal and Torres Strait Islander people in employment, especially where those jobs are in local communities and contribute to

² Principles show what values we are upholding, such as constitutional rights and Indigenous rights. Principles are fundamental to establishing what rules we make, and what decisions and actions we take.

economic development. It was this feedback that informed the decision to include a NSW-specific Priority Reform – *Employment, business growth and economic prosperity*.

The Department of Premier and Cabinet facilitated a Closing the Gap workshop on 15 March 2021 with over 100 attendees from NSW Government departments, NSW CAPO and NCARA. The workshop's focus was to provide a forum to affirm and strengthen the NSW partnership arrangements, and develop further recommendations to deliver against the five Priority Reforms.

In April 2021, NSW CAPO led the first round of community discussions on the NSW Implementation Plan to engage directly with communities on ideas, stories and experiences to inform the development of the first NSW Implementation Plan.

The engagements focused on what needs to be done in 2021-22 to start shifting the dial to deliver against the five Priority Reforms in NSW.

Key themes and actions that arose at the workshop and in community to drive the Priority Reforms have been captured in the NSW Implementation Plan. Community ideas that require further investigation will guide areas for exploration by Officer-level Working Groups (OLWGs) over the next year.

It was clear that to achieve the priorities and targets of Closing the Gap we all need to change our approach from what has been done in the past, and rethink how a shared partnership and new strategies will make a difference to Aboriginal and Torres Strait Islander people.

A significant theme that should be noted is the commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) which within its 46 Articles protects the collective rights of Indigenous peoples. Of the 46 Articles, articles 3, 4, 5 and 26 have particular relevance to work associated with Closing the Gap.

Article 5 has relevance to another theme, that of the importance of spiritual wellbeing to achieving Closing the Gap targets. The health and strength of the spiritual connection of Aboriginal and Torres Strait Islander people is critical to their overall health. For many this is manifested through the connection to land and ability to continue to carry out traditional cultural practices in a contemporary context. We heard from community engagements that cultural heritage matters play an important role in spiritual wellbeing and these matters need to also be at the forefront in how we work on Closing the Gap.

Engagement Sessions also reflected the importance of involving Aboriginal and Torres Strait Islander communities at all stages of the process – sharing decision-making through partnership built on mutual respect, and determining shared goals and aspirations.

As part of the development, implementation and ongoing review of the NSW Implementation Plan, there will be further and ongoing engagement with Aboriginal and Torres Strait Islander communities.

Partnering with local government

Councils are committed to Reconciliation and Closing the Gap and share the goals and priorities of the National Agreement on Closing the Gap. Councils are an essential partner in ensuring Closing the Gap initiatives are locally tailored and relevant for each community. Local Government NSW is an invited member of the NSW Partnership Working Group to help develop future NSW Closing the Gap Implementation Plans. A key action for the next 12 months will be to capture the existing work of local government that will support achieving the Priority Reform and socio-economic outcomes in NSW.

Local government and the NSW Government have an agreement to achieve strong communities through working together as equal partners. This agreement is enshrined in the [Intergovernmental Agreement](#) signed in 2019 by the Premier of NSW, and the President of Local Government NSW. The Intergovernmental Agreement is based on the principles of consultation, communication and collaboration between the two levels of government. These principles will be applied to the Closing the Gap priorities, in partnership with NSW CAPO, Aboriginal organisations and communities, to drive better outcomes for Aboriginal communities. The NSW Government and NSW CAPO commits to working with local government as a partner.

Alignment with the NSW Premier's Priorities

In NSW, the Premier's Priorities represent our commitment to making a significant difference to enhance the quality of life of the people of NSW.

They represent the NSW Government's key policy priorities: a strong economy, highest quality education, well connected communities, putting the customer at the centre of everything we do, and breaking the cycle of disadvantage.

Premier's Priorities are strongly aligned to the five Priority Reforms and 17 socio-economic targets.

For example, the Community Connectors program is a key initiative to achieve the Premier's Priority on 'Increasing the number of Aboriginal young people reaching their learning potential'. This program establishes Aboriginal-identified Connectors who help students and their families better access, coordinate and engage with culturally appropriate services in their community, clearing barriers outside the school gate that impede them from attending and engaging at school. Through the Connector, the community, government and service providers are brought together to work collaboratively and in genuine partnership to help Aboriginal and Torres Strait Islander students realise their educational aspirations. This program supports Priority Reform Three, Target 5 and provides a potential model to support other Priority Reform and Target actions.

Other Premier's Priorities to keep children safe, improve the health system, break the cycle, and lift education standards, such as 'increasing the number of Aboriginal and Torres Strait Islander young people reaching their learning potential' will also support NSW in closing the gap against the 17 socio-economic targets.

Accountability, monitoring and reporting on progress

Ongoing accountability, monitoring and evaluation of progress is essential to drive actions that make a difference. We need to understand what is working well, what can be improved, and what is more needed to continue having the required positive impact. Shared accountability is at the core of partnerships. Under Priority Reform One, we have committed to a stocktake and health check of our existing NSW partnerships.

The nationally agreed approach to Closing the Gap recognises the need for Aboriginal and Torres Strait Islander people to be key decision-makers, to negotiate and drive the outcomes sought, alongside governments. A partnership Health Check at the national level was undertaken in late 2020. NSW partnership arrangements will also be reviewed to ensure they are working well.

Through the Priority Reform areas, the National Agreement aims to help governments demonstrate the impact of policies and programs on the lives and well-being of Aboriginal and Torres Strait Islander people.

The NSW Government has shared accountability for the implementation of the National Agreement and is working with other jurisdictions and the Commonwealth to achieve all Partnership Actions.³

Public accountability

In April 2021 community engagements, we heard Aboriginal and Torres Strait Islander communities' strong desire for open and honest communication on progress on Closing the Gap. We are committed to transparency on our actions and ongoing two-way feedback between the NSW partnership and communities.

Nationally, the Productivity Commission has developed a dashboard and information repository containing data to inform progress reporting on progress on Closing the Gap.⁴

The National Agreement on Closing the Gap (cl.118) commits all governments to annual public reports on progress, which draw on national Productivity Commission data, include information on implementing the Priority Reforms, demonstrate

³ Clause 102, National Agreement

⁴ Clauses 116 and 117, National Agreement

how efforts are aligned to Closing the Gap goals, and identify how funding has been allocated to Aboriginal community-controlled organisations under the National Agreement.

The NSW annual report on progress against commitments in this Plan will be prepared, tabled in NSW Parliament and published. NSW will, jointly with NSW CAPO, report on progress against the five Priority Reforms and the socio-economic targets. At the end of 2021, the Minister for Aboriginal Affairs will provide a verbal report to Parliament on implementation progress. From 2022, the Minister will table joint NSW Government/NSW CAPO annual reports in Parliament based on data from across the sector.

Departmental accountabilities

In order to drive accountability at the agency level, NSW Government Departments will be required to report, through the annual reporting process, on their actions against the five Priority Reforms and progress against the socio-economic targets for which they have responsibility.

NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) accountabilities

NSW CAPO has a number of accountability mechanisms. Primarily NSW CAPO is accountable to the Aboriginal Community broadly and the Aboriginal communities within the sectors that each organisation represents. As a coalition of non-government Aboriginal Community Controlled Organisations (ACCOs) the governance arrangements within the NSW CAPO MOU require that each member organisation is governed by a board that is elected only by members that are Aboriginal people or Aboriginal controlled organisations.

NSW CAPO is also accountable through various governance mechanisms in place under the National Agreement. As a co-signatory for NSW and a member of the National Coalition of Peaks, NSW CAPO is accountable to the National Agreement and the governance arrangements established at the National level and in NSW (NSW Partnership Working Group & NSW Joint Council). As with all other elements of work undertaken in NSW under the National Partnership Agreement, NSW CAPO seeks to work in partnership on evaluations of initiatives.

The NSW Approach

Structure Overview

The first NSW Implementation Plan includes four key components on what the NSW Government will do to put NSW on a trajectory for ten years of change:

- The 10-year over-arching objectives outlines the work in partnership in NSW to develop, implement and monitor the Implementation Plan. The focus is on Aboriginal and Torres Strait Islander self-determination to listen and act on what communities are saying will improve the lives of Aboriginal and Torres Strait Islander people across NSW.
- The one-year work plan 2021-22 focuses on what is required to be bedded down in the first year to drive the five Priority Reforms and put NSW on a pathway towards positive change on Aboriginal and Torres Strait Islander communities' experiences with the NSW Government.
- A detailed table of actions across NSW Government aligned to the five Priority Reforms – Appendix A.
- A baseline of initiatives across NSW Government aligned to the 17 socio-economic targets – Appendix B.

The focus of the first Plan is on the five Priority Reforms – four from the National Agreement and a fifth specific to NSW on 'Employment, Business Growth and Economic Prosperity'. The first Implementation Plan will be the basis for further iterations as the NSW Government, in partnership with NSW CAPO and Aboriginal and Torres Strait Islander communities, develops further, detailed actions to achieve the Priority Reforms and socio-economic targets. NSW is committed to ensuring spiritual wellbeing, culture and connection to Country are central to actions towards Closing the Gap and recognises their fundamental importance to Aboriginal and Torres Strait Islander peoples.

The Plan will be aligned with the NSW budget cycle. In particular, new programs and initiatives developed over the course of this year to form the basis of the 2022 NSW Implementation Plan will also go through the 2022-23 and forward estimates budget process, if funding is required. This will ensure that all initiatives and programs in NSW's plan are appropriately funded, either through existing resources, re-prioritisation of existing funding, or the budget process.

We know there will be more to do to meet our socio-economic targets. As we strengthen our partnership through joint Officer-level Working Groups in 2021-22, we will bring together expertise from all member organisations and clusters to drive work on targets.

The NSW Implementation Plan will be a living document and reviewed annually to ensure progress is on track. Community engagements in April 2021 supported an approach that would allow for continuous improvement and adjustments to our Implementation Plan.

Regular reviews of progress will inform how we are tracking, what is working well and where we need to change our approach. In particular, the next NSW Implementation Plan will include re-prioritisation of existing actions based on the findings of the expenditure review, and ambitious new actions as developed through the Officer-level Working Groups. Cross-cutting outcomes will also be outlined in the next iteration of the Plan.

Overview: Priority Reforms and Targets

| Priority Reform | Outcome | Target | Indicators ⁵ |
|--|--|--|---|
| Priority Reform One Formal Partnerships and Shared decision making | Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements | There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in place in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives. | <ul style="list-style-type: none"> Partnerships reviewed (new or existing) meeting the 'strong partnership elements' (defined in the National Agreement) Number of partnerships by function, such as decision-making or strategic <p><i>Outcome indicators:</i></p> <ul style="list-style-type: none"> Proportion of Aboriginal and Torres Strait Islander people reporting they are able to have a say in their community on issues important to them Proportion of Aboriginal and Torres Strait Islander people reporting improvements in their communities |
| Priority Reform Two Building the Community-Controlled sector | There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country. | Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations. | <ul style="list-style-type: none"> Number of Aboriginal Community Controlled organisations (ACCOs) contracted by governments across the Closing the Gap socio-economic outcome areas of the Agreement Number of government contracts awarded to ACCOs Number of sectors with elements of a strong sector (defined in the National Agreement) <p><i>Outcome indicators:</i></p> <ul style="list-style-type: none"> Proportion of Aboriginal and Torres Strait Islander people reporting fewer barriers in accessing services |
| Priority Reform Three Transforming Government Organisations | Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander | Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism. | <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people employed in government mainstream institutions and agencies Aboriginal and Torres Strait Islander representation in governance positions in |

⁵ For more detailed indicators, please refer to the National Agreement on Closing the Gap

| Priority Reform | Outcome | Target | Indicators ⁵ |
|--|--|---|---|
| | people, including through the services they fund. | | <p>government mainstream institutions and agencies</p> <ul style="list-style-type: none"> • Number and proportion of government mainstream institutions and agencies with Reconciliation Action Plan (RAP) in place, by RAP type • Government mainstream institutions and agencies reporting actions to implement the transformation elements (as defined in national agreement) <p><i>Outcome indicators</i></p> <ul style="list-style-type: none"> • Proportion of Aboriginal and Torres Strait Islander people reporting experiences of racism • • Proportion of Aboriginal and Torres Strait Islander people who identify as feeling culturally safe in dealing with government mainstream institutions and agencies |
| Priority Reform Four Shared Access to Data and Information at a Regional Level | Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development. | Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development. | <ul style="list-style-type: none"> • Number of formal data sharing partnerships established between government agencies and Aboriginal and Torres Strait Islander people/organisations • Number of comprehensive regional data profiles created • Number of government initiatives established to make data more accessible and usable for Aboriginal and Torres Strait Islander communities and organisations • Number of government agencies working in partnership with Aboriginal and Torres Strait Islander communities and organisations to build expertise in data collection and analysis |
| NSW specific: Priority Reform Five Employment, business growth and economic prosperity | Aboriginal and Torres Strait Islander people in NSW are empowered to access pathways through education, training and employment that align with their aspirations, and Aboriginal and Torres Strait Islander businesses grow and flourish. | An increase in jobs and pathways to employment, and an integrated approach to procurement across the NSW Government. | <i>Indicators for priority reform 5 are to be determined in collaboration with NSW CAPO</i> |

| TARGETS | NSW baseline from the National Agreement ⁶ | | | NSW – Accountability and Status | | |
|--|---|---------------------------|--|---------------------------------|--|--------------------------------------|
| | NSW indigenous | Baseline gap ⁷ | Change required to reach target ⁸ | Lead | Monitoring ⁹ | Current status |
| Target 1 Close the Gap in <u>life expectancy</u> within a generation, by 2031. | M. 70.9y W. 75.9y ¹⁰ | M. 9.3y W. 7.6y | + M. 9.3y + W. 7.6y | Health | NSW Health | M. 70.9y W. 75.9y in 2015-2017 |
| Target 2 By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a <u>healthy birthweight</u> to 91 per cent. | 90.3% ¹¹ | 3.9% | + 0.7% | Health | NSW Health | 90.3% in 2017 |
| Target 3 By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) <u>early childhood education</u> to 95 per cent. | 75.7% ¹² | 9.2% | + 19.3% | Education | Report on Government Services; Department of Education | 83.1% in 2019 |
| Target 4 By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as <u>developmentally on track</u> in all five domains of the Australian Early Development Census (AEDC) to 55 per cent. | 42% ¹³ | 16% | + 13% | Health | Australian Early Development Census; NSW Health and Department of Education to monitor | 42.2% (2018) |
| Target 5 By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) <u>attaining year 12 or equivalent qualification</u> to 96 per cent | 64.3% ¹⁴ | 24.1% | + 31.7% | Education | Department of Education | 64.3% in 2019 |

⁶ Data in this section has been drawn from the Closing the Gap website that will transition to the Productivity Commission’s Closing the Gap dashboard, once established.

⁷ This column refers to the difference in equivalent statistics between Indigenous and non-Indigenous people. Percentages here refer to the difference in percentage points.

⁸ Percentages in this column refer to the percentage point change required to reach the target.

⁹ Note that some data sources for monitoring at NSW level may differ from that used in the baseline for the National Agreement.

¹⁰ Australian Bureau of Statistics, 2018, Life tables for Aboriginal and Torres Strait Islander Australians, 2015-2017. 2015-2017 data.

¹¹ National Perinatal Data Collection, analysis by Australian Institute of Health and Welfare, 2017 data.

¹² Australian Bureau of Statistics, 2018 data.

¹³ Australian Early Development Census, calculations by National Indigenous Australians Agency, 2018 data.

¹⁴ Australian Census of Population and Housing, 2016 data.

| | | | | | | |
|--|--|--------------------------------|--------------------------------------|------------|--|---|
| Target 6 By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have <u>completed a tertiary qualification</u> (Certificate III and above) to 70 per cent. | 48.3% ¹⁵ | 24.6% | + 21.7% | Education | Australian Census of Population and Housing; Training Services NSW | 48.3% in 2016 |
| Target 7 By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in <u>employment, education or training</u> to 67 per cent. | 61.7% ¹⁶ | 19.6% | + 5.3% | Education | Training Services NSW | 61.7% in 2016 |
| Target 8 By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are <u>employed</u> to 62 per cent. | 54.6% ¹⁷ | 20.6% | + 7.4% | DPC | Australian Census of Population and Housing | 54.6% in 2016 |
| Target 9 By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) <u>housing</u> to 88 per cent. | 85.9% ¹⁸ | 4.5% | + 2.1% | DPIE (AHO) | Report on Government Services ¹⁹ | 93.0% (State-Owned and Managed Indigenous Housing) 91.9% (Community Housing) 94.0% (Public Housing) |
| Target 10 By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in <u>incarceration</u> by at least 15 per cent. | 1,684.2 per 100,000 population ²⁰ | 1,503.8 per 100,000 population | - 15% (252.6 per 100,000 population) | DCJ | Department of Communities and Justice; NSW Bureau of Crime | 3,420 people in June 2019 (target less than 3,660 in 2031) |

¹⁵ Australian Census of Population and Housing, 2016 data.

¹⁶ Australian Census of Population and Housing, 2016 data.

¹⁷ Australian Census of Population and Housing, 2016 data.

¹⁸ Australian Census of Population and Housing, 2016 data.

¹⁹ These ROGS data pertain to social housing and are derived at the household-level; whereas the CTG overcrowding baseline rate taken from the 2016 Census is at the population-level. Therefore, the ROGS overcrowding rates at the household-level should be viewed as supporting indicators.

²⁰ Australian Bureau of Statistics Prisoners in Australia, 2019 data.

| | | | | | | |
|--|---|----------------------------|--------------------------------------|--------|---|--|
| | | | | | Statistics and Research; NSW Police; Corrective Services NSW | |
| Target 11 By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in <u>detention</u> by 30 per cent. | 24.2 per 10,000 population ²¹ | 22.7 per 10,000 population | - 30% (7.3 per 10,000 population) | DCJ | Department of Communities and Justice; NSW Bureau of Crime Statistics and Research; NSW Police; Corrective Services NSW | 74 young people in December 2020 (target less than 92 in 2031) |
| Target 12 By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in <u>out-of-home care</u> by 45 per cent. | 60.2 per 1,000 population ²² | 54.1 per 1,000 population | - 45% (27.1 per 1,000 population) | DCJ | Australian Institute of Health and Welfare | 59.0 in June 2020 (target less than 33.1 in 2031) |
| Target 13 By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50% as progress towards zero. | 10% ²³ | Data currently unavailable | - 50% (5 percentage points) | DCJ | National Aboriginal and Torres Strait Islander Health Survey | Data work in development |
| Target 14 Significant and sustained reduction in <u>suicide</u> of Aboriginal and Torres Strait Islander people towards zero. | 17.1 per 100,000 population ²⁴ | 6.6 per 100,000 population | - 100% (17.1 per 100,000 population) | Health | Australian Bureau of Statistics; NSW Health | M: 37.6 W: 12.1 in 2015-2019 |

²¹ Australian Institute of Health and Welfare, Youth Justice National Minimum Data Set. 2018-19 data.

²² Australian Institute of Health and Welfare, Child Protection Collections, 2018-19 data.

²³ This figure is approximate only, as it has a relative standard error of 21.3%, and margin of error of 4.2%. Australian Bureau of Statistics National Aboriginal and Torres Strait Islander Health Survey, 2018-19 data.

²⁴ Australian Bureau of Statistics, 2014-18 data.

| | | | | | | |
|--|--|-----------------------------------|--|--------------------|---|--|
| <p>Target 15</p> <ul style="list-style-type: none"> By 2030, a 15 per cent increase in Australia's <u>landmass</u> subject to Aboriginal and Torres Strait Islander people's legal rights or interests. By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the <u>sea</u>. | <p>a. 40,866 sq km²⁵ b. 20 sq km²⁶</p> | <p>Not applicable</p> | <p>a. + 15% (6,130 sq km) b. + 15% (3 sq km)</p> | <p>DPIE</p> | <p>National Native Title Tribunal Register; Department of Regional NSW; Department of Primary Industries, Fisheries</p> | <p>a) 40,866 sq km in 2020 b) 20 sq km in 2020</p> |
| <p>Target 16 By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander <u>languages</u> being spoken.</p> | <p>Data currently unavailable</p> | <p>Not applicable</p> | <p>A sustained increase</p> | <p>DPC (AANSW)</p> | <p>Aboriginal Languages Trust</p> | <p>Data currently unavailable</p> |
| <p>Target 17 By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion</p> | <p>79.9%²⁷</p> | <p>Data currently unavailable</p> | <p>Data currently unavailable</p> | <p>DCS</p> | <p>Department of Customer Service</p> | <p>Data currently unavailable</p> |

²⁵ This figure covers land subject to the following: Aboriginal Land Councils granted under the Aboriginal Land Rights Act since 1983 (1,625 sq km); Indigenous Land Use Agreements as at October 2020 (17,107 sq km); National Parks Act Joint Management Agreements as at October 2020 (17,293 sq km); and Native Title determinations as at June 2021 (4,841 sq km). Figures have been taken from internal data sources within the NSW Department of Planning, Industry and Environment.

²⁶ This figure covers Native Title only. National Native Title Tribunal, data as at June 2020.

²⁷ National Aboriginal and Torres Strait Islander Social Survey, Customised Data Report, 2014-15 data.

Closing the Gap Implementation Work plan 2021-22

Priority Reforms

Priority Reforms focus on changing the way governments work with Aboriginal and Torres Strait Islander people to embed long-term systemic change, and support an accelerated achievement of the socio-economic targets²⁸.

The four Priority Reforms in the National Agreement have arisen from the Partnership between Governments and the National Coalition of Peaks; they respond to the voices and aspirations of Aboriginal and Torres Strait Islander people; and were overwhelmingly supported during the formal engagements on this Agreement in 2019²⁹.

The NSW Implementation Plan includes an additional Priority Reform on 'Employment, Business Growth and Economic Prosperity' to recognise what a job for an individual can provide, and realise the potential of Aboriginal businesses in growing knowledge, networks, asset and wealth.

Employment allows individuals to focus on their health needs, a new home, education and more. There was strong agreement at the NSW Joint Council and in community engagements that employment and growing businesses as a vehicle for self-determination, is crucial to accelerate the achievement of the socio-economic targets.

- Priority Reform One – Formal partnerships and shared decision-making
- Priority Reform Two – Building the community-controlled sector
- Priority Reform Three – Transforming government organisations
- Priority Reform Four – Shared access to data and information at a regional level
- Priority Reform Five (NSW) – Employment, business growth and economic prosperity.

Embedding the Priority Reforms in the way government works

Sustainable platform for change

Considerable time and effort will need to be spent to embed change in the way government works with Aboriginal communities.

To create a sustainable platform for change, the Priority Reforms need to be integrated across all NSW Government clusters, and all levels of government (Commonwealth, state and local). Strategies, opportunities and infrastructure need to be developed.

The NSW Government has committed to 'Partnership Actions³⁰' that will support integration with commonwealth and local governments, and 'Jurisdictional Actions³¹' to support integration between NSW government clusters, and embed the Priority Reforms across NSW Government. These two sets of actions are captured in the NSW Implementation Plan under the following headings:

1. NSW's contribution to National Partnership Actions; and
2. NSW actions.

²⁸ Clause 80

²⁹ Clause 26

³⁰ Partnership Actions are those that the National Agreement Parties, including the NSW Government, have committed to, to ensure key structural changes are implemented across Australia by all governments to give effect to the Priority Reforms. They are the baseline of activity for joined up national action. See clauses 98 and 99 of the National Agreement.

³¹ Jurisdictional Actions are actions committed to by state and territory parties to the National Agreement to ensure there are specific actions that support to close the gap within each jurisdiction. How the actions are undertaken are up to jurisdictions.

Priority Reform One: Partnership and shared decision-making

Outcome: People are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.

Target: There will be formal partnership arrangements in place to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives.

When Aboriginal and Torres Strait Islander peoples and communities are able to make their own decisions, they consistently out-perform external decision-makers such as government agencies.

Community engagements emphasised the need for government to: *“Listen and take advice from [Aboriginal and Torres Strait Islander] people.”*

The National Agreement on Closing the Gap recognises the critical importance of working in partnership with Aboriginal and Torres Strait Islander people, and sharing decision-making.

This is a new way of working for Australian governments. The NSW Government recognises that we have work to do, and much to learn, from our partners and Aboriginal and Torres Strait Islander communities. We recognise that the legacy of governments’ historical actions towards Aboriginal and Torres Strait Islander communities has left a need to heal in order to move forward in partnership. Community engagements in April 2021 highlighted the importance of earning the community’s trust through open and transparent communication and genuine partnership with representatives of Aboriginal and Torres Strait Islander communities. Engagements also highlighted the importance of equal weight between government and Aboriginal and Torres Strait Islander partners in governance and final decision making.

Strong partnership is embedded in our governance. The NSW Government and NSW CAPO are equal partners on the NSW Joint Council and the NSW Partnership Working Group. We will continue to develop and strengthen our partnership over the lifetime of the National Agreement.

NSW is in a strong place to achieve priority reform one, building on the principles of *OCHRE*. *OCHRE* stands for Opportunity, Choice, Healing, Responsibility, Empowerment and is symbolic of Aboriginal communities’ deep connection with Country. *OCHRE* principles underpin our approach to building strong working partnerships that have at their heart respect for local Aboriginal culture, leadership and decision-making.

An inclusive approach

The National Agreement is between Aboriginal and Torres Strait Islander peak bodies and governments at national, state and local levels, but acknowledges that it is also important to invite Aboriginal and Torres Strait Islander organisations and people who are not peak bodies to participate. Actions under this Priority Reform are not intended to replace existing arrangements, but rather build on successes and expand and strengthen shared decision-making arrangements (cl.34). This will allow greater buy-in, input and coordination from a wide range of diverse Aboriginal and Torres Strait Islander local and regional communities. NSW’s partnership arrangements will support collaboration and input from diverse Aboriginal and Torres Strait Islander organisations across different regions, and by encompassing both place-based and policy-based partnerships.

The partnership between the NSW Government and NSW CAPO will be a key mechanism for delivery of Closing the Gap. The NSW Government has provided initial funding of \$3.9 million to NSW CAPO so it has the appropriate resourcing to equally participate in Closing the Gap governance. Further, these funds will enable NSW CAPO to provide expert advice through the officer-level working groups that will be established by July 2021.

NSW’s contribution to National Partnership Actions

NSW will participate in national forums to establish a joined-up approach to the five policy priority areas agreed under the national agreement (cl.38), by 2022: justice, social and emotional wellbeing, housing, early childhood care and development, and languages.

NSW is participating in the national process to establish place-based partnerships and is putting forward proposed locations for national Joint Council consideration, in line with the National Agreement (cl.39).

| We will: | 20/21 | 21/22 | 22/23 | 23/24 | 24/25 |
|---|-------|-------|-------|-------|-------|
| By 2022 Policy partnerships in policy priority areas: justice (adult and youth incarceration), social and emotional wellbeing (mental health), housing, early childhood care and development, Aboriginal and Torres Strait Islander languages. <i>The Justice Partnership to be accelerated.</i> | | | | | |
| By 2024 Develop six new place-based partnerships in areas to be agreed by National Joint Council, with locations considered by July 2021. <i>Locations will now be considered in November 2021.</i> | | | | | |
| In 2025 Parties meet and consider progress on Priority Reform One | | | | | |

NSW Actions

In accordance with the National Agreement, NSW commits to build on the successes of existing partnerships, and expand and strengthen shared decision-making arrangements, in line with clause 34 of the National Agreement.

Strengthening existing partnerships

Numerous formal policy and place-based partnerships are already in place across NSW.

Policy partnerships include those between NSW Government departments and NSW CAPO member organisations - for example, the partnership between the Aboriginal Health & Medical Research Council and NSW Health on the Aboriginal Health Plan 2013-2023, and the Partnership Agreement between the NSW Aboriginal Education Consultative Group Inc. and the NSW Department of Education 2020-2030.

The NSW Government also has place-based partnerships with regional Aboriginal Alliances through its Local Decision Making (LDM) program, with seven Accords formalising agreements on improving local service delivery that also reflect Closing the Gap outcomes.

Stocktake and health check for all existing partnerships

We acknowledge that there are a range of existing pathways to how Aboriginal and Torres Strait Islander people are able to participate. Feedback from communities was that a number of existing processes cross over and duplicate work.

A key action in 2021-22 will be to undertake a stocktake and health check for all partnerships in place. This provides baseline data against the Priority Reform One target indicators in the National Agreement, to track progress over the lifetime of the agreement, aligned to commitments under Clause 36. This stocktake will provide a baseline for the NSW Government and NSW CAPO to align other government policies with Closing the Gap to meet Clause 108(c) of the National Agreement.

This action is key to understanding what is working well, and where our funding priorities need to change to ensure that government initiatives are delivering against closing the gap targets. The health check will be undertaken in partnership with NSW CAPO. This will inform future actions to streamline and enhance partnership arrangements in NSW.

Engagement sessions in April highlighted the importance of aligning existing partnerships, avoiding duplication, and ensuring that Aboriginal and Torres Strait Islander communities have clarity on how different partnership mechanisms fit together.

To begin this process, the NSW Government and NSW CAPO work in partnership with the NSW Coalition of Aboriginal Regional Alliances (NCARA), the peak body for Local Decision Making (LDM) Alliances, to bring together existing partnership arrangements and new actions to achieve Priority Reforms and targets. Baseline mapping work, led by NCARA, began in early 2021 and will be shared with the partnership.

Creating new partnership frameworks

Our Closing the Gap governance builds on existing policy partnerships between NSW Government clusters, NSW CAPO member organisations, and other partners. These forums ensure shared decision-making, and reduced duplication.

Guidelines for effective partnerships

Building on the strong partnership elements in the National Agreement, we will develop a guide with principles for effective partnerships by July 2022, to provide a NSW-specific foundation to develop further partnerships under Closing the Gap.

Resourcing to support Aboriginal and Torres Strait Islander community-controlled organisations to participate in partnerships

In community engagements, we heard the importance of resourcing ACCOs to participate in partnerships as true equals.

The NSW Government has provided NSW CAPO with \$3.9 million to provide for resourcing to equally participate in Closing the Gap governance and enable NSW CAPO to provide expert advice through the OLWGs.

Several NSW CAPO organisations are well-placed to help improve policy on workforce development, Aboriginal-centred models of care for services, and improving service practice. From July 2021, Officer-level Working Groups (OLWGs) aligned to policy sectors will drive progress on Closing the Gap targets. OLWGs will be led in partnership between the NSW Government and NSW CAPO.

Sample of key actions (see Appendix A for full list):

| Key themes | We will: | 21/22 | 22/23 |
|--|--|-------|-------|
| Strengthening existing partnerships | <p>START: Stocktake and health check of all existing partnerships in NSW:</p> <ul style="list-style-type: none"> Review of all existing partnerships in NSW including Local Decision-Making Accords and Empowered Communities Report stocktake to Joint Council by 2022 (cl.36a) Review and strengthen existing partnerships to meet strong partnership elements unless Aboriginal and Torres Strait Islander members of the partnership do not wish to include these elements by 2023 (cl.36) | | |
| Creating new partnership frameworks | <p>START: Establish formal partnerships through Officer-level Working Groups (OLWGs) aligned to policy sectors, to drive progress on Closing the Gap Priority Reforms and socio-economic targets.</p> <p>OLWGs will be led in partnership between the NSW Government and CAPO and include other relevant stakeholders including NCARA. OLWGs will develop key 'stretch' initiatives by July 2022.</p> | | |
| | <p>ENHANCE: Develop a guide with principles for effective partnerships to provide a NSW-specific foundation to develop further partnerships under Closing the Gap that builds on successes seen through the Stocktake and health check process.</p> | | |

Priority Reform Two: Building the community-controlled sector

Outcome: Building the community-controlled sector: There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.

Target: Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations.

When supported by government, Aboriginal and Torres Strait Islander community-controlled services usually achieve better results, employ more Aboriginal and Torres Strait Islander people and are often preferred over mainstream services.

April 2021 engagements on Priority Reform two highlighted the need for government to trust Aboriginal and Torres Strait Islander organisations (ACCOs) to provide their own services and: “...trust that [ACCOs] know what to do for their people”.

It is important to understand the existing number and capacity of Aboriginal and Torres Strait Islander organisations and to implement measures that increase the proportion of services delivered by Aboriginal and Torres Strait Islander organisations, particularly by community-controlled organisations. Community engagements identified the need to review and adapt government procurement and tendering processes to simplify and make them suitable and accessible for the ACCOs.

It is also critical that capacity building for Aboriginal community controlled organisations (ACCOs) recognises and supports Aboriginal and Torres Strait Islander leadership and expertise, with Aboriginal and Torres Strait Islander culture recognised as a valuable resource. Capacity building also needs to recognise the need for healing and trauma-informed support in Aboriginal and Torres Strait Islander communities. We heard in engagement sessions that services should be “trauma informed, with the right responses for our people.”

NSW contribution to National Partnership Actions

The NSW Government, along with National Agreement partners, has agreed to a number of actions to support the development and implementation of the National Agreement.

NSW is participating in the national process to establish Sector Strengthening Plans³². Initial sectors are early childhood care and development, housing, health, and disability³³. In 2023, NSW and all parties will identify further sectors to support the joint national strengthening effort³⁴.

Community engagements highlighted that to achieve Priority Reform Two building governance, professional development and worker retention in Aboriginal and Torres Strait Islander organisations is essential.

NSW has committed to ongoing engagement with ACCOs and members of the public through the national Joint Communications Strategy, which includes communications actions such as providing for a central role for Aboriginal and Torres Strait Islander media.

The NSW Government is committing to strengthening the Aboriginal Community-Controlled Sector by:

³² Clauses 49 and 52, National Agreement

³³ Clause 50, National Agreement

³⁴ Clause 53, National Agreement

- Preferring Aboriginal and Torres Strait Islander community-controlled organisations and other Aboriginal and Torres Strait Islander organisations when providing services to Aboriginal and Torres Strait Islander people and communities.
- Allocating a meaningful proportion of funding initiatives to Aboriginal and Torres Strait Islander organisations with relevant expertise, particularly community-controlled organisations, to service the broader population across socio-economic outcome areas of the Agreement³⁵.
- Implementing these actions progressively and highlighting these actions in jurisdictional plans³⁶.

In 2025, all parties to the National Agreement will consider progress on this Priority Reform and update partnership actions as necessary³⁷.

| We will: | 20/21 | 21/22 | 22/23 | 23/24 | 24/25 |
|---|-------|-------|-------|-------|-------|
| By July 2021 Develop Sector Strengthening Plans in line with the strong community-controlled sector elements and have the following four streams: workforce, capital infrastructure, service provision, governance. <i>Sector Strengthening Plans for the Health and Early Childhood Care and Development sector will now be delivered by November 2021, and Plans for the Housing and Disability sectors by April 2022.</i> | | | | | |
| In 2023 identify sectors for Joint National strengthening | | | | | |
| In 2025 , Parties meet and consider progress on Priority Reform Two | | | | | |

NSW Actions

During April 2021 engagements, community recommended action areas to achieve Priority Reform Two: adapting government procurement, building training and employment pathways, ACCOs’ capacity, and ensuring appropriate resourcing. This is an ambitious list, but we are committed to enhancing existing actions that align with the aspirations of Aboriginal communities, and exploring new actions through OLWGs that will accelerate Priority Reform two outcomes.

Simplifying government procurement

Governments need to allow changes in funding arrangements to ensure long-term sustainability. This does not only involve greater expenditure, but also using funds in a strategic way to systematically address a range of human, institutional and project areas.³⁸

Community engagements strongly emphasised the need to make procurement processes simple, clear, and accessible for small Aboriginal and Torres Strait Islander businesses. Communities also stressed the importance of embedding culturally appropriate government procurement processes, and providing additional support for ACCOs: “[Procurement processes should be] consistent, reliable, responsive and flexible.”

The Aboriginal Child and Family Investment Strategy (ACFIS)

The Department of Communities and Justice and AbSec developed the Aboriginal Child and Family Investment Strategy (ACFIS). This is a partnership to focus government investment in ACCOs on a deliberate growth and investment strategy to build workforce and funding streams and build a locally responsive, community focused organisation. The aim is to help service providers work collaboratively and improve prevention and early intervention approaches by making local connections between services.

Aboriginal Procurement Policy

All NSW Government agencies are included in the Aboriginal Procurement policy, with both addressable spend (1%) and contracts (3%) directed to indigenous businesses. The revised APP applies across all goods, services and construction contracts and changes are currently being made to better capture and encourage government expenditure with ACCOs and not for profits,

³⁵ Clause 55

³⁶ Clause 56

³⁷ Clause 57

³⁸ Lederach (1997).

particularly in the Health and Justice clusters. The Aboriginal Procurement Policy's implementation will continue to be reviewed through ongoing community engagement and feedback.

Strengthening ACCOs

As the National Agreement states, increased funding is needed to ensure the Aboriginal and Torres Strait Islander community-controlled sector is well placed to deliver for its people. Community engagements noted the need for holistic support for ACCO staff, as well as succession planning, training programs, and appropriate remuneration. Aboriginal and Torres Strait Islander people possess the knowledge, experience and expertise to understand their own needs and priorities. Engagements also requested government explore longer funding cycles to provide flexibility and stability.

Support the development of ACCOs and their workforce

NSW Ministry of Health initiatives developed in partnership with AH&MRC

AH&MRC and NSW Health are involved in a number of initiatives aimed at improving outcomes for Aboriginal and Torres Strait Islander people. These include, but are not limited to:

- Mental Health State-wide Coordination - to support and develop the capacity of Aboriginal Health services to deliver Mental Health support and provide advice to NSW Health.
- Drug and alcohol services – to develop the capacity of NSW Aboriginal Community Controlled Health Services to identify and respond to alcohol-related harm (NSW Health Annual Report 2019-20).

There is also funding from the NSW Health Aboriginal Family Wellbeing and Violence Prevention Program to Aboriginal Community Controlled Health Organisations.

Aboriginal Community Housing Industry Association (ACHIA) and Workforce development

This initiative seeks to maintain the Aboriginal Community Housing Industry Association (ACHIA) as an independent Aboriginal peak body, representing the Aboriginal community housing sector whilst strengthening the Aboriginal community housing sector workforce through training and tools.

Reviewing existing initiatives to identify gaps

A number of departments have highlighted the existence of gaps in the knowledge around the type and capacity of service providers in NSW. For example, the Department of Education is reviewing its initiatives to identify gaps and ascertain avenues for further capacity-building.

Designing a whole of government strategy for strengthening the ACCO sector

There are some approaches to governance and data management that Aboriginal and Torres Strait Islander organisations may wish to adapt to their own needs while also meeting essential government requirements. By developing initiatives through shared decision making, there are greater opportunities for Aboriginal and Torres Strait Islander people to access services, and ensure that ACCOs can network and share learnings with each other.

We heard through the April 2021 engagements that there was strong support for a whole-of-government strategy to strengthen ACCO capabilities. This would break down 'silos' and minimise duplication of service delivery – enabling government and ACCOs to work together through long-term partnerships. We also heard the suggestion that government "change its processes through, for example, including Aboriginal and Torres Strait Islander representatives on tendering panels to ensure Aboriginal and Torres Strait Islander outcomes are considered. There will be ongoing engagement with ACCOs to inform the strategy for sector strengthening.

Ongoing grants for Aboriginal Community Controlled Organisations

The NSW Government will create an \$8.7 million fund to be accessed through a grants process. This funding is designed to provide for the equal and fair participation of ACCOs to support delivery against Closing the Gap targets. Guidelines will be developed immediately. Some targeted funding will be available to Aboriginal and Torres Strait Islander businesses where they also can demonstrate actions to help meet Closing the Gap targets.

Other grants include:

- Collective Reparations for Stolen Generations Organisations – A range of commitments to officially acknowledge and make reparations for the enduring trauma that Stolen Generations survivors experienced through the historic government policies and practices of removing Aboriginal children from their families, communities and culture.
- NSW Health funding to Aboriginal Community Controlled Health Organisations including support of healthy lifestyles, prevention and management of chronic disease, oral health services as well as support for drug and alcohol prevention and treatment.

Review current spend on Aboriginal and Torres Strait Islander programs and services to identify opportunities

- Consistent with clause 113 of the National Agreement, by July 2022, the NSW Government will review and identify current spend on Aboriginal and Torres Strait Islander programs and services to identify reprioritisation opportunities to Aboriginal and Torres Strait Islander organisations, particularly to ACCOs.
- NSW Treasury’s Strategic and Aboriginal Outcomes Branch is developing an **Indigenous Expenditure Report** in consultation with Aboriginal and Torres Strait Islander and NSW Government stakeholders to capture data on Indigenous expenditure across NSW, with the aim of sharing this information with Aboriginal and Torres Strait Islander communities. This audit of NSW Government spend on Aboriginal and Torres Strait Islander programs will help identify any reprioritisation opportunities.
- Community strongly supported this action during the April 2021 engagements, noting the wish for clarity on where and how money earmarked for Aboriginal and Torres Strait Islander programs is spent, and assurance that this is delivering benefits.

Further details on NSW Government initiatives are at Appendix A.

Sample of key actions (see Appendix A for full list):

| Key themes | We will: | 21/22 |
|---|--|-------|
| Simplifying government procurement | <p>ENHANCE: Simplify and improve accessibility for ACCOs with NSW Government procurement processes</p> <ul style="list-style-type: none"> • Revised Aboriginal Procurement Policy: changes are being made to better and encourage ACCOs’ participation in NSW Government procurement of good, services, and construction contracts. • DCJ Aboriginal Child and Family Investment Strategy: focuses investment on growth and investment of ACCOs to help service providers work collaboratively and improve prevention and early intervention approaches by making local connections between services. | |
| Strengthening ACCOs | <p>Support the development of ACCOs and their workforce</p> <ul style="list-style-type: none"> • START: \$7.4M contribution to the national funding pool for ACCO sector development. • ENHANCE: Aboriginal Housing Office (AHO) - maintain the Aboriginal Community Housing Industry Association (ACHIA) as an independent Aboriginal peak body representing the Aboriginal community housing sector while strengthening the workforce through training and tools. | |
| | <p>Review existing initiatives to identify gaps</p> <ul style="list-style-type: none"> • ENHANCE: The Department of Education is reviewing its initiatives to identify gaps and ascertain avenues for further capacity-building | |
| Designing a whole of government strategy for strengthening ACCO sector | <p>Review current spend on Aboriginal and Torres Strait Islander programs and services to identify opportunities</p> <ul style="list-style-type: none"> • START: Indigenous Expenditure Review: Treasury audit of NSW Government spend on Aboriginal and Torres Strait Islander programs to identify reprioritisation opportunities. | |
| | <p>Continue providing funding to Aboriginal Community Controlled Organisations</p> <ul style="list-style-type: none"> • START: Develop a new \$8.7M grants program to support Aboriginal community-controlled organisations and businesses to drive work to achieve Priority Reforms and targets. • ENHANCE: Collective Reparations for Stolen Generations Organisations • ENHANCE: NSW Health funding to Aboriginal Community Controlled Health Organisations. | |

Priority Reform Three: Transforming government organisations

Outcome: Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.

Target: Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism.

Aboriginal and Torres Strait Islander peoples are the world’s oldest living cultures. NSW is committed to learning from the wealth of Aboriginal and Torres Strait Islander knowledge to embed these cultures at the heart of its work.

We will work towards culturally safe, responsive and accountable delivery of government and mainstream services. In particular, communities have emphasised the importance of addressing systemic and individual racism.

Some initiatives are already underway towards this, and we are committed to working in partnership to develop further initiatives to support the achievement of Priority Reform Three. We will work towards every single worker in government agencies and government funded services understanding their responsibilities under the Closing the Gap National Agreement and being able to partner with Aboriginal and Torres Strait Islander communities.

NSW contribution to National Partnership Actions

Consistent with clause 67 of the National Agreement, NSW is committed to developing an independent mechanism to support, monitor and report on the transformation of mainstream agencies and institutions by 2023. Aboriginal Affairs NSW (AANSW) is undertaking research with Jumbunna Institute, University of Technology Sydney, into Aboriginal-centred accountability frameworks. AANSW has also commissioned the Centre for Aboriginal Economic Policy Research, Australian National University to develop an instrument to measure change in the relationship between NSW Government and Aboriginal and Torres Strait Islander people in NSW. Under the NSW partnership, NSW CAPO will be closely involved in this work.

| We will: | 20/21 | 21/22 | 22/23 | 23/24 | 24/25 |
|---|-------|-------|-------|-------|-------|
| By 2023, identify, develop or strengthen an independent mechanism or mechanisms that will support, monitor and report on the transformation | | | | | |
| In 2025, the parties to agreement will meet and consider progress on Priority Reform Three | | | | | |

NSW Actions

We know that changing the way we work as a government is fundamental to Closing the Gap. Through community engagements, we heard Aboriginal and Torres Strait Islander people would like to see priority actions on:

- improving cultural capability and eliminating systemic racism across all government agencies and contracted service providers;
- embedding a meaningful partnership approach to the policy design and implementation of all mainstream services and policies significantly impacting Aboriginal and Torres Strait Islander communities;
- improved mechanisms for a direct Aboriginal and Torres Strait Islander voice to all levels of government and governance structures; and
- increased accountability for meeting Aboriginal and Torres Strait Islander employment and senior representation targets across all government agencies and contracted service providers.

As one community member put it: *“bring our [Aboriginal] cultural system back into the system – we don’t want to be an ‘add on’, [we] need to be part of the norm.”*

Embedding cultural capability as a core public service capability

In line with clauses 59a, 59b, 59e, 60 and 61 of the National Agreement, NSW is committed to eliminating systemic racism and bias, whether conscious or unconscious, and embedding cultural safety. Aboriginal and Torres Strait Islander people should be able to walk into any government agency or mainstream service and feel culturally safe. Work is underway to strengthen cultural capability and we acknowledge the feedback from Aboriginal and Torres Strait Islander communities that there is still a lot more to develop in order to improve outcomes and eliminate racism.

As highlighted in the community engagements, *“the best way is through allowing Indigenous culture in daily activities and encouraging non-Indigenous people to become involved in the cultures and learn cultural competence directly from Indigenous people.”* In particular, we will explore options to implement what we heard from community, including ongoing cultural capability building in partnership with local Aboriginal and Torres Strait Islander communities; inclusion of cultural capability measures in performance reviews; and a zero tolerance approach to racism. Actions already underway include the following.

Cultural capability training embedded for all government employees

- The Public Service Commission is developing an **Everyone’s Business Toolkit for the entire public sector** in partnership with Stolen Generation Organisations. This toolkit will support the building of a trauma informed and culturally capable workforce, including through interactive cultural awareness training, trauma informed e-learning and resources to put the learnings into practice.
- This is complemented by **cluster-specific Aboriginal and Torres Strait Islander cultural training**. For example, the Department of Education is working towards making cultural awareness training mandatory and expanding opportunities for cultural immersion in partnership with the Aboriginal Education Consultative Group. It is also making understanding of Aboriginal and Torres Strait Islander cultures and partnership an essential criterion in recruitment. Similarly, the NSW Health Services Aboriginal Cultural Engagement Self-Assessment Tool aims to identify ways of strengthening cultural engagement.
- A number of departments have **Reconciliation Action Plans (RAPs)**. There are currently ten across NSW Government departments. Treasury’s includes reviewing human resources policies to improve anti-discrimination and increasing use of Aboriginal and Torres Strait Islander protocols. Transport’s includes a guide on Aboriginal and Torres Strait Islander engagement and protocols as well as expanding cultural education.
- Areas for future exploration that have been identified include making cultural capability a mandatory requirement for all employees in the public sector, Aboriginal and Torres Strait Islander representation on governance boards and advisory bodies, and facilitation of volunteering and secondments between government agencies and Aboriginal and Torres Strait Islander organisations. AANSW also has recently completed research on increasing cultural capability among public servants in NSW via the National Centre for Cultural Competence, University of Sydney. Findings from this research will be integrated into other clusters’ work on increasing cultural capability.

Measuring satisfaction with the cultural appropriateness of government services

- The People Matters Employee Survey is an annual sector wide workforce survey that will be amended to include questions on workplace racism, cultural safety, cultural capability and promotion of Aboriginal and Torres Strait Islander employment. This will enable experiences of racism to be tracked and inform future actions to address and prevent racism, with targeted actions undertaken.
- In addition, work is underway to measure the cultural appropriateness of government services. For instance, the Aboriginal Housing Office (AHO) Tenant Satisfaction, Experience and Wellbeing Survey includes measures on experiences of racial discrimination, enabling indicators of racism to be monitored.
- Options to expand these indicators will be explored, including transparently capturing and reporting on feedback from Aboriginal and Torres Strait Islander customers on cultural safety across all government services.

Embedding partnership and two-way feedback in government policies and programs

To make this transformation meaningful consistent with clauses 59c, 59d, 59f, 63, 64 (and supporting clauses 62, 65 and 66) of the National Agreement, NSW is committed to honouring what Aboriginal and Torres Strait Islander communities have long called for - for government to ‘build with us, not for us’. The 2021 community engagements supported this – we heard strong feedback on the need to meaningfully include Aboriginal and Torres Strait Islander people to design, lead, implement, monitor,

and evaluate all policies and projects significantly impacting Aboriginal and Torres Strait Islander peoples, not just be consulted. As noted in the community engagements, *“Aboriginal people are experts in design that meets their needs”*.

NSW will ensure government policies and programs are designed and delivered in partnership with Aboriginal and Torres Strait Islander people, including through transparent funding allocations, transfer of power and resources to Aboriginal and Torres Strait Islander organisations, and strong accountability. Actions towards this include:

NSW Emergency Response Committees

- NSW established Emergency Recovery Committees in response to recent emergencies including COVID-19, bushfires and floods. The Committees were key strategic decision-making bodies for local recovery, and comprise joint representation from Aboriginal and Torres Strait Islander organisations, communities and government agencies.
- Work is underway to identify lessons learnt from how these Committees have worked in order to embed an improved shared decision-making approach before, during and after emergencies more broadly.

Enhancing the quality and cultural safety of mainstream service delivery

- Work is underway across NSW government to partner with Aboriginal and Torres Strait Islander communities in order to enhance the quality and cultural safety of mainstream service delivery. For example, Treasury is inviting comment on existing policies, propose new policy ideas or provide recommendations for policy reform as part of the 2021-22 State Budget.
- Work is also underway to grow deep knowledge of places to form strong connection to Country. Transport for NSW has integrated the ‘Connecting with Country’ framework into their precinct planning and place-making to work in partnership with Aboriginal and Torres Strait Islander communities in re-developing significant new precincts such as Central / Redfern. The Department of Planning, Industry and Environment takes senior executives out on Country, and is also establishing a Cultural Fire Management Unit to expand the use of cultural fire management.

Department of Customer Service Aboriginal Customer Engagement Strategy

- The Department of Customer Service (DCS) has developed its first Aboriginal Customer Engagement Strategy, based on detailed engagement with Aboriginal and Torres Strait Islander communities across NSW. DCS delivers high volume services to customers through Service NSW, Births Death and Marriages, NSW Fair Trading and Revenue NSW.
- The Strategy outlines a range of actions to ensure Aboriginal and Torres Strait Islander customers have access to services that are culturally appropriate and delivered by staff with local knowledge of their communities. It also aims to ensure regionally based customers, and those in remote communities, have knowledge of and access to the range of services government provides. The Strategy will transform the way DCS delivers to Aboriginal and Torres Strait Islander customers.

Embedding Aboriginal and Torres Strait Islander culture and knowledge in school learning in NSW

Community engagements noted the importance of education about Australian history, including colonisation, racism, intergenerational trauma and Aboriginal and Torres Strait Islander knowledge. NSW is exploring options to enhance education in these areas, including:

Integrating Aboriginal and Torres Strait Islander cultures and knowledge throughout early childhood and school curricula

- A cultural framework is being developed to guide Early Childhood and Education services.
- In addition, Aboriginal Cultural Principles of Practice are being embedded in public schools, supported by partnership initiatives to embed Aboriginal and Torres Strait Islander cultural knowledge in teaching and learning, and guidance for schools to engage with their local communities.

Improving coordination across government including through outcomes budgeting

Community engagements highlighted a need for enhanced transparency and accountability about the outcomes delivered by government funding and services.

Embedding Aboriginal and Torres Strait Islander perspectives in outcomes frameworks across government

- Aboriginal and Torres Strait Islander outcomes are being embedded in the work of NSW Treasury. This will require new policy proposals, cost-benefit analyses and other core policy documents to include assessment of impact on Aboriginal and Torres Strait Islander outcomes. Work is also underway to drive and align investment in Aboriginal and Torres Strait Islander outcomes through leveraging outcomes budgeting and a greater focus on Aboriginal and Torres Strait Islander outcomes in the State Budget.
- Options will be explored to further adapt the NSW outcomes budgeting framework to better capture outcomes through an Aboriginal and Torres Strait Islander lens. This will include incentives for collaboration across government agencies, incentives to invest in early prevention rather than crisis responses, capturing community well-being outcomes through qualitative feedback, and undertaking culturally appropriate evaluations in partnership with Aboriginal and Torres Strait Islander people.

Increasing Aboriginal and Torres Strait Islander voices in NSW Government

Community engagements reinforced the importance of Aboriginal and Torres Strait Islander employment and senior representation. As one community member put it: *“We need more Aboriginal people employed as managers that have cultural connection and recognition – people who really care about Country”*. Work is underway to achieve this, including through the Premier’s Priority on public sector diversity, and we acknowledge the feedback from community that there is still a lot to improve. We will work in partnership to develop ways to further enhance this work, including increased accountability for government agencies and contracted service providers for meeting employment targets, and making recruitment practices more culturally appropriate.

NSW Public Sector Aboriginal Employment Strategy

- This is a whole of NSW Government strategy with targets to double the number of Aboriginal and Torres Strait Islander senior leaders to 114 and have Aboriginal and Torres Strait Islander people representing 3% of non-executive staff by 2025.
- The strategy is being refreshed to align with Closing the Gap employment targets and includes strategies to attract more Aboriginal and Torres Strait Islander people to work in the NSW public sector, supporting the career advancement of Aboriginal and Torres Strait Islander employees, and improving cultural capability.
- Work is underway to explore options for improving the quality of Aboriginal and Torres Strait Islander employment and retention programs, including focused approaches for the Aboriginal and Torres Strait Islander LGBTQI+ community and people with disabilities.

Sample of key actions (see Appendix A for full list):

| Key themes | We will: | 21/22 |
|---|---|-------|
| Embedding cultural capability as a core public service capability | <p>ENHANCE: Embed cultural capability for all 325,000+ NSW Government employees:</p> <ul style="list-style-type: none"> • Develop and roll out the Everyone’s Business Toolkit in partnership with Stolen Generation Organisations, to support the building of trauma informed and culturally capable workforce • Enhance cluster-specific Aboriginal and Torres Strait Islander cultural training • Continue implementation of 10 Reconciliation Action Plans across NSW Government • Explore Aboriginal and Torres Strait Islander representation on governance boards and advisory bodies, and facilitating volunteering and secondment opportunities (for example the Jawun program) between agencies and Aboriginal and Torres Strait Islander organisations. | |
| | <p>START: Measure satisfaction with the cultural appropriateness of government services:</p> <ul style="list-style-type: none"> • PMES to measure public sector workforce experiences of workplace racism, cultural safety and capability. This will inform future actions to address and prevent racism. | |

| | | |
|--|--|--|
| | <ul style="list-style-type: none"> Cluster specific measurement of Aboriginal and Torres Strait Islander customer satisfaction and cultural safety: Enhance existing initiatives (e.g. AHO, DCS Aboriginal Customer Engagement Strategy) and explore further options for enhancing feedback collected on mainstream government services | |
| Embedding partnership and two-way feedback in government policies and programs | ENHANCE: Map lessons learnt from NSW Emergency Response Committees (strategic decision-making bodies) established in response to recent emergencies including COVID-19, bushfires and floods to improve shared decision-making approach before, during and after emergencies. | |
| | ENHANCE: Explore more partnership opportunities with Aboriginal and Torres Strait Islander communities to enhance quality and cultural safety of mainstream service delivery of projects, where there will be many Aboriginal people using and impacted by the services – e.g. Treasury, Transport for NSW. | |
| Embedding Aboriginal and Torres Strait Islander culture and knowledge in school learning in NSW | ENHANCE: Embed Aboriginal and Torres Strait Islander knowledges, histories and cultures as an integral part of curricula and school cultures. | |
| Improving coordination across government including through outcomes budgeting | ENHANCE: Embed Aboriginal and Torres Strait Islander perspectives in outcomes and policy frameworks across government. This includes incorporating Aboriginal and Torres Strait Islander perspectives on cost-benefit of policy proposals and evaluation of outcomes. | |
| Increasing Aboriginal and Torres Strait Islander voices in NSW Government | ENHANCE: Drive the NSW Public Sector Aboriginal Employment Strategy 2019-2025, and refresh it to align with CTG employment targets - Double the number of Aboriginal and Torres Strait Islander senior leaders to 114 and have Aboriginal and Torres Strait Islander people representing 3% of non-executive staff by 2025. | |

Priority Reform Four: Shared access to data and information at a regional level

Outcome: Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

Target: Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

Origin

Priority Reform Four arose from the Coalition of Peaks' engagements in late 2019. The engagements made clear that the ability to access and use data and information to support achieving better outcomes, underpins the achievement of the other Priority Reforms and therefore needed to be recognised and pursued as a separate priority reform. Aboriginal and Torres Strait Islander people also consistently said communities needed access to data and information on Closing the Gap priorities and targets at the local level to support decision-making about their communities.³⁹

In the April 2021 engagements, Aboriginal and Torres Strait Islander communities emphasised the critical importance of Aboriginal and Torres Strait Islander data sovereignty and culturally appropriate data management practices. Through the engagements, it was clear data collected needs to be meaningful and relevant to local communities with resourcing, training and communication provided to enable Aboriginal and Torres Strait Islander people to decide what Aboriginal and Torres Strait Islander data sovereignty means at a local and regional level. Aboriginal and Torres Strait Islander communities can then negotiate data management approaches which are empowering and culturally safe.

Data and information as empowerment

The ability of Aboriginal and Torres Strait Islander people to inform and influence policy, program decisions, and outcomes is heavily reliant on their access to appropriate data⁴⁰ and other information. Priority Reform Four focuses on empowering Aboriginal and Torres Strait Islander communities to better utilise data and information, which is vital in closing the gap.

Sound data and information management allows services to be monitored effectively, and significantly contributes to a shared understanding between government and communities about issues and inform decisions on how to address them.

Achievement of Priority Reform Four rests upon a shared sound understanding of the crucial role that Aboriginal and Torres Strait Islander data sovereignty plays, and adoption of robust data governance protocols and principles.

³⁹ <https://coalitionofpeaks.org.au/priority-reforms/> Canberra: Australian National University Press

⁴⁰ Kukutai, T and Taylor, J (eds)(2016). *Indigenous data sovereignty: towards an agenda*, Canberra: Australian National University Press

Data sovereignty and governance

There is a long history of governments collecting data on and about Indigenous peoples without their agreement, and often for ends which caused Indigenous peoples great harm. The concept of Indigenous data sovereignty has arisen in response to this context. The 2007 United Nations Declaration of the Rights of Indigenous People (UNDRIP), which Australia supports, provides the foundation for Indigenous data sovereignty, including Indigenous data collection, content, and ownership.⁴¹

Aboriginal and Torres Strait Islander Data Sovereignty in Australia refers to Aboriginal and Torres Strait Islander peoples' right to govern their communities, resources, and Country (including lands, waters and sky). It is the right of Aboriginal and Torres Strait Islander peoples to exercise ownership of their data. Ownership of data can be expressed through its creation, collection, access, analysis, interpretation, management, dissemination and reuse.⁴²

Effective Aboriginal data governance empowers Aboriginal and Torres Strait Islander peoples to make the best decisions to support their communities in ways that meet their needs and aspirations. It enables lived experiences to be accurately told and provides a mechanism to pinpoint what is and isn't working.⁴³

Limitations of existing government approaches

Currently, government approaches to data management in Australia do not address Aboriginal and Torres Strait Islander data sovereignty.

In NSW, the data governance framework that all government departments, statutory bodies and shared service providers are required to follow is the NSW Government Information Management Framework (IMF).⁴⁴ The IMF sets out how to manage data in a secure, efficient, and accountable way, but does not address issues around Aboriginal and Torres Strait Islander data sovereignty, such as who owns and has the right to use data collected from Aboriginal and Torres Strait Islander communities.⁴⁵

In terms of data quality, the NSW Government Standard for Data Quality Reporting is based on the Australian Bureau of Statistics' (ABS) Data Quality Framework.⁴⁶ However, neither the national nor NSW data quality standards incorporate principles of Aboriginal and Torres Strait Islander data sovereignty to help understand and promote data quality.

⁴¹ Davis, M (2016). 'Data and the United Nations Declaration on the Rights of Indigenous Peoples' in *Indigenous Data Sovereignty: Toward an Agenda*, ed. Tahu Kukutai and John Taylor Acton, Canberra: Australian National University Press, pp 25-37.

⁴² Mayi Kuwayu, The National Study of Aboriginal & Torres Strait Islander Wellbeing <https://mkstudy.com.au/indigenoussdatasovereigntyprinciples/>

⁴³ Ibid. Department of Finance and Services (2013). Strategic Policy. *Information Management: A common approach*. Sydney: NSW Department of Finance, Services and Innovation. <https://www.digital.nsw.gov.au/sites/default/files/IM%20common%20approach%20v1.pdf>

⁴⁴ Department of Finance and Services (2013). Strategic Policy. *Information Management: A common approach*. Sydney: NSW Department of Finance, Services and Innovation. <https://www.digital.nsw.gov.au/sites/default/files/IM%20common%20approach%20v1.pdf>

⁴⁵ NSW Department of Finance, Services, and Innovation (2018). *Information Management Framework*, Sydney: NSW Department of Finance, Services, and Innovation https://www.finance.nsw.gov.au/ict/sites/default/files/IMF_principles.pdf

⁴⁶ NSW Department of Finance, Services & Innovation (2015). *NSW Government Standard for Data Quality Reporting* Sydney: NSW Department of Finance, Services & Innovation. <https://www.digital.nsw.gov.au/sites/default/files/NSW%20Standard%20for%20Data%20Quality%20Reporting%20v1.2%20FINAL.pdf>

NSW contribution to Partnership Actions

Partnerships and regional data profiles

The National Agreement commits NSW and other jurisdictions to implementing a range of data and information actions. At the national level this will include establishing up to six community data projects⁴⁷ by 2023 across Australia to enable Aboriginal and Torres Strait Islander communities to access location-specific data on Closing the Gap outcome areas. The NSW Government and NSW CAPO have nominated Western Sydney as the first pilot site.

It is proposed that the Western Sydney project be supported by an overarching governing partnership agreement between Aboriginal and Torres Strait Islander organisations and the Commonwealth, NSW Government, and local councils. This agreement will provide a basis for subsequent data and information partnerships at national, state and local levels.

Findings and lessons learnt will inform data collection, methodology and processes for other NSW metropolitan areas and in other states or territories.

Working Groups

The NSW Government provides representation on the Data and Reporting Working Group (chaired by the National Indigenous Australians Agency) which includes Aboriginal Affairs NSW. NSW Government actions include:

- Contributing data and program knowledge for input to developing the Data Development Plan
- Coordinating, collating and providing feedback from the NSW government to the Productivity Commission regarding technical considerations on selected Closing the Gap targets
- Participating in the National Indigenous Australians Agency’s pending community data projects.

The NSW Government and NSW CAPO are also participating in National-level working groups to develop baseline data for the Inland Water and Community Infrastructure targets respectively.

| We will: | 20/21 | 21/22 | 22/23 | 23/24 | 24/25 |
|---|-------|-------|-------|-------|-------|
| By 2023 , establish community data projects in up to six locations across Australia to enable Aboriginal and Torres Strait Islander communities and organisations to access and use location-specific data on the Closing the Gap outcome areas. | | | | | |
| By 2025 , the Parties will meet and consider progress on Priority Reform Four. | | | | | |

NSW Actions

Some NSW Government actions to share data at a regional and local level will be guided by the work of the Data and Reporting Working Group and the Data, Reporting and Evaluation Officer Level Working Group. In addition, the NSW Government is committed to the following NSW specific actions to share data and build capacity of Aboriginal and Torres Strait Islander organisations and communities to collect and use data as per the National Agreement⁴⁸. The community engagement feedback also highlighted this as an area in which the community would like additional input and visibility.

Establishing data principles

Review existing data management approaches and jointly design principles of Aboriginal and Torres Strait Islander data sovereignty

⁴⁷ National Agreement clauses 74, 75 and 76.

⁴⁸ Ibid, clause 72.

Aboriginal and Torres Strait Islander communities emphasised the need for localised approaches to understanding and respecting Aboriginal and Torres Strait Islander data sovereignty and data governance.

In response to this feedback we will review existing NSW Government data management approaches to include principles of Aboriginal and Torres Strait Islander data sovereignty through discussions with NSW CAPO and other relevant Aboriginal and Torres Strait Islander stakeholders.

- The **NSW Government Data Strategy** commits the NSW Government to work with the Aboriginal and Torres Strait Islander community to embed principles of Aboriginal and Torres Strait Islander Data Sovereignty and Data Governance across our work. This will involve developing a common data sharing agreement and streamlined approval process across government.
- The NSW Health Centre for Aboriginal Health Performance Management Framework for non-government organisations (NGOs) outlines a collaborative approach to monitoring program and organisational performance, with the goal of enhancing Aboriginal Health service delivery and promoting best practice models of care.
- The NSW Health Performance Framework sets out the structure with which the Ministry monitors, assesses and responds to the performance of public sector health services in NSW, with specific KPIs and measures relating to Aboriginal Health.
- NSW Health will work with the Aboriginal Health & Medical Research Council (AH&MRC) of NSW in development of an agreed approach on sharing regional data to align with expectations.
- The Department of Education proposes to:
 - conduct yarning circles with the ACCO sector to discuss funding principles and how to incorporate Indigenous knowing, being and doing to ensure they are reflected in funding, recruitment, allocations and evaluations at a local and state level.
 - develop working principles on data collection, sharing and use related to Aboriginal and Torres Strait Islander education.

Data sharing at a regional level for shared decision making

Make data easier to access and use

- Maranguka service mapping (as part of the Stronger Places Stronger People bilateral collaboration agreement) provides a systems-based approach to address the issues associated with siloed programs and services to improve policy and program design in Bourke.
- The Aboriginal Housing Office (AHO) as data custodian for Aboriginal Community Housing data provides aggregated regional data on request to Aboriginal and Torres Strait Islander stakeholders on a range of housing factors. The AHO can also access government-managed, Aboriginal social housing data. Interactive dashboards on regionally-specific Aboriginal housing data are being developed.
- The Department of Communities and Justice website provides interactive dashboards on housing data disaggregated by Aboriginal housing, Aboriginal and Torres Strait Islander clients and region.
- The Department of Customer Service Aboriginal Customer Engagement Strategy proposes collecting data about how DCS is meeting the needs of Aboriginal and Torres Strait Islander customers. Baseline data will be shared with Aboriginal and Torres Strait Islander people and Aboriginal community-based organisations.
- The Department of Education proposes mapping its datasets on Aboriginal and Torres Strait Islander peoples at a regional level across the state.
- Fisheries NSW creates and maintains a range of significant spatial datasets which are now being made available free of charge to a range of stakeholders, including Aboriginal and Torres Strait Islander peoples.
- The NSW Health Centre for Aboriginal Health has developed Aboriginal Health Dashboards to strengthen accountability for Aboriginal Health within NSW Health and promote equity. Annual Dashboards provide data on health care safety and quality; access to care; the health of mothers, babies and children; and workforce.

Develop and establish the first Community Data Project site in Western Sydney

- Aligned with the National Partnership Action above, one of the first sites chosen to establish a data project is Western Sydney in NSW. The aim of the data project is to enable Aboriginal and Torres Strait Islander communities and organisations to access and use location-specific data on the Closing the Gap outcome areas.
- The work in partnership as we establish the Western Sydney Project, will inform data and information collection and sharing methods for other areas in NSW.

Strengthening data access and capability in Aboriginal organisations and communities

- Review lessons learned from the *OCHRE* Evaluation about co-designing data management with local Aboriginal communities.
- Investigate tailored information provision and knowledge translation of research held by AANSW to best meet the needs of specific audiences.
- Explore the NSW Government’s resourcing to support the shared decision making and governance arrangements with Aboriginal and Torres Strait Islander organisations in NSW community data project sites.⁴⁹

Sample of key actions (see Appendix A for full list):

| Key themes | We will: | 21/22 |
|--|---|-------|
| Establishing data principles | START: Embed Aboriginal and Torres Strait Islander Data Sovereignty and Data governance principles across NSW Government under the NSW Government Data Strategy. | |
| | START: Establish a Data, Reporting and Evaluation Officer-Level Working Group to develop guiding principles on data sovereignty and governance for all NSW data partnerships established to Close the Gap | |
| | START: Review key existing NSW Government data management approaches to include principles of Aboriginal and Torres Strait Islander data sovereignty through discussions with NSW CAPO and other relevant Aboriginal and Torres Strait Islander stakeholders | |
| Data sharing at a regional level for shared decision making | START: Develop and establish, in partnership, the first community data project site in Western Sydney (<i>linked to National Partnership Action</i>). Findings will inform data and information collection and sharing methods and processes for other metropolitan areas in NSW and other states or territories. | |
| Strengthening data access and capability in Aboriginal organisations and communities | ENHANCE: Review lessons learnt from the <i>OCHRE</i> Evaluation around designing data management in partnership with local Aboriginal and Torres Strait Islander communities | |

⁴⁹ Partnership Working Group Paper - ITEM 6: Implementing Priority Reform Four Partnership Actions, p.8.



Priority Reform Five: Employment, Business Growth and Economic Prosperity

Outcome: Aboriginal and Torres Strait Islander people in NSW are empowered to access pathways through education, training and employment that align with their aspirations, and Aboriginal and Torres Strait Islander businesses grow and flourish.

Target: An increase in jobs and pathways to employment and an integrated approach to procurement across the NSW Government.

Aboriginal and Torres Strait Islander businesses and self-determination

For millennia Aboriginal and Torres Strait Islander communities managed Australia's land and natural resources sustainably, engaged in trade and developed an impressive bank of intellectual property.

Since colonisation Aboriginal and Torres Strait Islander people have been frequently excluded from the mainstream economy. But today, many are choosing business as a vehicle for self-determination and overcoming the historic barriers to their economic participation, leveraging culture, knowledge and skills as key competitive advantages.

The new priority reform supports and enhances existing reforms and targets

This NSW-specific priority reform does not duplicate existing economy-wide employment and training targets (outcomes 7 and 8), but recognises a thriving Aboriginal and Torres Strait Islander business sector is key to driving achievement of these targets and diverse employment pathways. It supports Priority Reform Two, which is focussed on driving Aboriginal and Torres Strait Islander employment through investment in the ACCO sector, and Priority Reform Three, focused on transforming government organisations so they attract and retain more Aboriginal and Torres Strait Islander employees. Aboriginal businesses are instrumental in two-way capacity building with both the public and private sectors.

Community engagements confirmed strong support from communities across NSW for Priority Reform Five. A key theme was the need to better understand barriers for Aboriginal and Torres Strait Islander business. There was a strong belief in the capacity of Aboriginal and Torres Strait Islander businesses, particularly small to medium level enterprises.

Initiatives under this Priority Reform will be included in future engagements to gain further, detailed input from community.

Aboriginal and Torres Strait Islander businesses are essential to deliver on the National Agreement

Aboriginal and Torres Strait Islander businesses⁵⁰ create positive spillover benefits, empowering Aboriginal and Torres Strait Islander communities to generate and grow their own economic prosperity. A key driver is employment, with Aboriginal and Torres Strait Islander businesses far more likely to hire Aboriginal and Torres Strait Islander workers than non-Indigenous

⁵⁰ Includes not for profits, charities and for-profit businesses with majority (51%) ownership/directorship, that are not Aboriginal Community Controlled Organisations (see definition of 'Aboriginal and Torres Strait Islander Organisation' in the National Agreement on Closing the Gap, s12)

businesses.⁵¹ Many also contribute to community development by providing pro-bono advice and support, sponsoring local sports teams and events and delivering skills and capability training.

At the 2016 Census, there were 4,549 Aboriginal and Torres Strait Islander business owner managers in NSW. The number of Aboriginal and Torres Strait Islander business owner managers in 2016 has almost doubled from 2,295 in 2006. However, it remains low compared to non-Aboriginal business owner managers. While Aboriginal and Torres Strait Islander people make up 3% of the total Australian population, they represent just 0.9% of total business owners in NSW. Remote and outer regional areas are particularly under-represented in terms of the number of Aboriginal and Torres Strait Islander business owners, with most Aboriginal and Torres Strait Islander businesses in NSW clustered in Sydney, Newcastle and the Central Coast. This indicates an opportunity to grow the number of Aboriginal business owners in regional NSW.

There is also an opportunity to scale existing Aboriginal and Torres Strait Islander businesses, given that 60% of Aboriginal and Torres Strait Islander business owners are operating as unincorporated sole traders (compared to 41% of non-Aboriginal businesses) and only 1% have more than 20 employees, compared to 4% of non-Indigenous businesses.

Aboriginal and Torres Strait Islander businesses have unique competitive strengths. They not only operate across sectors such as construction, IT, health, tourism and the arts but also consultancy and cultural knowledge. Realising the potential of Aboriginal businesses will create a new generation of entrepreneurs growing their own business knowledge, networks, assets and wealth. This will in turn help remove barriers to employment, which is key to achieving outcomes in health, education and justice.

NSW Actions

NSW understands more work is needed to effectively partner with and grow the Aboriginal and Torres Strait Islander business sector in NSW. Immediate actions include the following.

Understanding what is needed to drive Aboriginal and Torres Strait Islander employment, business growth and economic prosperity. A key theme emerging from engagements was the need to better understand barriers for Aboriginal and Torres Strait Islander business. Initiatives under this Priority Reform area will be included in future community engagement processes to gain further detailed input from community. Roundtables with businesses and organisations will also inform further development of actions.

- **Six-monthly Aboriginal and Torres Strait Islander Business Roundtables**, so that the NSW Government can hear and respond directly to Aboriginal and Torres Strait Islander businesses on what they need to grow, skill and employ more people. These will initially be led by Aboriginal Affairs NSW, in partnership with Peak Aboriginal business organisations, Investment NSW and Treasury. The Business Roundtables will bring together Aboriginal and Torres Strait Islander businesses from diverse industries and sectors.
- **Developing outcome indicators to measure progress and share accountability under this new priority reform.** The NSW Government will do this in partnership with NSW CAPO and the Aboriginal and Torres Strait Islander business sector, through the Officer Level Working Groups and future rounds of community engagement.
- **A Roundtable with non-Indigenous private and not for profit sector partners**, accompanied by targeted engagements to improve public/private partnerships to grow Aboriginal and Torres Strait Islander businesses and employment beyond the public service. The NSW Government recognises that meeting employment outcomes under the National Agreement is a joint effort and we can all do more to dismantle barriers to broader employment and engagement.

Growing the capacity of Aboriginal and Torres Strait Islander businesses to win government tenders

⁵¹ 'Building Indigenous Business Growth' – Supply Nation, p2



- **Leveraging NSW record investment and spending in goods, services and construction** to stimulate growth and innovation in the Aboriginal and Torres Strait Islander business and community-controlled sectors, under the new Aboriginal Procurement Policy. The NSW Government last year spent \$92 million on goods, services and construction supplied by Aboriginal and Torres Strait Islander businesses, a 44% increase on the previous year. The NSW Government is looking to grow this further under the revised Aboriginal Procurement Policy, which sets the following targets for NSW Government clusters to achieve by 31 Dec 2021:
 - 1 per cent of NSW Government clusters’ addressable spend to Aboriginal and Torres Strait Islander businesses
 - 3 per cent of the total number of goods and services contracts to Aboriginal and Torres Strait Islander businesses
 - 3,000 full-time equivalent employment (FTE) opportunities for Aboriginal and Torres Strait Islander people supported through NSW Government procurement activities.

The new Aboriginal Procurement Policy (APP) came into effect January 2021 and NSW Government clusters are now working to meet targets by December 2021. The NSW Government has signed a 12-month agreement with Supply Nation, the largest directory of verified Aboriginal and Torres Strait Islander businesses, to help connect them with government and corporate procurement teams. The NSW Government is working to grow awareness amongst both buyers and suppliers about opportunities under the APP, including through upcoming Meet the Buyer events. The Aboriginal Procurement Policy’s implementation will continue to be reviewed through ongoing community engagement and feedback.

Supporting Aboriginal and Torres Strait Islander people to start, run and grow a business in NSW

- **Increase the confidence and expertise of Aboriginal and Torres Strait Islander people to establish, grow and diversify their business**, through NSW Business Concierge Service, Business Connect and the Aboriginal Business Advisory Program.
 - The NSW Business Concierge Service provides personalised support to small businesses, including referrals to other relevant government services.
 - Business Connect provides business advice and events to support businesses to start, run, adapt and grow. The program maintains a network of around 120 independent advisors and eight advisors identify as Indigenous. The NSW Indigenous Chamber of Commerce is contracted to deliver specialist procurement advisory services (since 2019).
 - The Aboriginal Business Advisory Initiative incorporates the principles of the current Aboriginal Enterprise Development Officer program and includes support for existing Aboriginal- and Torres Strait Islander-owned and operated businesses to grow and diversify their business.

Sample of key actions (see Appendix A for full list):

| Key themes | We will: | 21/22 | 22/23 |
|--|---|-------|-------|
| Understanding what is needed to drive Aboriginal employment, business growth, and economic prosperity | <p>START: Hold six-monthly Aboriginal and Torres Strait Islander Business Roundtables, bringing together Aboriginal and Torres Strait Islander businesses and non-Indigenous private and not for profit sector partners, so that the NSW Government can hear directly from Aboriginal and Torres Strait Islander businesses what they need to grow, skill and employ more people.</p> <p>START: Develop outcome indicators to track progress and success under Priority Reform Five, in partnership with the Aboriginal and Torres Strait Islander business sector.</p> | | |



| | | | |
|--|---|--|--|
| <p>Growing the capacity of Aboriginal and Torres Strait Islander businesses to win government tenders</p> | <p>ENHANCE: Leverage NSW record investment and spending in goods, services and construction to stimulate growth and innovation in the Aboriginal and Torres Strait Islander business and community-controlled sector, under the Aboriginal Procurement Policy.</p> <p>The new Aboriginal Procurement Policy sets the following targets for NSW Government clusters to achieve by 31 Dec 2021:</p> <ul style="list-style-type: none"> • 1 per cent of NSW Government clusters’ addressable spend to Aboriginal and Torres Strait Islander businesses; • 3 per cent of the total number of goods and services contracts to Aboriginal and Torres Strait Islander businesses; and, • 3,000 full-time equivalent employment (FTE) opportunities for Aboriginal and Torres Strait Islander people supported through NSW Government procurement activities. | | |
| <p>Supporting Aboriginal and Torres Strait Islander people to start, run and grow a business in NSW</p> | <p>ENHANCE: Increase the confidence and expertise of Aboriginal and Torres Strait Islander people to establish, grow and diversify their business, through NSW Business Concierge Service, Business Connect and the Aboriginal Business Advisory Program.</p> | | |



How this Implementation Plan will work in practice

Changes to this Implementation Plan

NSW has amended the National Implementation Plan template to reflect the needs specific to NSW. This includes:

1. An iterative approach that allows for ongoing evaluation and monitoring and updates, with the first Plan focusing on the core of the National Agreement, the Priority Reforms
2. The addition of a fifth, NSW specific, Priority Reform on Employment, Business Growth and Economic Prosperity
3. Endorsement processes through NSW Governance structures (the NSW Joint Council and the NSW Partnership Working Group) to support engagement and engagement with Aboriginal and Torres Strait Islander Community Controlled Organisations.

Annual reports will be published to show progress on the NSW Implementation Plan and tabled in NSW Parliament after July 2022. A statement of progress will be made to NSW Parliament after the completion of the Implementation Plan (July 2021). The annual reports will also be made publicly available and be used as the basis of engagement with community, including to inform next steps.

The NSW Joint Council will consider any revisions and updates required to the NSW Implementation Plan based on annual reports, to ensure NSW continues to progress towards achieving the Priority Reforms and targets.

Additionally, this Implementation Plan is a living document that will be continuously tested and refined against quantitative metrics and qualitative feedback from community.

Communicating about this Implementation Plan

The NSW Government, in partnership with NSW CAPO, will develop a community-led narrative on the purpose of Closing the Gap (Clause 111E). Mechanisms will be developed to ensure more consistent and frequent communication with Aboriginal and Torres Strait Islander communities. In partnership, we will seek input from Aboriginal and Torres Strait Islander communities on how they want to be informed and kept updated (in line with Priority Reform One).

NSW communications actions will align with the national Joint Communications Strategy and Communications Plan, consistent with clauses 132-136 of the National Agreement. NSW's communications strategy will include a central role for Aboriginal and Torres Strait Islander media, in support of Priority Reform Two. The NSW Government will co-design Closing the Gap communications with Aboriginal and Torres Strait Islander organisations, and all parties will report on communications activities in future implementation plans and annual reports. Aboriginal and Torres Strait Islander community-controlled media will be the core suppliers of information.

Communications to community will include communicating about the outcomes of review processes and agreed actions. All communications will be in plain English and made easily accessible.

All communications will be promoted through the national Closing the Gap website, with parties to the National Agreement having landing pages linking to that site. Communication will be made accessible and incorporate Aboriginal and Torres Strait Islander languages.

The NSW Government will launch a NSW Closing the Gap website to provide a public and up to date forum for Aboriginal and Torres Strait Islander communities and the public to see actions and progress on Priority Reforms and targets. The website incorporates a *Have Your Say* mechanism for the public to be able to comment and provide input.

NSW CAPO will also develop a dedicated NSW CAPO Closing the Gap website.



Meeting our commitments

| As per the National Agreement, jurisdictional Implementation Plans will: | Checked |
|---|-------------------------------------|
| Be fully aligned with the National Agreement on Closing the Gap and state that their purpose is to implement the Agreement (cl96) | <input checked="" type="checkbox"/> |
| Respond to the differing needs, priorities and circumstances of Aboriginal and Torres Strait Islander people across Australia (cl96) | <input checked="" type="checkbox"/> |
| Demonstrate a commitment to undertake all actions in a way that takes full account of, promotes, and does not diminish in any way, the cultures of Aboriginal and Torres Strait Islander people (cl 21 and 107) | <input checked="" type="checkbox"/> |
| Be whole-of-government plans, covering government agencies and statutory bodies (cl108) | <input checked="" type="checkbox"/> |
| Be developed and delivered in partnership between governments, the Coalition of Peaks, and other Aboriginal and Torres Strait Islander partners (cl108) | <input checked="" type="checkbox"/> |
| Set out how existing policies and programs will be aligned to the Agreement (cl 104 and 108) | <input checked="" type="checkbox"/> |
| Set out actions to achieve the Priority Reforms and partnership actions (cl108) | <input checked="" type="checkbox"/> |
| Set out actions to achieve the agreed outcomes and targets (cl108) | <input checked="" type="checkbox"/> |
| For transparency, include information on funding and timeframes for actions (cl108) | <input checked="" type="checkbox"/> |
| Include the approach to annual reporting, including when they will release their public report (cl108) | <input checked="" type="checkbox"/> |
| Include information on how the states and territories will work with local government to implement this Agreement (state and territory Implementation Plans only) (cl108) | <input checked="" type="checkbox"/> |
| Include data development actions identified in the Data Development Plan (cl106) | <input checked="" type="checkbox"/> |
| Be published on the jurisdiction's website (cl111) | <input checked="" type="checkbox"/> |

Appendix A: Priority reform tables

| PRIORITY REFORM ONE – FORMAL PARTNERSHIPS AND SHARED DECISION-MAKING | | | | |
|---|---|----------------------------|-----------|---------------------------------|
| Priority Reform One Outcome: Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements. | | | | |
| Priority Reform One Target: There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in place in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives | | | | |
| Strengthening existing partnerships | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| <p>Whole-of-government stocktake of existing partnership arrangements In accordance with the National Agreement, Clause 36a:</p> <p><i>a. By 2022, Government Parties will undertake a stocktake of partnership arrangements already in place within their own jurisdictions and provide a report to the Joint Council.</i></p> | New | No | End 2021 | Minister for Aboriginal Affairs |
| <p>Intra-jurisdictional Partnership Health Check Applied to all partnerships identified through the whole-of-government stocktake. In accordance with the National Agreement clause 36b:</p> <p><i>b. By 2023, Government Parties will review and strengthen existing partnerships to meet the strong partnership elements, unless Aboriginal and Torres Strait Islander members of the partnership do not wish to include these elements.</i></p> | New | No | June 2022 | Minister for Aboriginal Affairs |
| <p>Local Decision Making – Closing the Gap partnership approach to local and regional implementation While this is an existing program, it will be reviewed in partnership with NSW CAPO to align with Closing the Gap, where agreed in accordance with national Closing the Gap agreement and NSW Closing the Gap Governance arrangements. Evaluations are currently taking place on the phases to negotiate LDM Accords, and the Accords themselves. The findings are due in September 2021 and September 2022 respectively.</p> | Existing – LDM Program New – review and align with Closing the Gap | Yes | Ongoing | Minister for Aboriginal Affairs |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|--|----------------------------|----------------------|--|
| <p>The NSW Aboriginal Health Partnership Agreement 2015-2025</p> <p>The NSW Aboriginal Health Partnership Agreement is a longstanding Agreement between NSW Health (representing the NSW Government) and the Aboriginal Health & Medical Research Council (AH&MRC) of NSW. It aims to ensure that the expertise and experiences of the Aboriginal Community Controlled Health Sector is brought to health care processes, to integrate Aboriginal Health as a core component of all NSW Health policies and services, and to ensure that improving Aboriginal Health remains a NSW Health priority (Mid-term Evaluation 2019).</p> | Existing | Yes | Review ahead of 2025 | Minister for Health and Medical Research |
| <p>ACCHSs - Local Health Districts (LHDs)</p> <p>About 75% of LHDs reported having a formal partnership agreement with an ACCHS in their Region. Agreements in some areas include Primary Health Networks, Specialty Health Networks (SHNs) and Universities. The remaining LHDs described having either an informal partnership or no partnership with an ACCHS. Formal partnerships broadly aim to support integrated planning and service delivery and to improve health services and health outcomes for Aboriginal and Torres Strait Islander people. Common activities are joint needs analysis, strategic planning and/or service coordination; establishing mechanisms for engagement and communication; and sharing resources and information (Mid-term Evaluation 2019).</p> | Evolving | N/A | Ongoing | Minister for Health and Medical Research |
| Creating new partnership frameworks | | | | |
| <p>Closing the Gap partnership between the NSW Government and NSW CAPO</p> <p>Establishment of NSW Closing the Gap governance bodies: NSW Joint Council and NSW Partnership Working Group.</p> <p>Governance arrangements to be reviewed for implementation stage by July 2021.</p> | New – established late 2020. | Yes | July 2021 | Minister for Aboriginal Affairs |
| <p>Establishment of Closing the Gap Officer level Working Groups (OLWGs)</p> <p>Officer level Working Groups to be established to drive work on Closing the Gap implementation in NSW including on socioeconomic targets. OLWGs will comprise NSW Government representatives and NSW CAPO representatives and will report to the NSWPWG.</p> <ul style="list-style-type: none"> • Sector Working Groups to drive policy partnerships and target implementation plans • Partnerships and Transformation • Employment • Business Case | New - to be established from July 2021 | No | August 2021 | Minister for Aboriginal Affairs |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|------|--|-----------|--|
| <ul style="list-style-type: none"> Community Engagement Data, Reporting and Evaluation | | | | |
| <p>In partnership, establish a NSW guide based on the National Agreement principles for effective partnerships</p> <p>Building upon the partnership principles and guidelines set out in Clause 32-33 of the National Agreement, a NSW specific guide to support the strengthening of existing partnerships and establishment of new partnerships. This guide will build on the outcomes of the stocktake and health check to what is needed into the future.</p> <p>Aboriginal communities, including Elders and youth, will be engaged throughout this process.</p> | New | No | July 2022 | Minister for Aboriginal Affairs |
| <p>New Memoranda of Understanding with ACCOs</p> <p>The Justice Health & Forensic Mental Health Network has new approaches to improve engagement with Aboriginal stakeholders via formal Memoranda of Understanding and Service Level Agreements. The Network is drafting 2 Memoranda of Understanding with Aboriginal Community Controlled Organisations and currently reviewing an existing Memorandum of Understanding.</p> | New | This will be updated as part of implementation | Current | Minister for Health and Medical Research |

| PRIORITY REFORM TWO – BUILDING THE COMMUNITY-CONTROLLED SECTOR | | | | |
|---|-----------------------|----------------------------|------------------|----------------------|
| Priority Reform Two Outcome: Building the community-controlled sector: There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country. | | | | |
| Priority Reform Two Target: Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations. | | | | |
| Simplifying government procurement | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| <p>Aboriginal Procurement Policy</p> <p>A revised APP became effective on 1 January 2021 and applies across all goods, services and construction contracts, to better capture and encourage cluster spends with not for profits and</p> | New (as of 1 January) | No | 31 December 2021 | Treasurer |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|---|----------------------------|---|--|
| ACCOs, particularly in the Health and Justice clusters. The Aboriginal Procurement Policy's implementation will continue to be reviewed through ongoing community engagement and feedback to ensure procurement processes are simple and culturally appropriate. | | | | Minister for Finance and Small Business |
| Utilising Aboriginal Procurement Policy Increasing investment in Aboriginal and Torres Strait Islander service provision in early intervention and prevention. | Existing | Yes | June 2024 | Minister for Families, Communities and Disability Services |
| The Aboriginal Child and Family Investment Strategy (ACFIS) DCJ and AbSec co-designed the Aboriginal Child and Family Investment Strategy (ACFIS) to focus government investment in ACCOs on a growth and investment strategy that includes workforce, funding streams and building a locally responsive, community-focused organisation. | Existing for child and family but the same approach could be extended to all DCJ service types. | Yes | 6 year strategy from 2018-2023 | Minister for Families, Communities and Disability Services |
| Strengthening ACCOs | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| Restart Stage 2: Strategic Initiative <ul style="list-style-type: none"> Writing programs for First Nation Writers Contemporary Music for First Nation Musicians Residencies for First Nations artists | Existing | Yes | 2021 | Minister for Aboriginal Affairs |
| LDM Funding Grant funding to support Alliances to participate in LDM and build their capacity to enter into agreements with NSW Government. | Existing | Yes | Annual funding to be allocated by 30 June each year | Minister for Aboriginal Affairs |
| Cultural Grants Small grants to ACCOs to support Aboriginal and Torres Strait Islander people's participation in cultural activities and events across NSW. <ul style="list-style-type: none"> Baaka Corp Project Wilcannia | Existing | Yes | Ongoing | Minister for Aboriginal Affairs |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|--|---------------------------------|
| <ul style="list-style-type: none"> • NCARA • Maranguka • Dhariwaa Elders Group • NSWALC • Trish Ellis (Dhurga) - (In partnership with Ulladulla LALC, Merrimans LALC & The Family Place) • CBAHC | | | | |
| NAIDOC Grants To support activities and events in NSW held during NAIDOC Week (4 – 11 July 2021) that celebrate Aboriginal and Torres Strait Islander history, culture and achievements | Existing | Yes | Ongoing | Minister for Aboriginal Affairs |
| NSWALC & Woolworths Pilot Grocery Delivery Program Pilot project by NSW Aboriginal Land Council (NSWALC) to extend Woolworths food delivery services to additional towns, where they currently do not deliver. | New | Yes | Project to be completed by 30 June 2021 | Minister for Aboriginal Affairs |
| Aboriginal Communities Emergency Management Plans To support identified Aboriginal and Torres Strait Islander communities to be better prepared to respond and recover from emergencies and disasters including through improved infrastructure | New | Yes | Funding to be allocated by 30 June 2021 | Minister for Aboriginal Affairs |
| COVID-19 Aboriginal Community Organisations Grants Program Provides small grant funding to allow ACCOs to continue providing culturally appropriate, locally based supports for Aboriginal and Torres Strait Islander communities impacted by COVID-19, particularly in regional and remote areas. | Existing | Yes | Projects funded to be completed by June 2022 | Minister for Aboriginal Affairs |
| Creative Koori – targeted Aboriginal Funding pool within Create NSW Arts and Cultural Funding Program – open to Aboriginal and Torres Strait Islander organisations (includes ACCOs, businesses, NFPs). | Existing | Yes | Ongoing | Minister for Aboriginal Affairs |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|----------|----------------------------|-----------|--|
| NSW Aboriginal Creative Fellowship with the State Library of NSW | Existing | Yes | Ongoing | Minister for Aboriginal Affairs |
| NSW Aboriginal Curator Placement Fellowship with the Art Gallery of NSW | Existing | Yes | Ongoing | Minister for Aboriginal Affairs |
| Improved funding models for the AECG Provides increased opportunities for delivery and development of professional and student learning and strengthen parent/carer/ community engagement and partnerships. | Existing | Yes | Ongoing | Minister for Education |
| Partnerships for Health funding allocated to the AH&MRC by the NSW Ministry of Health includes: Policy Leadership, Influence and Reform, Health Ethics and Members Support and Capability Building such as alcohol and other drugs - Develop capacity of NSW ACCHSs to identify and respond to alcohol-related harm (NSW Health Annual Report 2019-20), Sexual Health, Mental Health and Tobacco Resistance and Control. | Existing | Yes | June 2022 | Minister for Health and Medical Research |
| The NSW Government supports Aboriginal Community Controlled, culturally safe health services This includes support of healthy lifestyles, prevention and management of chronic disease, oral health services as well as support for drug and alcohol prevention and treatment. There is also funding from the NSW Health Aboriginal Family Wellbeing and Violence Prevention Program to Aboriginal Community Controlled Health Organisations. | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| Aboriginal Land Planning Framework A comprehensive set of planning measures to assist LALCs across NSW achieve better economic outcomes from their land and strengthen the economic self-determination of Aboriginal and Torres Strait Islander communities. This includes training and support for LALCs. | Existing | Yes | TBC | Minister for Planning |
| Aboriginal Housing Office (AHO) Aboriginal Property Management Transfers The AHO has committed to transfer property and tenancy management of 1,500 tenancies to Aboriginal Community Housing Providers (ACHPs) to improve the housing experience of Aboriginal and Torres Strait Islander families, enabling more Aboriginal and Torres Strait Islander families to be serviced by Aboriginal and Torres Strait Islander providers and improve scale and capacity of the ACHP sector | Existing | Yes | 2022 | Minister for Water, Property and Housing |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|--------------|--|
| <p>Aboriginal Community Housing Industry Association (ACHIA) and Workforce development This initiative funded by the Aboriginal Housing Office (AHO) seeks to maintain the Aboriginal Community Housing Industry Association (ACHIA) as an independent Aboriginal peak body, representing the Aboriginal community housing sector whilst strengthening the Aboriginal community housing and adjacent sector workforce through training and tools.</p> | Existing | Yes | June 2022 | Minister for Water, Property and Housing |
| <p>Aboriginal Family Preservation service model Work in partnership with the Aboriginal community controlled sector to develop an Aboriginal Family Preservation service model for NSW and consider mechanisms for increasing Aboriginal service delivery.</p> | New | Yes | June 2024 | Minister for Families, Communities and Disability Services |
| <p>State Peaks Program The State Peaks Program (a redesign of the former Sector Development Program) incorporates funding for AbSec to provide advocacy in the child and family sector and capacity building support for funded service providers, both Aboriginal and Torres Strait Islander and mainstream.</p> | Existing | Yes | 30 June 2023 | Minister for Families, Communities and Disability Services |
| <p>Aboriginal Reintegration and Transition Program (Ngudjoong Billa) Aims to build resilience and wellbeing and reduce the risk of reoffending, with a key focus on building cultural identity by strengthening connections to Country and family.</p> | Existing | Yes | 30 June 2024 | Minister for Families, Communities and Disability Services |
| <p>Recruitment of Youth Justice Conference (YJC) Aboriginal Convenors Youth Justice coordinated two Convenor recruitment campaigns in late 2019; one generic and one targeting Aboriginal and Torres Strait Islander applicants. Overall, 65 (18%) applicants were Aboriginal or Torres Strait Islander (69% of the targeted campaign and 4.7% of the generic campaign). Due to its success, Youth Justice coordinated another recruitment in 2020 – about 20% of applicants were Aboriginal or Torres Strait Islander. Further targeted recruitment will be conducted in 2021.</p> | Existing | Yes | Ongoing | Minister for Families, Communities and Disability Services |
| <p>Funding for non-government community organisations Including for Aboriginal and Torres Strait Islander employment programs (such as Elsa Dixon, The Way Ahead for Aboriginal People, New Careers for Aboriginal People).</p> | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education |
| <p>Shoalhaven Aboriginal Partnership (SAP) To provide appropriate and considered advice to Council on all relevant issues affecting Aboriginal and Torres Strait Islander people within the Shoalhaven LGA</p> | Existing | No | Ongoing | Deputy Premier |
| Designing a whole of government strategy for strengthening the ACCO sector | | | | |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|-------------|-----------------------------------|------------------|------------------------------------|
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| Indigenous Expenditure Report Treasury is developing a NSW Indigenous Expenditure Report that will support greater evidence-based resource allocation decisions and provide greater visibility and transparency of total State investment in programs and services that benefit Aboriginal and Torres Strait Islander peoples. The report seeks to map and identify spending on Indigenous-specific programs, services and initiatives across NSW Government, proportion the benefit of mainstream initiatives to Indigenous communities and identify duplication or opportunities for reprioritisation. Under the principles of Indigenous Data Sovereignty ⁵² , Treasury is exploring how the data collected can be made accessible to Indigenous communities to the extent possible with consideration to relevant legislative requirements. | New | Yes | June 2022 | Treasurer Treasury Secretary |
| Joint funding pool for ACCO sectors NSW contribution to the national joint funding pool (\$7.4 million) to build priority ACCO sectors | New | Yes | Over four years | Minister for Aboriginal Affairs |
| Grants to ACCOs Develop a new grants program to support Aboriginal community-controlled organisations (ACCOs) and businesses to drive work to achieve Priority Reforms and targets (\$8.7 million). | New | Yes | Over four years | Minister for Aboriginal Affairs |
| Collective Reparations for Stolen Generations Organisations A range of commitments to officially acknowledge and make reparations for the enduring trauma that Stolen Generations survivors experienced through the historic government policies and practices of removing Aboriginal and Torres Strait Islander children from their families, communities and culture. | Existing | Yes | 2027 | Minister for Aboriginal Affairs |
| Healing Fund | Existing | Yes | 2027 | Minister for Aboriginal Affairs |

⁵² Reference to Indigenous Data Sovereignty refers to Aboriginal and Torres Strait Islander Data Sovereignty in NSW.

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|-----------|--|
| The NSW Government committed to implement a Stolen Generations Healing Fund under the response to the Unfinished Business Report. | | | | |
| Funding for ACCHOs NSW Health funding to Aboriginal Community Controlled Health Organisations - including support of healthy lifestyles, prevention and management of chronic disease, oral health services as well as support for drug and alcohol prevention and treatment. | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| Jawun secondment program To support and empower Aboriginal Community Controlled Organisations and to build the cultural capability of government staff, Treasury is a partner in the Jawun corporate secondment program. Treasury will continue to participate in the program and will promote it among other government agencies. | Existing | Yes | Ongoing | Treasurer |
| Mapping existing programs Map and review of all existing initiatives across clusters to further build capacity in ACCOs to identify what's working well, and where gaps still exist. | New | Yes | 2022 | Minister for Education Minister for Skills and Tertiary Education |

| PRIORITY REFORM THREE – TRANSFORMING GOVERNMENT ORGANISATIONS | | | | |
|---|-------------|-----------------------------------|------------------|---------------------------------|
| Priority Reform Three Outcome: Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund. | | | | |
| Priority Reform Three Target: Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism. | | | | |
| Embedding cultural capability as a core public service capability | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| <p>Toolkit to develop a trauma informed and culturally capable workforce</p> <p>The Public Service Commission’s Everyone’s Business Toolkit is being progressed in partnership with NSW government agencies and Stolen Generation Organisations. The toolkit supports the building of a trauma informed and culturally capable workforce, including through:</p> <ul style="list-style-type: none"> • A readily accessible web-based interactive cultural awareness journey • A trauma informed e-learning training program that has been developed in partnership with Stolen Generation survivors and Aboriginal and Torres Strait Islander staff • Resources to support extended learning and putting learning into practice | Existing | Yes | 2021-22 | Premier |
| <p>Addition of questions on cultural safety in the annual People Matter survey of all public sector workers</p> <p>The People Matter Employee Survey (annual survey of all public sector workers) will be amended to include questions on workplace racism, cultural safety, cultural capability and promotion of Aboriginal and Torres Strait Islander employment. This will enable targeted actions to be taken to improve cultural capability across the sector.</p> | New | No | August 2021 | Premier |
| <p>Aboriginal Affairs research into cultural capability in the public sector</p> <p>Aboriginal Affairs is currently undertaking research to support best practice cultural capability building in the public sector, including:</p> <ul style="list-style-type: none"> • Practice Principles and an Accountability Framework to improve NSW government accountability to Aboriginal and Torres Strait Islander communities • Developing an instrument to measure change in the relationship between Aboriginal and Torres Strait Islander organisations and NSW Government | Existing | Yes | 2021 | Minister for Aboriginal Affairs |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|----------|----------------------------|-----------|---------------------------------|
| <ul style="list-style-type: none"> • Evaluation of the OCHRE Local Decision Making Accords, which are an existing partnership between NSW government and Aboriginal and Torres Strait Islander communities • Research into best practice in knowledge exchange, partnership and community-based participatory research and evaluation in Aboriginal and Torres Strait Islander communities • Research into best practice in evaluating Aboriginal and Torres Strait Islander related public policies and programs | | | | |
| <p>Funding for Reconciliation NSW Reconciliation NSW provided funding to promote reconciliation between Aboriginal and Torres Strait Islander and non-Indigenous people, including through addressing racism, unity, race relations, equality and equity, institutional integrity and historical acceptance.</p> | Existing | Yes | 2021/22 | Minister for Aboriginal Affairs |
| <p>Treasury “Reflect” level Reconciliation Action Plan</p> <p>Treasury have recently launched their first Reconciliation Action Plan. The plan includes commitments such as:</p> <ul style="list-style-type: none"> • Participation in National Reconciliation and NAIDOC Weeks; • Review of human resources policies to improve anti-discrimination; • Recruitment of two Indigenous senior executive employees; • Review of cultural learning programs; • Increasing use of Indigenous protocols; • Developing an “Innovate” level RAP for launch in late 2021. <p>Treasury leadership receive regular implementation reporting which includes completion rates of Indigenous cultural awareness training, and a dedicated reconciliation function has been established to drive implementation. Treasury is also networking with agencies to explore a NSW Government Reconciliation Community of Practice, to share reconciliation-related learnings, practices and processes across the sector.</p> | Existing | Yes | Ongoing | Treasurer |
| <p>Service NSW toolkit for culturally appropriate service to Aboriginal and Torres Strait Islander customers Service NSW have developed and are utilising a toolkit consisting of Aboriginal & Torres Strait Islander resources for frontline Service NSW staff. The toolkit aims to empower staff to create a culturally safe and trustworthy environment when assisting customers.</p> | New | No | 2021 | Minister for Customer Service |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|----------|----------------------------|---------------------------------------|--|
| Cultural safety frameworks for the Planning, Industry and Environment cluster The Planning, Industry and Environment cluster to developing cluster-wide cultural safety and cultural capability frameworks for all its agencies. | New | Yes | Ongoing | Minister for Planning and Public Spaces |
| Aboriginal Housing Office Tenant Satisfaction, Experience and Wellbeing Survey This survey captures the housing experience of Aboriginal and Torres Strait Islander tenants. It includes measures on experiences of racial discrimination, enabling indicators of racism to be monitored. | Existing | Yes | 2021 and subsequently every two years | Minister for Water, Property and Housing |
| Transport Reconciliation Action Plan Transport's Reconciliation Action Plan includes an Aboriginal Cultural Learning Strategic Framework covering: <ul style="list-style-type: none"> • Cultural education programs • Aboriginal culturally significant events e.g. celebrating NAIDOC and National Reconciliation Week • An Aboriginal Consultation and Protocols 2020-22 Guide • Pilot of Acknowledgement of Country via digital QR codes in meeting rooms | Existing | Yes | Ongoing | Minister for Transport and Roads |
| The Aboriginal Health Impact Statement The Statement aims to ensure NSW Health staff incorporate the health needs and interests of Aboriginal people in the development of new and revised health policies, programs and strategies. | Existing | Nil | Review September 2022 | Minister for Health and Medical Research |
| Aboriginal cultural awareness training and tools for NSW Health staff This includes: <ul style="list-style-type: none"> • Respecting the Difference: An Aboriginal Cultural Training Framework for NSW Health outlining the cultural training requirements of all NSW Health organisations. The purpose of Respecting the Difference training is to empower NSW Health staff to build positive relationships with Aboriginal and Torres Strait Islander people who are clients, visitors or fellow workers, and to deliver more respectful, responsive and culturally safe services for Aboriginal and Torres Strait Islander people. • The NSW Health Services Aboriginal Cultural Engagement Self-assessment Tool aims to identify ways of strengthening cultural engagement between NSW Health organisation staff and their Aboriginal and | Existing | Yes | Ongoing | Minister for Health and Medical Research |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|------|----------------------------|--------------------------------------|--|
| Torres Strait Islander stakeholders by bringing a quality improvement cycle to cultural engagement. The Engagement Tool enables health services to assess whether there is a measured approach towards the delivery of culturally safe and accessible health services for Aboriginal and Torres Strait Islander patients and clients. | | | | |
| <p>Aboriginal and Torres Strait Islander cultural training for all Department of Education staff</p> <p>A continuum of professional learning in Aboriginal and Torres Strait Islander cultural knowledge is provided for all Department of Education staff, including:</p> <ul style="list-style-type: none"> • Mandatory cultural awareness training across the Department • Mapping of current professional learning options • Growing opportunities for cultural immersion • Funding the Aboriginal Education Consultative Group and other Aboriginal and Torres Strait Islander community organisations to deliver professional learning to staff | New | Yes | Stage 1 in 2022. Stage 2 in 2026. | Minister for Education |
| <p>Embedding understanding of Aboriginal and Torres Strait Islander culture in recruitment criteria</p> <p>Understanding of Aboriginal culture and partnership are being embedded as essential criteria when both school-based and corporate positions are advertised in the Department of Education.</p> | New | No | 2021 | Minister for Education |
| <p>Enhancing cultural awareness training in the Department of Communities and Justice</p> <p>The Department of Communities and Justice (DCJ) are reviewing all existing cultural awareness training and programs and considering mandating place-based cultural capability training for all employees. This includes:</p> <ul style="list-style-type: none"> • Training to be delivered by Aboriginal and Torres Strait Islander organisations and communities with a focus on cultural safety, current issues and business as usual (BAU) work. • Revision of the DCJ Leadership Development Program to incorporate cultural capability. | New | No | December 2022 | Attorney General |
| <p>The NSW Police Force Aboriginal Employment & Engagement Strategy 2020-2023</p> <p>The Strategy includes:</p> <ul style="list-style-type: none"> • An Aboriginal Cultural Awareness Program for Executive and Leaders • Incorporation of Aboriginal Employment & Engagement Strategy objectives into the performance plans and reporting of Local Area Commands | New | Yes | 2021 | Minister for Police and Emergency Services |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|-----------|----------------------|
| <p>Maranguka Cultural Competency Training</p> <ul style="list-style-type: none"> • Department of Regional NSW has been working with Maranguka Community Hub in Bourke since 2019 to deliver cultural competency training for NSW Public Sector staff. Training was delivered to 13 staff in December 2019 and 56 staff in 2020 across four separate sessions. • The training in 2021 is targeting locally based staff and those providing direct outreach services to Bourke. • The training consists of one day in class content and experiential on Country learning, and one day of in class language immersion and on Country learning. • The training provides an insight into local Aboriginal culture, language, the Aboriginal community and governance groups. • Maranguka reinvest the monies received from the training fees into other community led initiatives that directly support the community of Bourke. • The training contracts and employs Aboriginal facilitators and supports procurement of local Aboriginal businesses. | Existing | Yes | 2024 | Deputy Premier |
| <p>Department of Regional NSW (DRNSW) Diversity and Inclusion Strategy and Action Plan</p> <p>The Plan includes a review of existing Aboriginal programs and what new programs can be created to attract Aboriginal and Torres Strait Islander people to apply for roles and support them through the employment lifecycle, including pathways to senior leadership roles. The Strategy will also include support systems for Aboriginal and Torres Strait Islander employees to feel culturally safe and included, as well as cultural awareness and sensitivity through a variety of learning modes for non-Indigenous employees. DRNSW also has an existing Diversity and Inclusion Council and Aboriginal Support Network.</p> | New | Yes | 2021 | Deputy Premier |
| Embedding partnership and two-way feedback in government policies and programs | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| <p>Joint Emergency Recovery Committees</p> <p>Joint representation from Aboriginal and Torres Strait Islander organisations, communities and Government on Emergency Recovery Committees to respond to emergencies such as bushfires, COVID-19 and floods.</p> | New | No | Ongoing | Premier |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| | | | | Deputy Premier Minister for Police and Emergency Services |
| Policy suggestions from individuals and organisations into the State Budget Interest groups, businesses or individuals were invited to comment on existing policies, propose new policy ideas or provide recommendations for policy reform as part of the 2021-22 State Budget. | Existing | No | Ongoing | Treasurer |
| Aboriginal and Torres Strait Islander Economic Wellbeing Treasury has recently established a new function focusing on Indigenous economic development and wellbeing. The function is also responsible for Indigenous business development and ensuring Treasury's policies are inclusive of Indigenous peoples. | Existing | Yes | Ongoing | Treasurer |
| Culturally appropriate services for Revenue NSW customers A specialised First Nations team is providing culturally appropriate services to Revenue NSW customers. Work and Development Order guidelines have also been amended to show examples of how cultural activities can be included. | New | No | Ongoing Sept 2021 | Minister for Finance and Small Business |
| Aboriginal Customer Engagement Strategy The Strategy was developed in partnership with Aboriginal communities and focuses on: <ul style="list-style-type: none"> • Transforming service delivery to face to face outreach models • Localised approaches to engagement • Renewing customer service sites to be more welcoming • Uplifting the Aboriginal cultural capability of staff • Increased collaboration and partnerships with Aboriginal organisations • Improved data collection and reporting • A dedicated Aboriginal Outcomes Unit | New | Yes | 2025 | Minister for Customer Service |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <p>Aboriginal Research and Knowledge Advisory Group The Aboriginal Housing Office (AHO) established the Aboriginal Research and Knowledge Advisory Group comprising of external Aboriginal and Torres Strait Islander research academics and community knowledge experts to provide advice on its research, evaluation and data activities. This is a mechanism that will ensure culturally safe and responsive research practices.</p> | Existing | Yes | Ongoing | Minister for Water, Property and Housing |
| <p>Partnerships with Aboriginal and Torres Strait Islander communities on Planning, Industry and Environment cluster programs Several programs and policies are being designed and implemented in partnership with Aboriginal and Torres Strait Islander communities, including:</p> <ul style="list-style-type: none"> • Establishment of a Cultural Fire Management unit to improve the coordination of cultural fire management, explore its implementation on a wider basis, and preserve its cultural integrity. • Release of a ‘Designing with Country’ discussion paper by the Government Architect encouraging all stakeholders to consider Aboriginal and Torres Strait Islander cultural connections in designing and planning new projects. • Regional water strategies in partnership with water service providers, local councils, communities, Aboriginal and Torres Strait Islander people and other stakeholders • NSW Marine Parks work on dual naming with Gumbanggyirr people and collaboration on the Marine Estate Management Strategy • Work with ACHPs and housing providers to transition to social housing rent model by June 2022. This will include commissioning the development and delivery of culturally appropriate engagement approaches with ACHPs and Aboriginal and Torres Strait Islander tenants, development of tools and resources and implementation and monitoring of compliance with the new rent model. | Existing | Yes | Ongoing | Minister for Planning and Public Spaces Minster for the Environment (<i>Cultural Fire Management</i>) |
| <p>Partnership actions in the Transport Reconciliation Action Plan The Transport Reconciliation Action Plan includes several actions to work together with Aboriginal and Torres Strait Islander communities on:</p> <ul style="list-style-type: none"> • Dual acknowledgement of country signage (Yaegl and Darkinjung country) • Naming of Transport facilities e.g. Mindyarra (Dubbo maintenance facility) • Naming of Transport assets e.g. NSW Trainlink Inter-City Fleet ‘Mariyung’ | Existing | Yes | Ongoing | Minister for Transport and Roads |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ul style="list-style-type: none"> Woolgoolga to Ballina Songlines incorporating Aboriginal artwork on Pacific Highway, working with local communities and Aboriginal Artists Co-design and 'connecting with country' framework for significant precincts/placemaking e.g. Central/Redfern developments | | | | |
| <p>Aboriginal Health Impact Statement The Statement aims to ensure NSW Health staff incorporate the health needs and interests of Aboriginal and Torres Strait Islander people in the development of new and revised health policies, programs and strategies.</p> | Existing | No | Ongoing | Minister for Health and Medical Research |
| <p>Youth Justice Aboriginal Strategic Plan This is a four-year framework for Aboriginal and Torres Strait Islander engagement and a program of work to deliver better outcomes for Aboriginal and Torres Strait Islander young people in contact with Youth Justice, their families and communities.</p> | Existing | Yes | June 2022 | Minister for Families, Communities and Disability Services |
| <p>Youth Justice Casework Review Youth Justice is developing a Resource Allocation Framework to recognise the importance of cultural casework. The Review aims to empower Aboriginal and Torres Strait Islander staff in taking creative pathways to deliver offence-focused casework, encourage the building of cultural capability and allows Youth Justice to develop specialist local workforce strategies to attract and support Aboriginal and Torres Strait Islander staff who have the skills for cultural casework.</p> | Existing | Yes | Early 2022 | Minister for Families, Communities and Disability Services |
| <p>Youth Justice Aboriginal Innovative Engagement Activity Small Grants Program These are grants to support innovative practice activities with Aboriginal and Torres Strait Islander young people.</p> | Existing | Yes | 2022 | Minister for Families, Communities and Disability Services |
| <p>Broadmeadow Children's Court Pilot This project brings together a team of government agencies and non-government organisations to provide wraparound supports to young people presenting to the court. A court-based multidisciplinary team (which includes a specialist Aboriginal Caseworker) work together sharing information to support the decisions, assessments and interventions put in place to prevent young people from reoffending.</p> | Existing | Yes | Ongoing | Attorney General Minister for Families, |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| | | | | Communities and Disability Services |
| <p>Koori Youth Court The Youth Koori Court (YKC) has the same powers as the Children’s Court but involves the Aboriginal and Torres Strait Islander community in the court process. Further expansion of YKC will be considered after the results of an evaluation being conducted by Inside Policy, an Indigenous social policy consultant. The evaluation will provide an outcomes and cost-benefit evaluation of the Youth Koori Court, which is expected to be completed in early 2022.</p> | Existing | Yes | Ongoing | Attorney General Minister for Families, Communities and Disability Services |
| <p>Aboriginal Impact Statements The use of Aboriginal Impact Statements will be continued and extended to improve outcomes of any new projects, proposals, plans and reforms.</p> | Existing | Yes | Ongoing | Minister for Families, Communities and Disability Services |
| <p>Improving the Safety and Risk Assessment tool for children at risk of harm The Department of Communities and Justice is reviewing the Safety and Risk Assessment tool to better reflect Aboriginal and Torres Strait Islander strengths and reduce the numbers of Aboriginal and Torres Strait Islander children coming into care.</p> | New | No | Dec 2021 | Minister for Families, Communities and Disability Services |
| <p>Guardianship Support Program This program is commissioning partnership with AbSec to develop a model for Guardianship support, and establish a network of available service, supports and resources to be delivered by Aboriginal and Torres Strait Islander community controlled organisations to ensure that Aboriginal and Torres Strait Islander children on guardianship orders have access to the supports they and their families need to thrive.</p> | New | No | Ongoing | Attorney General Minister for Families, Communities and Disability Services |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|-----------|--|
| <p>NSW Police Force Aboriginal Strategic Direction (ASD) 2018-2023</p> <ul style="list-style-type: none"> • Has four priority areas: Ensuring community safety; Enhancing communication and understanding between police and Aboriginal and Torres Strait Islander people; Collaborating with other agencies to reduce Aboriginal and Torres Strait Islander over-representation in the criminal justice system; and Improving the safety and wellbeing of young Aboriginal and Torres Strait Islander people • The ASD Sponsor Program gives the nominated Assistant Commissioner and Senior Police Officers the Corporate responsibility to imbed strategy, policy and operational practice • ASD Steering Committee drives the implementation of the ASD and oversees the NSWPF ASD Crime Prevention Grants Program. Grants are to be provided for PAC or PD based crime prevention and community safety initiatives that seek to identify and promote innovative ways of decreasing the over-representation of Aboriginal and Torres Strait Islander people in the criminal justice system and building safer communities. • Aboriginal Coordination Team ASD Training Services includes: <ul style="list-style-type: none"> ○ NSWPF Goulbourn Police Academy – Level 1 & 2 delivered every 8 weeks ○ Trainings are recorded so that students can play them back or catch up on any lessons that may have been missed ○ Online - Working with Aboriginal Communities Aboriginal Cultural Awareness Training ○ Face to Face L 1 and L 2 NSWPF Aboriginal Cultural Training ○ Aboriginal Bespoke training ○ Aboriginal Victim and Custody Support Training and Victim and Custody Support Program ○ Safe Custody Training ○ Aboriginal Cultural Orientation; Localised PAC and PD training for new recruits and transferred NSWPF employees ○ ACLO Orientation and Training | Existing | Yes | Ongoing | Minister for Police and Emergency Services |
| <p>NSW Police Force investment in Aboriginal and Torres Strait Islander community programs</p> <p>The NSW Police Force are investing in several Aboriginal and Torres Strait Islander community programs, including:</p> <ul style="list-style-type: none"> • Fit Together • PCYC Partnerships | Existing | No | Ongoing | Minister for Police and Emergency Services |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ul style="list-style-type: none"> • Work and Development Order (WDO) Scheme • Aboriginal Safer Driving Program | | | | |
| Embedding Aboriginal culture and knowledge in school learning in NSW | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| Cultural framework for Early Childhood and Education services Development of a cultural framework to guide Early Childhood and Education services. | New | No | Ongoing | Minister for Education |
| Strengthening the education system to embed cultural identity <ul style="list-style-type: none"> • Embedding Aboriginal Cultural Principles of Practice in public schools • Partnership initiatives in education e.g. wellbeing, Pirru Thangkuray, Aboriginal cultural knowledge in teaching and learning embedded in schools • Guidance for schools to engage authentically with communities in partnership about programs that help in their specific context | Existing | Yes | 2025-2026 | Minister for Education |
| Improving coordination across government including through outcomes budgeting | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| Maranguka Community Hub The Hub uses a collective impact framework based on Aboriginal self-determination to change the way government, NGOs and community members provide services to the Aboriginal community. This approach is cross-cutting across both government agencies and Priority Reforms. The Justice Reinvestment model is based on prioritising investment within communities, rather than expensive investment in crisis services. The pilot site in Bourke has shown success and work is currently underway to explore options for expansion. | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| Community Connectors program to provide holistic support to students Aboriginal-identified Connectors help students and their families better access, coordinate and engage with culturally appropriate services in their community, clearing barriers outside the school gate that impede them from attending and engaging at school. Through the Connector, the community, government and service | New | Yes | 2023 | Minister for Education |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| providers will be brought together to work collaboratively and in genuine partnership to help Aboriginal and Torres Strait Islander students realise their educational aspirations. | | | | |
| Aboriginal outcomes in Treasury economic frameworks Work is underway to enable greater inclusion of Aboriginal and Torres Strait Islander outcomes in Treasury's economic frameworks (Cost - Benefit Analyses, assessment of New Policy Proposals and Parameter and Technical Adjustments, etc). | Existing | Yes | 2021 | Treasurer |
| Establishing an Aboriginal Outcomes Unit This team will coordinate customer and employee programs across the Department of Customer Service. | New | No | Ongoing | Minister for Customer Service |
| Place based Communities of Practice These are inter-agency forums to discuss Aboriginal and Torres Strait Islander specific issues relating to the caring for Country. | New | No | Ongoing | Minister for Energy and Environment |
| Service and investment mapping NSW Health will soon engage with Treasury on Outcome Budgeting related to Closing the Gap. | New | Nil | Likely meeting April 2021 | Minister for Health and Medical Research |
| Increasing Aboriginal and Torres Strait Islander voices in NSW Government | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| NSW Public Sector Aboriginal Employment Strategy This strategy (based on the Premier's Priority) aims to have by 2025: <ul style="list-style-type: none"> Aboriginal people representing 3% of non-executive staff; and Doubled the number of Aboriginal and Torres Strait Islander senior leaders in public sector to 114 These targets will be achieved by: | Existing | Yes | 2025 | Premier |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ul style="list-style-type: none"> ○ Building a pipeline by attracting more Aboriginal and Torres Strait Islander people to work in the NSW public sector and supporting them to advance their careers; and ○ Improving cultural capability of all public sector employees. ● The Public Service Commission is refreshing its Aboriginal Employment Strategy to ensure that it aligns with and will support CTG employment targets. <p>The strategy is supported by and in line with agency Aboriginal Employment Strategies which set equal or higher targets. For example:</p> <ul style="list-style-type: none"> ● Department of Customer Service: Commitment to fill at least 10 DCS Senior leadership roles; achieve a minimum of 4% of all staff in non-executive salary classes ● Aboriginal Housing Office: Currently has a 57% Aboriginal and Torres Strait Islander workforce and is focused on creating a culturally safe work culture and environment where Aboriginal and Torres Strait Islander identity and cultural practices are valued and respected. ● Education: Will align the Aboriginal Employment Strategy and cluster policies with National Disability Policy and Diversity and Inclusion frameworks | | | | |
| <p>The NSW Health Good Health - Great Jobs Aboriginal Workforce Strategic Framework 2016-2020</p> <p>This framework has priorities to grow a culturally safe workforce by attracting, recruiting and retaining more Aboriginal and Torres Strait Islander people to work in both clinical and non-clinical roles. Examples include:</p> <ul style="list-style-type: none"> ● Scholarships for Aboriginal and Torres Strait Islander Dental Assistants in the Rural Public Sector and in ACCHSs. This ensures that Aboriginal people have ready access to dental services in their communities. ● The Aboriginal Medical Workforce program offers Aboriginal and Torres Strait Islander medical graduates a recruitment pathway to internship in NSW at a hospital or training network of their first preference. The program has been offered as a recruitment pathway for final year medical students since 2010. | Existing | No | N/A | Minister for Health and Medical Research |
| <p>NSW Police Force (NSWPF) programs to promote a diverse and inclusive workforce</p> <ul style="list-style-type: none"> ● The NSWPF Inclusion & Diversity Council is internally focused and will work collectively to influence the organisations commitment in enabling a diverse and inclusive culture that reflects, respects and values the perspectives and participation of its employees. | Existing | Yes | Ongoing | Minister for Police and Emergency Services |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ul style="list-style-type: none"> Aboriginal Employee's Network whose mission is to help create a culturally safe network for Aboriginal and Torres Strait Islander employees by providing leadership and peer support. NSWPF Aboriginal Peer Support Officers is a process whereby officers who are trained to recognise various symptoms and problems, assist their fellow colleague through listening, understanding and providing appropriate referrals when necessary. | | | | |
| <p>The NSW Police Force (NSWPF) Aboriginal Employment and Engagement Strategy 2020-2023</p> <p>The Aboriginal Employment & Engagement Team is responsible for the implementation of the NSWPF Aboriginal Employment & Engagement Strategy (the Strategy). Driven by an independent evaluation of the Aboriginal Employment Strategy 2015-2019, key focuses of the Strategy 2020-2023 will include:</p> <ul style="list-style-type: none"> The increase of Aboriginal and Torres Strait Islander employment across the NSW Police Force (sworn and administrative), Working collaboratively with internal and external agencies and service providers to identify employment opportunities, Internal and external promotion of programs that develop the growth, capability and succession planning of our existing Aboriginal workforce, Further strengthening the operation of the Aboriginal Employees Networks, and providing cultural advice regarding Aboriginal and Torres Strait Islander recruitment. | New | Yes | 2023 | Minister for Police and Emergency Services |
| <p>The Indigenous Police Recruitment Our Way Delivered (IPROWD) program</p> <p>The IPROWD program is a partnership between NSW Police Force and TAFE NSW that supports Aboriginal and/or Torres Strait Islander people to join the NSW Police Force or other Justice and Emergency Services Agencies.</p> | Existing | Yes | Ongoing | Minister for Police and Emergency Services |
| <p>Aboriginal Community Liaison Officer (ACLO) Program</p> <p>Facilitated by the Aboriginal Coordination Team, this program recruits, trains, and retains 55 Aboriginal and Torres Strait Islander specialist unsworn staff across NSW to support engagement between the Aboriginal Community and NSW Police Force.</p> | Existing | No | Ongoing | Minister for Police and Emergency Services |
| <p>Lightning Ridge Police and Community Youth Club (PCYC)</p> | New | Yes | July 2021 | Minister for Mental |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ul style="list-style-type: none"> A PCYC proposal for Lightning Ridge has been developed between the Office of Regional Youth and the Mining, Exploration and Geoscience division of DRNSW to deliver structured and informal capacity-building programs. This involves the employment of two Activities Officers to deliver youth sports competitions, diversionary activities, school engagement and the NSW Police RISE UP program targeting at Indigenous youth. <p>If approved, the proposal will provide employment for 2 local Aboriginal and Torres Strait Islander people as part of the program, as well as career pathways for young people who participate in the program.</p> | | | | Health, Regional Youth and Women |
| <p>Department of Regional NSW (DRNSW) employment programs</p> <ul style="list-style-type: none"> DRNSW is taking actions related to supporting /providing employment and progression opportunities to Aboriginal and Torres Strait Islander people. DRNSW have created a Diversity & Inclusion position: 50% targeted Aboriginal and Torres Strait Islander appointment focusing on maximising DRNSW access to DPIE Diversity & Inclusion programs and Aboriginal and Torres Strait Islander pathways. DRNSW propose to target two-four of the graduate program roles in 2022 (predicted intake 4 only), to be identified for Aboriginal and Torres Strait Islander people and propose to extend this target into 2023 and 2024. DRNSW’s Recruitment Manager is identifying a pool of Aboriginal and Torres Strait Islander employment consultants who DRNSW can partner with to target roles. DRNSW existing Employment programs include - First Nations Program (an entry level two year pathway program for five first Nations Peoples), PSC leadership Academy (DRNSW is committed to supporting Aboriginal and Torres Strait Islander leaders to take part in this program), PSC Graduate Program (DRNSW is committed to two of these roles being targeted and will ensure that support/mentoring is available to the graduates in those roles). DRNSW Programs have commenced collecting information and data in program application forms on the intention to create jobs targeted to Aboriginal and Torres Strait Islander people. This data will also be requested in progress and acquittal reporting. This is applicable to all programs run via DRNSW. Discussions are underway around the procurement process and delivery to engage and generate greater Aboriginal and Torres Strait Islander employment. | Existing | Yes | Ongoing | Deputy Premier |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <p>Program delivery and Aboriginal and Torres Strait Islander employment in Department of Regional NSW (DRNSW)</p> <ul style="list-style-type: none"> • DRNSW Programs have commenced collecting information and data in program application forms on the intention to create jobs targeted to Aboriginal and Torres Strait Islander people. This data will also be requested in progress and acquittal reporting. This is applicable to all programs run via DRNSW. • Discussions are underway around the procurement process and delivery to engage and generate greater Aboriginal and Torres Strait Islander employment. | New | No | Ongoing | Deputy Premier |
| <p>Aboriginal Partnerships Program</p> <p>This Program is a DRNSW-sponsored state-wide initiative that will employ 8 Grade 9/10 Aboriginal and Torres Strait Islander staff across regional NSW to work with Aboriginal and Torres Strait Islander communities and businesses to deliver LDM Accords and community, economic and land activation projects in regional NSW.</p> | New | Yes | Ongoing | Deputy Premier |

PRIORITY REFORM FOUR – SHARED ACCESS TO DATA AND INFORMATION AT A REGIONAL LEVEL

Priority Reform Four Outcome: Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

Priority Reform Four Target: Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

Establishing data principles

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <p>NSW Government Data Strategy Commits the NSW government to work with the Aboriginal and Torres Strait Islander Community of NSW on all aspects of the Data Strategy to embed principles of Aboriginal and Torres Strait Islander Data Sovereignty and Data Governance.</p> <p>Actions include:</p> <ul style="list-style-type: none"> • Undertake statutory review of the Data Sharing (Government Sector) Act 2015 (NSW). • Engage with the Aboriginal and Torres Strait Islander Community to gain an understanding of the peoples that wish to participate in community engagement about the Aboriginal and Torres Strait Islander Data Sovereignty and Data Governance reforms included in the Data Strategy. • Consolidate whole of NSW Government data policy, including developing a common data sharing agreement and streamlined approval process across government, aligning with the Australian Government’s data sharing scheme as appropriate; and working with the Aboriginal and Torres Strait Islander Community to ensure inclusion of Aboriginal and Torres Strait Islander Data Sovereignty and Data Governance principles. | New | Yes | Ongoing | Minister for Digital, Minister for Customer Service |
| <p>The NSW Health Performance Framework Sets out the structure with which the Ministry monitors, assesses and responds to the performance of public sector health services in NSW. It describes the performance expected of health services and support organisations with respect to health improvement, service delivery and financial management. Annual Service Agreements involving the Ministry and LHDs/SHNs are a key component of the Framework. LHDs and SHNs are expected to meet the performance requirements set out in the Service Agreement</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| schedules. These schedules outline strategic priorities, key programs and services to be delivered (including purchased volumes), budget allocation, governance requirements, and standardised Key Performance Indicators (KPIs) and Improvement Measures. Specific KPIs and Measures relate to Aboriginal and Torres Strait Islander Health (Mid-term Evaluation 2019). | | | | |
| Performance Management Framework for Non-government Organisations (NGOs) The NSW Health Centre for Aboriginal Health coordinates and oversees Funding Agreements involving the Ministry, ACCHSs and other NGOs in delivery of Aboriginal and Torres Strait Islander Health programs. The Framework guides how these Agreements are administered and monitored. The Framework outlines a collaborative approach to monitoring program and organisational performance, with the goal of enhancing Aboriginal Health service delivery and promoting best practice models of care. Service and program performance is measured through a set of KPIs, which cover population health, drug and alcohol, STI and blood borne viruses, immunisation, and mental health-related programs (Mid-term Evaluation 2019). | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| Recording Methodologies Project Working with our internal and external partners to improve systems and information to support more accurate recording of information pertaining to People who identify as Aboriginal and / or Torres Strait Islander | Existing | N/A | Project due date 1 July 2021 | Minister for Police and Emergency Services |
| Collaborations with ACCOs to incorporate Aboriginal knowledge Conduct yarning circles with the ACCO sector to discuss funding principles and how to incorporate Indigenous knowing, being and doing and ensure they are reflected in funding, recruitment, allocations and evaluations at a local and state level. | New | Yes | Ongoing | Minister for Education and Early Childhood Learning Minister for Skills and Higher Education |
| Develop working principles on data collection, sharing and use related to Aboriginal and Torres Strait Islander education | New | Yes | Beginning 2021 | Minister for Education and Early |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| | | | | Childhood Learning |
| Data sharing at a regional level for shared decision making | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| <p>Aboriginal Affairs interactive boundary map Aboriginal Affairs NSW (AANSW) in collaboration with Service NSW has developed a new interactive NSW boundary map. The map is a tool for locating information on places relating to Aboriginal Affairs within NSW, with the option to pinpoint locations and services such as Aboriginal Medical Services, discrete Aboriginal Communities and schools, as well as Local Aboriginal Land Councils and regional boundaries across NSW. The interactive map will serve as a key resource to help guide stakeholders working across government to plan their work and inform operational decision-making.</p> | New | Yes | Ongoing | Minister for Aboriginal Affairs |
| <p>Aboriginal Customer Engagement Strategy The draft Aboriginal Customer Engagement Strategy proposes an approach to collect data about who its Aboriginal and Torres Strait Islander customers are and the extent to which their needs are being met through their engagement with DCS. It is proposed that baseline data collected by DCS will be shared with Aboriginal and Torres Strait Islander people and Aboriginal and Torres Strait Islander community-based organisations to assist with progressing CTG efforts.</p> | New | | 2021 - 2025 | Minister for Customer Service, and Minister for Digital |
| <p>AHO as a data custodian for Aboriginal Community Housing data AHO provides aggregated regional data on request to Aboriginal and Torres Strait Islander stakeholders (e.g. Murdi Paaki Regional Housing Alliance) on a range of housing factors, such as dwellings, tenancies and financial performance. AHO is also able to draw-on government-managed, Aboriginal social housing (SOMIH data). AHO is currently working with DPIE's Strategy and Insights unit to produce interactive dashboards and other visualisation media that will provide easy access to regionally specific Aboriginal and Torres Strait Islander housing data for stakeholders and communities via the website.</p> <p>Interactive dashboards on housing data</p> | Existing | Yes | Ongoing | Minister for Water, Property and Housing |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| Currently, the DCJ website provides interactive dashboards on housing data that can be disaggregated by Aboriginal housing, Aboriginal and Torres Strait Islander clients and region. These dashboards are subject to ongoing development. | | | | |
| Fines data to be shared with and owned by community | New | No | July 2021 | Minister for Finance and Small Business |
| Fisheries Spatial Data portal Fisheries NSW creates and maintains a range of significant spatial datasets that are useful to a number of stakeholders. These datasets are now being made available to stakeholders free of charge through this portal. The spatial portal provides access to spatial datasets through an intuitive public interface that allows the searching, viewing and downloading of this data. | | | | Minister for Agriculture and Western New South Wales |
| NSWPF works closely with BOCSAR Meetings and communications on targeted pieces of work | Existing | N/A | Monthly ongoing reporting and information share | Minister for Police and Emergency Services |
| Aboriginal Health Dashboards The Aboriginal Health Dashboards were developed to strengthen accountability for Aboriginal Health in NSW Health and to enable equity. Annual Dashboards are prepared for each LHD and SHN and provide data on indicators of: health care safety and quality; access to care; the health of mothers, babies and children; and workforce. Dashboards also describe the proportion of the LHD population who identify as Aboriginal and/or Torres Strait Islander and the estimated accuracy of reporting of Aboriginality in admitted patient data. Indicators reflect NSW Health priorities for Aboriginal Health (Mid-term Evaluation 2019). | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| Maranguka service mapping (as part of the Stronger Places Stronger People bilateral collaboration agreement) | New | Yes (NSW and Cth) | 2024 | Deputy Premier |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <ol style="list-style-type: none"> 1. Service and investment mapping of Government services and contracts forms part of the collaborative work and partnership between Maranguka, Justice Reinvest, the NSW Government and Stronger Places Strong People. 2. Understanding the current service system reach and investment is crucial to inform measures to improve the coordination, delivery and accountability of government funded and other services in Bourke. 3. It will address complex issues of fragmentation and duplication in service delivery, service gaps, low community trust and other capacity constraints. The mapping will allow a holistic and systems-based approach to address the issues associated with siloed programs and services and comment on policy and program design in Bourke. | | | | Minister for Health and Medical Research |
| Strengthening data access and capability in Aboriginal and Torres Strait Islander organisations and communities | | | | |
| Review lessons learnt from the <i>OCHRE</i> Evaluation around designing data management in partnership with local Aboriginal and Torres Strait Islander communities | New | No | TBC | Minister for Aboriginal Affairs |

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| PRIORITY REFORM FIVE – EMPLOYMENT, BUSINESS GROWTH AND ECONOMIC PROSPERITY |
| Priority Reform Five Outcome: Aboriginal and Torres Strait Islander people in NSW are empowered to access pathways through education, training and employment that align with their aspirations, and Aboriginal and Torres Strait Islander businesses grow and flourish. |
| Priority Reform Five Target: An increase in jobs and pathways to employment and an integrated approach to procurement across the NSW Government. |
| Understanding what is needed to drive Aboriginal and Torres Strait Islander employment, business growth and economic prosperity |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
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| <p>Aboriginal and Torres Strait Islander Business Roundtable To hear from the Aboriginal and Torres Strait Islander business sector (including through Yarpa and the NSW Indigenous Chamber of Commerce) about the current state of play and what government can do to remove barriers to entry, investment and growth. Link up with private sector partners.</p> | New | Yes | Six-monthly roundtables with the first be held before July 2022 | Minister for Aboriginal Affairs |
| <p>Roundtable with non-government sectors A Roundtable with non-Aboriginal private and not for profit sector partners, accompanied by targeted engagements to improve public/private partnerships to grow Aboriginal and Torres Strait Islander businesses and employment beyond the public service. The NSW Government recognises the not for profit and the private sector are key to Aboriginal and Torres Strait Islander employment and business growth, and is interested in exploring innovative partnerships to expand engagement and to extend Priority Reform Three outcomes past the Government sector.</p> | New | Yes | Ongoing | Minister for Aboriginal Affairs |
| <p>Development of outcome indicators The NSW Government will develop outcome indicators to measure progress and share accountability under this new priority reform in partnership with the NSW Coalition of Peak Aboriginal Organisations (CAPO), through the Officer-level Working Group. This will be done in engagement with the Aboriginal and Torres Strait Islander business sector.</p> | New | TBC | TBC | Premier Deputy Premier, Minister for Regional NSW, Industry and Trade Minister for Jobs, Investment, Tourism and Western Sydney |
| Growing the capacity of Aboriginal and Torres Strait Islander businesses to win government business | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|-------------------------------|--|------------------|--|
| Aboriginal Procurement Policy <ul style="list-style-type: none"> • Sets a target to direct 1% of addressable spend to Indigenous businesses; • Sets a target to award 3% of all goods and services contracts to Indigenously businesses; • Supports an estimated 3,000 FTE opportunities Indigenous peoples through NSW Government procurement activities; and • Directs unspent funds to the Aboriginal Participation Fund to increase Indigenous education and training opportunities. | Updated as of 1 January 2021. | Yes | 31 December 2021 | Minister for Finance and Small Business |
| Meet the Buyer events for Aboriginal and Torres Strait Islander businesses The events are an action in the APP Communications Plan. At least four events are planned, including 3 in regional NSW and 1 in Sydney, with an initial focus on the construction industry. | New | Yes | 2021/22 | Minister for Finance and Small Business |
| Aboriginal Affairs NSW supporting implementation of the Aboriginal Procurement Policy Aboriginal Affairs' regional offices broker local employment opportunities through: <ul style="list-style-type: none"> • Involvement in regional employment governance bodies, like the Regional Leadership Executive and local employment working groups • Supporting local Aboriginal and Torres Strait Islander community organisations and businesses to participate in NSW infrastructure projects, like Wilcannia Weir and the Menindee Pipeline • Working across NSW Government agencies, private business and community sectors – for example, Local involvement with the Coffs Harbour Bypass Business Consortium – with the aim of increasing Aboriginal and Torres Strait Islander participation in the project. | Existing | No | Ongoing | Minister for Aboriginal Affairs |
| NSW Health Procurement Policy (PD2019_028) The Policy is mandatory for all Health Cluster staff. It closely aligns with the NSW Government Procurement Policy Framework and promotes the NSW Health Aboriginal Procurement Participation (APP) Strategy. | APP Strategy published 2021. | Spend target (1% of addressable spend) | Ongoing | Minister for Health and Medical Research |
| Aboriginal Customer Engagement Strategy Includes the proposal to raise awareness and up-take of opportunities available through the Aboriginal Procurement Policy that will result in increased Aboriginal employment and business viability. Specific actions to be confirmed in June 2021. | New | Yes | 2021-2025 | Minister for Customer Service |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|----------|----------------------------|---|--|
| <p>Infrastructure skills</p> <p>DRNSW will work with and support all NSW Government infrastructure projects over \$100 million in regional areas that have a target under the Infrastructure Skills Legacy Program to support Aboriginal and Torres Strait Islander participation on the projects.</p> | Existing | No | Ongoing | Minister for Skills and Tertiary Education |
| <p>Precincts</p> <ul style="list-style-type: none"> • The Special Activation Precinct (SAP) Program and Regional Job Precincts will bring jobs and economic growth to regional NSW in Moree, Parkes, Wagga Wagga, Snowy Mountains, Williamtown, Narrabri, Albury, Richmond Valley, South Jerrabomberra and the Namoi Region. • DRNSW has been working closely with the local Aboriginal community while developing the master plans for each SAP to ensure that the Aboriginal community has an opportunity to shape the outcome and maximise the economic benefits of the projects. • An Aboriginal study into the local Aboriginal community and Culture is underway as part of the master planning for Moree, Snowy Mountains, Williamtown, and Narrabri SAPs. • Aboriginal businesses will be able to take advantage of the opportunities presented by SAPs and Regional Jobs Precincts to foster investment and job creation. This work will also support local Aboriginal enterprise, entrepreneurship and social outcomes such as improved housing and health. | New | Yes | Ongoing | Deputy Premier |
| <p>Social Impact Investment – Aboriginal and Torres Strait Islander economic development</p> <p>Momentum is an integrated three-phased program to be introduced in Northern NSW to remove barriers for Aboriginal and Torres Strait Islander people obtaining documents such as birth registrations, a birth certificate, and driver licences to provide everyone with a form of primary identification to support access to training and employment opportunities.</p> <p>It will be delivered by a consortium of organisations – Pathfinders, ACE Community Colleges, Real Futures and Serco Australia - working in partnership with ACCOs.</p> | New | Yes | Pending successful negotiations , the program is expected to start in late 2021 | Minister for Skills and Tertiary Education |
| <p>Barranggirra: Training Services NSW Skilling for Employment Grant</p> <p>Strengthen the end to end support for Aboriginal and Torres Strait Islander vocational education learners through:</p> <ul style="list-style-type: none"> - improved post-training outcomes and building stronger links for Aboriginal and Torres Strait Islander people with current opportunities for employment and training flowing from broader Department and | New | Yes | Ongoing | Minister for Education |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|----------|----------------------------|-----------------------------|--|
| Government priorities for Aboriginal and Torres Strait Islander participation in the NSW workforce and in major projects. | | | | Minister for Skills and Tertiary Education |
| Indigenous Ranger programs NPWS arrangements to work with neighbouring IPAs and Indigenous Ranger programs to build capacity by enabling work across tenure and knowledge sharing/mentoring. | Existing | | Ongoing | |
| The Aboriginal Communities Water and Sewerage Program (ACWSP) Employment and Training Pilot Provides a pathway for water utilities to apply for funding to train and employ Aboriginal and Torres Strait Islander people as Water and Sewerage Operators to support and improve service delivery for the ACWSP. Funding covers AANSW project management costs and salary to local government. Salary costs are fully covered for the first 3 years and split 50/50 between state and local government for the last two. | Existing | Yes | To 2024 | Minister for Aboriginal Affairs Local Government NSWALC |
| Regional Development Enterprise Institute Is an Indigenous owned and managed organisation, proud to deliver employment, training and community services within the Murdi Paaki region and other parts of NSW. | Existing | Yes, Commonwealth | Ongoing | Minister for Indigenous Affairs |
| DRNSW Regional Aboriginal Partnerships Program DRNSW Aboriginal Partnership Officers work in partnership with ACCOs and Aboriginal businesses to build operational capacity and/or enable access to new commercial opportunities. They broker Aboriginal partnerships and maximise Government programs for better economic and social development outcomes. There are 8 Aboriginal Partnership Officer positions across regional NSW. | Existing | Yes | Three years to 30 June 2024 | Deputy Premier |
| Supporting Aboriginal and Torres Strait Islander people to start, run and grow a business in NSW | | | | |
| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
| Business Connect <ul style="list-style-type: none"> Provides business advice and events to support businesses to start, run, adapt and grow; Maintains network of around 120 independent advisors and 8 advisers identity as Indigenous; and | Existing | Yes | Ongoing | Treasurer Treasury Secretary |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|--|------|----------------------------|-----------|--|
| <ul style="list-style-type: none"> NSW Indigenous Chamber of Commerce is contracted to deliver specialist procurement advisory services (commenced 2019). | | | | |
| <p>Aboriginal Business Advisory Initiative</p> <p>It incorporates the principles of the current Aboriginal Enterprise Development Officer program and includes support (including grant funding) for existing Aboriginal- and Torres Strait Islander- owned and operated businesses to grow and diversify their business. The Aboriginal Business Advisory Program will support Aboriginal- and Torres Strait Islander- owned businesses by; building capacity through greater connectivity to NSW Government Procurement, supporting business start-up, encouraging business expansion and providing access to training and job creation.</p> | New | Yes | Ongoing | Minister for Skills and Tertiary Education |
| <p>Investment NSW will review the existing NSW Business Concierge Service</p> <p>Will investigate opportunities to ensure the Service meets the needs of Aboriginal and Torres Strait Islander businesses. Some opportunities may include adapting the existing NSW Business Concierge Service to also provide a culturally responsive facility that can:</p> <ul style="list-style-type: none"> Connect Aboriginal and Torres Strait Islander businesses to relevant services e.g. Business Connect, Regional NSW Concierge Service, Buy NSW, Training Services NSW. Connect Aboriginal and Torres Strait Islander businesses with opportunities to supply goods and services to Government Refer businesses seeking to operationalise a First Nations supplier policy to verified Aboriginal and Torres Strait Islander businesses for the procurement of goods and services Provide advice on current incentives, grants, and access to finance. | New | TBC | TBC | Premier Deputy Premier, Minister for Regional NSW, Industry and Trade Minister for Jobs, Investment, Tourism and Western Sydney |
| <p>The Visitor Economy Strategy 2030 identifies Aboriginal culture as one of NSW's strengths</p> <p>Destination NSW will work across the NSW Government and industry to:</p> <ul style="list-style-type: none"> Partner with the NSW Aboriginal Tourism Operators Council (NATOC) and Aboriginal and Torres Strait Islander tourism stakeholders to make NSW Australia's premier destination for Aboriginal Tourism, by showcasing and developing authentic, accessible, high quality and compelling visitor experiences. | New | TBC | TBC | Premier Deputy Premier, Minister for Regional NSW, Industry and Trade |

| Action | Type | Includes specific funding? | Timeframe | Minister Responsible |
|---|------|----------------------------|-----------|---|
| <ul style="list-style-type: none"> Develop and deliver an annual state-wide program of workshops, mentoring and other business support to foster the growth and sustainability of the Aboriginal and Torres Strait Islander cultural tourism sector. | | | | Minister for Jobs, Investment, Tourism and Western Sydney |

Appendix B: Socio-economic Targets table

In addition to the Priority Reforms, the National Agreement outlines socio-economic targets to enhance the lives of Aboriginal and Torres Strait Islander people. These are specific focus areas with measurable goals that jurisdictions can assess their progress against, to ensure that the initiatives they deliver address each focus area effectively.

The first NSW Implementation Plan captures baseline data and the baseline of existing policies and programs that are aligned to each of the 17 socio-economic targets. As a whole-of-Government commitment, this Plan commits lead NSW Ministers, NSW Government agencies, and NSW CAPO members to oversee progress on their respective targets.

We know that there will be much more work to do over the lifetime of the agreement to meet these targets. In partnership, the NSW Government and NSW CAPO will establish Officer-level Working Groups in 2021-22, to focus on socio-economic target areas and develop content for future implementation plans. CAPO will also lead community engagements in late 2021 that focus specifically on the 17 socio-economic targets. Subsequent Plans will capture new initiatives, including the outcomes from these targeted engagements. Plans will assess progress in each focus area and consider any adjustments to actions, to better meet the needs of Aboriginal and Torres Strait Islander people in NSW.

| Lead Minister, Government agency | Consulted lead CAPO member | Targets |
|--|---|--|
| Minister for Aboriginal Affairs Department of Premier and Cabinet (Aboriginal Affairs NSW) | NSW Aboriginal Education Consultative Group Incorporated | Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken. |
| Minister for Jobs, Investment, Tourism and Western Sydney Department of Premier and Cabinet | NSW Aboriginal Land Council | Target 8: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent |
| Minister for Health and Medical Research NSW Health | Aboriginal Health & Medical Research Council of New South Wales | Target 1: Close the Gap in life expectancy within a generation, by 2031. |
| | | Target 2: By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent. |
| | | Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent. |
| | | Target 14: Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero. |
| Minister for Education and Early Childhood Learning Department of Education | NSW Aboriginal Education Consultative Group Incorporated | Target 3: By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent. |
| | | Target 5: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent |
| | | Target 6: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent. |

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| | | Target 7: By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent |
| Attorney General Department of Communities and Justice | Aboriginal Legal Service (NSW/ACT) Limited | Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent. |
| | | Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by 30 per cent. |
| | | Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero. |
| | NSW Child, Family and Community Peak Aboriginal Corporation | Target 12: By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent. |
| Minister for Water, Property and Housing Department of Planning, Industry and Environment (Aboriginal Housing Office) | Aboriginal Community Housing Industry Association | Target 9: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent. |
| | NSW Aboriginal Land Council | Target 15: By 2030, a 15 per cent increase in Australia's landmass subject to Aboriginal and Torres Strait Islander people's legal rights or interests. By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the sea. |
| Minister for Customer Service Department of Customer Service | NSW Aboriginal Land Council | Target 17: By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion. |

Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives.

Target 1: Close the Gap in life expectancy within a generation, by 2031.

Life expectancy is important to collective wellbeing and influences how Aboriginal and Torres Strait Islander knowledge, languages and cultures can be passed down to future generations and continue to flourish. This target ensures that all Aboriginal and Torres Strait Islander people can lead lives that are long, happy, healthy, and culturally and spiritually rich for generations to come.

NSW Health is committed to working in partnership with Aboriginal Community Controlled Health Organisations (ACCHOs) to lift Indigenous life expectancy, by addressing both the burden of disease and the key risk factors affecting health outcomes. Initiatives cover cancer, diabetes, and blood borne diseases, and risk factors such as tobacco, obesity, and drug and alcohol use.

Minister Responsible

Minister for Health and Medical Research.

Partnership with Indigenous Australians

Aboriginal Health & Medical Research Council of New South Wales (AH&MRC).

Data

| NSW baseline (at time of National Agreement) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|---|---|---|--|
| Current life expectancy: <ul style="list-style-type: none"> 70.9 years for males 75.9 years for females | By 2031, an increase in life expectancy by: <ul style="list-style-type: none"> 9.3 years for males 7.6 years for female | Australian Bureau of Statistics Life Tables for Aboriginal and Torres Strait Islander Australians | The change in life expectancy at birth between 2005-2007 and 2015-2017 in NSW: <ul style="list-style-type: none"> Aboriginal men increased from 68.3 years to 70.9 years. Non-Aboriginal men on average were living about 10 years longer than Aboriginal men. Aboriginal women increased from 74 years to 75.9 years. The difference between non-Aboriginal and Aboriginal women decreased from 8.6 years to 7.6 years. |

Indicators:

Drivers:

- All-cause mortality
- Leading causes of death (infant mortality, child mortality, and five-yearly age groups)
- Potential avoidable mortality rates
- Prevalence rates of health risk factors (smoking, alcohol and drug use, overweight and obese, dietary factors, physical activity)
- Rates of accessing/utilisation of health services (General Practitioner (GP) visits, health assessments (Medicare Benefit 715), chronic disease care items (Team Care arrangement and GP Management Plan))

Contextual information:

- Hospitalisation rates by leading causes
- Discharge against medical advice
- Burden of disease from socio-economic factors

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| Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives. | | | | |
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| Target 1: Close the Gap in life expectancy within a generation, by 2031. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>NSW Aboriginal Cancer Governance and Engagement Framework</p> <p>The NSW Aboriginal Cancer Governance and Engagement Framework supports how we will implement a collaborative approach to improving cancer outcomes for Aboriginal and Torres Strait Islander people in NSW. Aboriginal and Torres Strait Islander leadership and engagement is critical to achieving meaningful and lasting improvements in cancer outcomes for Aboriginal and Torres Strait Islander people.</p> <p>The Framework has been designed, refined and agreed in partnership with the Aboriginal Health & Medical Research Council of NSW and key Aboriginal and Torres Strait Islander stakeholders.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Reporting for Better Cancer Outcomes: Aboriginal people of NSW</p> <p>Since 2010, the Cancer Institute, NSW has led the Reporting for Better Outcomes (RBCO) Program, which reports local and state-wide cancer data and information to Local Health Districts (LHDs), Primary Health Networks (PHNs), Specialty Health Networks (SHNs) and participating private hospitals. Through this program, the Institute aims to identify opportunities for improvement in outcomes from cancer prevention initiatives, cancer screening programs, as well as cancer treatment services and clinical trials at a local and state-wide level.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>State-wide Initiative for Diabetes Management</p> <p>The NSW Ministry of Health and Agency for Clinical Innovation (ACI) have identified an opportunity to build on the existing diabetes management activities of local health districts (LHDs) and specialty health networks (SHNs), PHNs including general practice, Aboriginal Controlled Community Health Organisations (ACCHOs), primary and community care organisations.</p> <p>Using the existing work of districts/networks and their partners to address diabetes as a starting point, the aim of this collaboration is to develop a state-wide initiative that supports a more coordinated approach for diabetes management to keep people well and out of hospital.</p> | New | No | Ongoing | Minister for Health and Medical Research AH&MRC |

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| <p>Diabetes in the Community for Aboriginal People Project (ACI/LHDs/Aboriginal Community Controlled Health Services - ACCHSs)</p> <p>The Diabetes in the Community project aims to improve service delivery for Aboriginal and Torres Strait Islander people, families and communities. This project is a collaborative project for the Aboriginal Chronic Conditions Network, Diabetes and Endocrine Network, LHDs and ACCHSs within NSW. The aim of the project is to collect de-identified information from people living with type 2 diabetes in the community and the health workforce who design and deliver services. This information aims to highlight success and identify key gaps and areas that can be improved for delivering services. An Aboriginal Advisory Group provides advice and guidance for the project. Members of this Advisory Group represent LHDs, ACCHSs, academia and Diabetes NSW & ACT.</p> | Existing | No | December 2021 | Minister for Health and Medical Research AH&MRC |
| <p>ACI Diabetes and Endocrine Network</p> <p>The Diabetes and Endocrine Network has a key role in overseeing a state-wide approach to diabetes management across the continuum of care. The Agency for Clinical Innovation (ACI) and NSW Health are partnering to improve care for patients with diabetes in NSW through targeted programs in the Leading Better Care initiative, as well as through widespread programs focused on patient engagement and co-design, audit and feedback, and support for improvement efforts around the state.</p> <p>ACI are supporting local health districts to deliver value-based care for: people with diabetes requiring access to the High Risk Foot Service, people with diabetes requiring hospitalisation, and people living in the community with diabetes as part of the NSW Health led State-wide Diabetes Initiative.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>The Renal Supportive Care initiative involves an interdisciplinary approach that integrates the skills of renal medicine and palliative care to help patients with chronic kidney disease to live as well as possible by managing their symptoms and supporting them in living with advanced disease. It is a program that is embedded in usual renal care. It also encompasses advance care planning and end-of-life care.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Deadly Liver Mob project</p> <p>This project is a peer-driven, incentivised health promotion program to:</p> <ul style="list-style-type: none"> • Increase understanding of Hepatitis C • Promote harm reduction in relation to injecting drug use • Link participants to screening and treatment for Hepatitis C with other blood borne viruses and sexually transmitted infections | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Sexually transmitted infection (STI) prevention, testing and treatment programs and services</p> | Existing | Yes | Ongoing | Minister for Health and |

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| <p>In partnership with Aboriginal Health & Medical Research Council of New South Wales and Aboriginal Community Controlled Health Services (ACCHSs), NSW Health is:</p> <ul style="list-style-type: none"> • Training Aboriginal and Torres Strait Islander health workers improve their skills in initiating conversation with clients to encourage STI testing • Supporting ACCHSs to increase STI testing among their clients and in their local communities • Implementing the STI Strategy, which aims to reduce incidence and health burden of STIs <p>Take Blaktion sexual health awareness campaign</p> <ul style="list-style-type: none"> • Working to improve sexual health knowledge and normalise STI testing and condom use for Aboriginal and Torres Strait Islander young people | | | | <p>Medical Research AH&MRC</p> |
| <p>HIV</p> <p>As part of the NSW HIV Strategy 2021-2025, NSW Health partners with ACCHSs and the AH&MRC of NSW. The Strategy provides for the virtual elimination of HIV transmission in NSW. Aboriginal and Torres Strait Islander people are a priority population under the Strategy.</p> | Existing | Yes | Ongoing | <p>Minister for Health and Medical Research AH&MRC</p> |
| <p>NSW Health works in collaboration with ACCHSs to deliver targeted and culturally appropriate approaches to tackling tobacco uptake and use among Aboriginal and Torres Strait Islander people</p> <p>In partnership with the NSW Aboriginal Health & Medical Research Council, initiatives include provision of free nicotine replacement therapy to NSW ACCHSs; the NSW Aboriginal Quitline which provides dedicated, culturally appropriate, and tailored support; and provision of smoking cessation training to Aboriginal Health Workers.</p> | Existing | Yes | Ongoing | <p>Minister for Health and Medical Research AH&MRC</p> |
| <p>Initiatives to prevent obesity</p> <p>Targeted initiatives for Aboriginal and Torres Strait Islander children, families and adults to reduce the prevalence of obesity, and prevention of childhood obesity.</p> <ul style="list-style-type: none"> • The NSW Knockout Health Challenge (KHC) is a community led weight loss and healthy lifestyle program run with Aboriginal communities since 2012, with approximately 11,000 participants since the program inception. • The Get Healthy Service (GHS) is a free, confidential telephone-based coaching service offered to all NSW residents aged 16 years and above. The program supports participants to make sustainable changes in relation to healthy eating, physical activity, alcohol reduction and achieving and maintaining a healthy weight or healthy gestational weight in pregnancy. | Existing | Yes | Ongoing | <p>Minister for Health and Medical Research AH&MRC</p> |

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| <ul style="list-style-type: none"> • Munch & Move is a free NSW Health program that supports healthy eating, physical activity and reduced screen time for children aged birth to five years, attending NSW early childhood education and care (ECEC) services. • Live Life Well @ School enhances primary school teachers' knowledge and skills in teaching nutrition and physical activity and supports schools to create environments which enable children to eat healthily and be physically active. • Go4Fun is an evidenced-based, secondary prevention program for the treatment of overweight and obesity in children and their families. | | | | |
| <p>Initiatives around alcohol and other drugs</p> <ul style="list-style-type: none"> • Aboriginal people are a priority population for alcohol and other drug services in NSW. NSW Health delivers through Local Health Districts, funded Non-government Organisations and Aboriginal Community Controlled Health Services a range of harm minimisation, withdrawal management, psychosocial support, residential rehabilitation, general and specialist treatment and ongoing care services. • The Opioid Treatment Program reduces health, social and economic harms experienced as a result of illicit opioid use. • The Stimulant Treatment Program provides clinical support for clients to improve the health and social outcomes of people who use amphetamines through psychosocial support services such as counselling and relapse prevention. • The Assertive Community Management program provides intensive case management services through selected LHDs and a SHN, for people with severe substance dependence and complex needs. • The Continuing Coordinated Care Program supports people to access and stay engaged with alcohol and other drug treatment services, and to address other health and social issues. • Magistrates Early Referral into Treatment (MERIT) Program is a voluntary program for adults in the Local Court who have problematic alcohol and/or other drug use, and provides access to a wide range of alcohol and other drug treatment services for 12 weeks while court matters are deferred. • Adult Drug Court is a specialised court, operating under the Drug Court Act 1998 with the aim of breaking the cycle of drug dependency, criminal activity and imprisonment by targeting drug-dependent adult offenders who are facing a custodial sentence and offers the option of drug treatment while on parole or probation. • The Involuntary Drug and Alcohol Treatment (IDAT) program provides involuntary treatment as an option of last resort to people with severe substance dependence. • Alcohol and other drug residential rehabilitation services are available to increase treatment and care for women with dependent children, in metropolitan Sydney and Regional NSW. • Aboriginal Drug and Alcohol Residential Rehabilitation Network (ADARRN) provides workforce and organisation development for member organisations and to facilitate client care pathways between member organisations, Aboriginal Medical Services and LHDs. | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

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| <ul style="list-style-type: none"> The Your Room website provides information and resources for Aboriginal and Torres Strait Islander people about alcohol and other drugs, pregnancy and breastfeeding and where to seek help. | | | | |
| <p>Aboriginal Health Dashboards</p> <p>Developed by the NSW Health Centre for Aboriginal Health, there are annual dashboards for each Local Health District and Special Health Network. These dashboards strengthen accountability for Aboriginal Health in NSW Health and help enable equity.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong.

Target 2: By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

A healthy birthweight can influence a range of social and health outcomes, from birth, throughout childhood and into adulthood.

It affects for example, the capacity to breastfeed, ability to engage in early childhood education and schooling, and risk of developing chronic disease later in life. Babies born with low birthweight are found to experience life-long and broad ranging health complications, including:

- greater risks of serious health problems, including pulmonary hypertension, cerebral palsy, intellectual impairment, chronic lung disease, and vision and hearing loss
- increased risk of a range of chronic diseases in adulthood such as obesity, cardiovascular disease, hypertension, type 2 diabetes, and kidney disease

This target ensures that Aboriginal and Torres Strait Islander infants have the same healthy start to life as their non-Indigenous counterparts, so that they are more likely to realise their full potential later on.

NSW Health is committed to a holistic and culturally appropriate approach to supporting Aboriginal and Torres Strait Islander women throughout pregnancy. NSW Health funds Aboriginal-specific maternity services to provide specialist antenatal and postnatal care, and delivers initiatives to address key risk factors during pregnancy.

Minister Responsible

Minister for Health and Medical Research.

Partnership with Indigenous Australians

Aboriginal Health & Medical Research Council of New South Wales (AH&MRC).

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|---|---|--|---|
| 90.3% of Aboriginal and Torres Strait Islander babies are born with a healthy birthweight | An increase of 0.7 percentage points in the number of Aboriginal and Torres Strait Islander babies with a healthy birthweight by 2031 | Centre for Epidemiology and Evidence The Australian Institute of Health and Welfare Analysis of the National Perinatal Data Collection. Indicator definition and NSW data available here: https://www.closingthegap.gov.au/children-are-born-healthy-and-strong | Between 2013 and 2017 in NSW, the proportion of Aboriginal babies with a healthy birthweight remained stable (about 90%). |

Indicators:

Drivers:

- Proportion of mothers who smoke during pregnancy (any time, or after 20 weeks) by age groups
- Proportion of mothers who consume alcohol during pregnancy by age groups
- Proportion of pregnant mothers with a pre-existing health condition (gestational diabetes, obesity, hypertension, other)
- Use of antenatal care by pregnant women:
 - Proportion with five or more antenatal visits
 - Proportion with at least one antenatal care visit in the first trimester

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- Proportion of pre-term births

Contextual information:

- Progress towards parity

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| Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong. | | | | |
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| Target 2: By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>NSW Health activity related to healthy birthweight includes the following:</p> <p>NSW Health funds maternity services specifically for Aboriginal and Torres Strait Islander families, including the Aboriginal Maternal and Infant Health Service (AMIHS). AMIHS is a continuity of care model with a midwife and Aboriginal health worker providing antenatal and postnatal care in the community. Key parts of the model include community development and health promotion, as well as building strong partnerships with the local Aboriginal and Torres Strait Islander community. There are over 40 AMIHS sites in NSW delivering services in over 80 communities.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>NSW Health partners on the national Safer Baby Program</p> <p>The program aims to reduce stillbirth and includes reducing smoking in pregnancy as an important component.</p> <p>Support for women to stop smoking is also embedded into routine antenatal care in 2020 as part of the NSW Safer Baby Bundle National Collaboration program</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Get Healthy in Pregnancy program</p> <ul style="list-style-type: none"> This program offers up to 10 free telephone health coaching sessions with university qualified health coaches to help pregnant women gain a healthy gestational weight, meet recommendations for healthy eating and physical activity in pregnancy, access support to quit smoking, and stop drinking alcohol during pregnancy. The program is tailored to meet the cultural needs of Aboriginal women. | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

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| <p>Stay Strong It's Worth It is a campaign that aims to raise awareness among women with an Aboriginal and/or Torres Strait Islander baby, their partners and families about the risks of drinking alcohol during pregnancy.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Substance Use in Pregnancy and Parenting Services (SUPPs) and drug and alcohol residential rehabilitation</p> <p>SUPPSs provide drug and alcohol treatment and support to pregnant women and their child for up to two years after birth. SUPPS are delivered by LHDS across metropolitan and Regional NSW. Aboriginal and Torres Strait Islander women are a priority population for these services.</p> <p>Drug and alcohol residential rehabilitation services are available to increase treatment and care for women with dependent children, in metropolitan Sydney and regional NSW. Aboriginal and Torres Strait Islander women are a priority population for these services.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Justice Health and Forensic Mental Health Network</p> <p>This network provides midwifery service to all pregnant women in custody. This includes education on healthy lifestyle choices, antenatal and post-natal care and parenting skills.</p> | Existing | This will be updated as part of implementation | Ongoing | Minister for Health and Medical Research AH&MRC |

Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years.

Target 3: By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent.

Research strongly supports the benefits of enrolling children for 600 hours in the year before school, as they are more likely to arrive at school equipped with the social, cognitive and emotional skills they need to engage in learning. This target equips Aboriginal and Torres Strait Islander children with a solid foundation from which to develop their skills and abilities, so that they can arrive at school ready to participate in ongoing learning. By enabling participation, we ensure that Aboriginal and Torres Strait Islander children have the same opportunity as their non-Indigenous counterparts to realise their full potential.

The NSW Department of Education is committed to ensuring that all children in New South Wales can participate in 600 hours of quality preschool education in the year before school, no matter where they live or what their circumstances are. The new Aboriginal Early Childhood Education Strategy 2021-2025 will guide the Department's initiatives, so that all Aboriginal and Torres Strait Islander children can access quality culturally inclusive early childhood education.

Minister Responsible

Minister for Education and Early Childhood Learning.

Partnership with Indigenous Australians

The NSW Department of Education values our ongoing partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECG) and is committed to strengthening this relationship. We recognise the NSW AECG as the peak community advisory body to the department on Aboriginal and Torres Strait Islander education at all levels and in all stages of planning and decision making.

NSW Aboriginal ECE Advisory Group, comprised of the following members:

| Name | Organisation Representing |
|--|---|
| Executive Director Early Childhood Education and School Policy | NSW Department of Education (Chair) |
| Executive Director Quality Assurance & Regulatory Services ECE | NSW Department of Education (Chair) |
| Director | Nikinpa ACFC (Toronto) |
| Director | Jarjums Preschool (Lismore) |
| Director | Nanima Preschool (Mission at Wellington Central West NSW) |
| Manager Aboriginal and Torres Strait Islander Programs | KU |
| Executive Director | Barang Regional Alliance LDM Group (Central Coast) & NSW Coalition of Aboriginal Regional Alliances |
| Early Childhood Education Teacher | Menindee Preschool |
| Founder | The I Am Movement |

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| CEO | SNAICC |
| Senior Project Officer | NSW AECG |
| President | NSW AECG |
| Director Aboriginal Outcomes and Partnerships | NSW Department of Education |
| Manager Aboriginal Engagement and Policy | NSW Department of Education |
| Director Learning School Strategy | NSW Department of Education |

The NSW Department of Education established the Aboriginal ECE Advisory Group to co-design the Aboriginal ECE Strategy 2021-2025. The Department is committed to meeting with the Advisory Group for the lifetime of the strategy.

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|--|--|-----------------------------------|---|
| 75.7% ⁵³ of Aboriginal and Torres Strait Islander children are enrolled in YBFS early childhood education | An increase of 19.3 percentage points of Aboriginal and Torres Strait Islander children enrolled in YBFS early childhood education by 2025 | RoGS; Annual monitoring by DoE | The 2021 Report on Government Services (RoGS) report indicated that in 2019, 83.1% of Aboriginal children in NSW were enrolled in the YBFS. |

Indicators:

Contextual information:

- Rate of attendance in early childhood education in the year before full-time schooling
- Number of Aboriginal and Torres Strait Islander early childhood education and care service providers
- Progress towards parity

The Report on Government Services (RoGS) indicates that there has been substantial growth in the participation of Aboriginal children in the Year Before School (YBS). From 2016 to 2019 there has been a growth of 23.2% in Aboriginal children participating in YBS. Please note that 2019 RoGS data was only just released, 2020 data will not be available until early 2022.

⁵³ Sourced from 2020 RoGS report.

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| Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years. | | | | |
|---|-----------------|---|--|--|
| Target 3: By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>Aboriginal Early Childhood Education Strategy 2021-2025</p> <ul style="list-style-type: none"> • Department is currently in the process of co-designing an Aboriginal Early Childhood Education Strategy. • The Department is aiming to have strategy signed off by Minister in May 2021 with the launch in June • The Strategy will focus on Closing the Gap Targets 3, 4 and 16. • The Department aims to launch phased initiatives to support the implementation of the strategy. The Department will provide updates once there is a Ministerial approval. | New | No | Launching in early June 2021, ongoing to 2025 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Ninganah No More Program</p> <ul style="list-style-type: none"> • Aims to increase the level of Aboriginal languages being taught in early childhood services across NSW. • Provides an opportunity for Aboriginal and Torres Strait Islander culture and identity to be developed and nurtured in the earliest stage of formal education across NSW. • Department currently funds Aboriginal and Torres Strait Islander organisations and ECE services to deliver Aboriginal language programs with ECE services. Currently 14 Aboriginal languages being taught via this program. In 2020 990 Aboriginal and Torres Strait Islander children participated in these programs and 948 non-Aboriginal children also participated in these programs. The Department is working on expanding and redesigning the program. | Existing | Yes Currently operates on year-to-year funding from the Department. Funding has been approved to December 2021. | Ongoing | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Aboriginal Families as Teachers Program</p> <ul style="list-style-type: none"> • Aims to strengthen the ability of Aboriginal and Torres Strait Islander families to build a rich home learning environment, which supports active participation in early childhood education. | Existing | Yes Currently operates on year-to-year | Ongoing | Minister for Education and Early Childhood Learning NSW AECG |

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|---|----------|---|---------|--|
| <ul style="list-style-type: none"> • Supports Aboriginal and Torres Strait Islander children and their families for successful transitions to school. • The program currently provides funding to eight organisations to work directly with Aboriginal and Torres Strait Islander families in 18 communities in NSW. The Department is working on expanding and redesigning the program. | | <p>funding from the Department.</p> <p>Funding has been approved to December 2021.</p> | | |
| <p>Start Strong Program</p> <p>Research shows that children who participate in a quality early childhood education program for at least 600 hours in the year before school are more likely to arrive at school equipped with the social, cognitive and emotional skills they need to engage in life-long learning.</p> <p>Start Strong funding is provided to Community Preschools and aims to improve affordability of early childhood education and increase the number of children participating for 600 hours in a quality early childhood education program in the year before school</p> <p>Base rate funding for Aboriginal and Torres Strait Islander children and children from disadvantaged backgrounds increased in 2017 to \$6,600 per child per annum at community preschools, which is the full cost of service delivery. Equity base rate funding was increased to \$6,732 from 1 January 2019 to reflect a 2.0 per cent adjustment made to current funding rates under Start Strong.</p> <p>The NSW Government's initial \$115 million funding for Start Strong also included \$30 million targeted to Aboriginal and Torres Strait Islander children and children from disadvantaged backgrounds at long day care centres, supporting parental choice and reducing fees for families who need it most</p> | Existing | <p>Yes</p> <p>Under this funding model, Aboriginal and Torres Strait Islander children receive the highest rate of funding. This is to support services to reduce fee barriers that may prevent Aboriginal and Torres Strait Islander children from accessing early childhood education and care.</p> | Ongoing | <p>Minister for Education and Early Childhood Learning</p> <p>NSW AECG</p> |

Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years.

Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent.

Early childhood development is increasingly recognised as a key predictor of future outcomes for children and the early years of a child’s life have a profound impact on their future cognitive, social, emotional and physical development. Research has shown that investing time, effort and resources in the early years of a child’s life has substantial impacts on their behaviour, learning, health and wellbeing, as they transition from childhood to adulthood. Supporting early childhood development thus lays the basis for children to grow up with the skills to succeed, bringing benefits for them and the community.

This target ensures that Aboriginal and Torres Strait Islander children can acquire the skills and abilities fundamental to a person’s success and wellbeing later in life. Children who are developmentally on track are more likely to achieve a higher educational attainment, demonstrate high self-esteem and social development, and encounter fewer social and health problems.

The Australian version of the Early Development Instrument consists of approximately 100 questions across five key domains, which are closely linked to child health, education and social outcomes. The domains are physical health and wellbeing, social competence, emotional maturity, language and cognitive skills (school-based) and communication skills and general knowledge.

NSW Health, in partnership with Department of Education and the Department of Communities and Justice, is supporting NSW families to easily access high quality health, education and community services that lift the prospects of every child. NSW Health funds universal maternity, child and family health services to provide specialist support for Aboriginal and Torres Strait Islander families, so that Aboriginal and Torres Strait Islander children can thrive in their early years in a culturally inclusive environment.

Minister Responsible

Minister for Health and Medical Research.

Partnership with Indigenous Australians

Aboriginal Health & Medical Research Council of New South Wales (AH&MRC).

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|--|--|--|---|
| 42% of Aboriginal and Torres Strait Islander children are assessed as developmentally on track in all five domains of the AEDC | An increase of 13 percentage points in the number of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the AEDC by 2031 | National Australian Early Development Census (AEDC) Monitoring by the Health and Social Policy branch in NSW Health in partnership with DoE | In 2018, the national AEDC reported that 42% of Aboriginal and Torres Strait Islander children were assessed as developmentally on track in all five domains. Aboriginal and Torres Strait Islander children in 2018 were twice as likely as non-Aboriginal and Torres Strait Islander children to be developmentally vulnerable on one or more (41.3 per cent and 20.4 per cent) and two or more domains (25.8 per cent and 10.1 per cent respectively). The gap between Aboriginal and Torres Strait Islander children and non- Aboriginal and Torres Strait Islander children has continued to close on both these summary indicators since baseline. |

Appendix B

Indicators:

Drivers:

- Preschool attendance and enrolment
- Primary carer education level

Contextual information:

- Outcomes by AEDC domains (developmentally vulnerable, at risk, on track)
- AEDC Multiple Strengths Indicator (highly developed, well developed and emerging strengths)
- Progress towards parity

Appendix B

| Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years. | | | | |
|---|-----------------|--|--|--|
| Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>First 2000 Days Framework</p> <p>This program is working to improve universal services and offer targeted support. NSW Health is guided by the First 2000 Days Framework which outlines the importance of the first 2000 days of a child's life (conception to age five) and ensures that care and support is offered to all and there are specialised services for those who need it. NSW provides continuity of care through the antenatal period and from birth until a child commences formal schooling.</p> | New | No | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Brighter Beginnings initiative</p> <p>This program is to deliver a universal health, education and community service system that is equitable and accessible and lifts the prospects of every child. It also provides targeted supports and services to Aboriginal and Torres Strait Islander families, culturally diverse families and families experiencing vulnerability and disadvantage.</p> | Existing | Yes, further funding likely to be sought | Ongoing | Minister for Education and Early Childhood Learning |
| <p>Building Strong Foundations for Aboriginal Children, Families and Communities programs</p> <p>Building Strong Foundations (BSF) for Aboriginal Children, Families and Communities services provide a free, culturally safe and appropriate early childhood health service for Aboriginal children from birth to school entry age and their families. The BSF service works with families, parents, carers, and the local community, to support the health, growth and development of Aboriginal and Torres Strait Islander children, so they are able to fully engage in life and learning.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |
| <p>Aboriginal Maternal Infant Health Services</p> <p>NSW Health funds maternity services specifically for Aboriginal and Torres Strait Islander families, including AMIHS. AMIHS is a continuity of care model with a midwife and Aboriginal Health Worker providing antenatal and postnatal care in the community. Key parts of the model include community development and health promotion, as well as building strong partnerships with the local Aboriginal and Torres Strait Islander community. There are over 40 AMIHS sites in NSW delivering services in over 80 communities</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential.

Target 5: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

Educational attainment is a foundational requirement for economic prosperity. It is delivered via a range of pathways choices that meet Aboriginal and Torres Strait Islander students' needs, to ensure that their learning aspirations are supported and realised. This target can change the economic and social trajectory of Aboriginal and Torres Strait Islander families for generations, as those who attain a Year 12 or an equivalent qualification are more likely to continue with further education or training and have a more successful transition into the workforce.

The NSW Department of Education recognises that collaborating with Aboriginal and Torres Strait Islander communities and key partners is essential to improving educational outcomes and wellbeing of Aboriginal and Torres Strait Islander students. The Department is committed to facilitating a range of locally-tailored and culturally inclusive learning opportunities, so that Aboriginal and Torres Strait Islander students can excel and achieve in every aspect of their education.

Minister Responsible

Minister for Education and Early Childhood Learning.

Partnership with Indigenous Australians

The NSW Department of Education values our ongoing partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECG) and is committed to strengthening this relationship. We recognise the NSW AECG as the peak community advisory body to the department on Aboriginal and Torres Strait Islander education at all levels and in all stages of planning and decision making.

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|--|---|--|---|
| 64.3% of Aboriginal and Torres Strait Islander people (age 20-24) attain a year 12 or equivalent qualification | An increase of 31.7 percentage points in Aboriginal and Torres Strait Islander people (age 20-24) with a year 12 or equivalent qualification by 2031. | A gap in data collection has been identified within DoE in measuring Year 12 attainment or equivalent qualification. | On average, 46% of Aboriginal students attained their HSC in 2016 and 2017, which equates to approximately 2,300 students. In comparison, 72% of non-Aboriginal students attained their HSC in 2019. NSW Government will: <ol style="list-style-type: none"> 1. Identify baseline initiatives 2. Set annual trajectory targets 3. Develop DoE HSC attainment dashboard, covering completion and minimum standards. |

Indicators:

Drivers:

- School attendance
- School retention rates
- At or above National Assessment Program – Literacy and Numeracy (NAPLAN) minimum standards in reading, writing and numeracy for Years, 3, 5, 7 and 9
- Mean scores of Aboriginal and Torres Strait Islander 15-year-olds in the Programme for International Student Assessment (PISA) test

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Contextual information:

- Mean score of NAPLAN reading, writing and numeracy for Years, 3, 5, 7 and 9
- Rates of highest education/training level completed (for those not completing Year 12 or equivalent)
- Progress towards parity

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| Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential. | | | | |
|--|-----------------|--|--|--|
| Target 5: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>HSC attainment as an ongoing initiative</p> <ul style="list-style-type: none"> The NSW Premiers Priority of Increasing the number of Aboriginal and Torres Strait Islander young people reaching their learning potential aims to increase the proportion of Aboriginal and Torres Strait Islander students attaining year 12 by 50% by 2023, while maintaining their cultural identity. 6 co-designed initiatives to support HSC attainment as determined by the NSW CAPO and the Department of Education to be delivered and evaluated in a culturally appropriate way. The NSW Department of Education, Executive Priority, aims to Increase the proportion of Aboriginal and Torres Strait Islander students attaining the HSC, while maintaining their cultural identity. | Yes | Yes | Ongoing | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Pirru Thangkuray Cultural Engagement and Goal Setting Program</p> <ul style="list-style-type: none"> Developed by AECG Aim is to increase student engagement to 500 students. The program is designed to align with the Premiers Priority in increasing the number of Aboriginal and Torres Strait Islander students completing their HSC, whilst maintaining their cultural identity. To support schools in achieving this, Aboriginal and Torres Strait Islander students studying in Years 8-12 are eligible and invited to participate in the program. The model has been developed using direct engagement with Aboriginal and Torres Strait Islander educators and community to encourage students to fulfil their goals and aspirations. Pirru Thangkuray provides support in sustaining educational outcomes for students through the delivery of Aboriginal and Torres Strait Islander perspectives and culturally appropriate content, mentoring and support. | Existing | Yes | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |

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| <p>Aboriginal Learning and Engagement Centres (AL&ECs)</p> <p>A key focus of Aboriginal Learning and Engagement Centres will be to improve student engagement, attendance, retention, HSC attainment and support for students at key transition points to progress to the Premier’s Priority.</p> <p>Learning and Engagement Centres aim to:</p> <ul style="list-style-type: none"> • Improve the educational outcomes and wellbeing of Aboriginal and Torres Strait Islander students so that they excel and achieve in every aspect of their education. • Ensure collaborative decision making with Aboriginal and Torres Strait Islander peoples, parents and carers, families and their communities. • To meet the learning needs and support the cultural knowledge and identity of every Aboriginal and Torres Strait Islander student. • Ensure that every targeted Aboriginal and Torres Strait Islander student is known, valued and care for. | Existing | Yes | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Connected Communities Strategy, co-designed and co-constructed with NSW AECG</p> <ul style="list-style-type: none"> • Building genuine partnerships between schools and their communities to change how education is delivered • Formal agreements between schools and local agencies to bring government and non-government services inside the school setting to support students and families. These include health providers, TAFE and universities | Existing | Yes | Currently set to run until 2023 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Locally-tailored policy engagement for schools</p> <ul style="list-style-type: none"> • Deliver Turning Policy into Action Professional Learning to Phase 2 targeted schools (47 schools), commencing Term 2 2021 • This course aims to build participants understanding of how to address school and system priorities by using the ‘Reflect, Plan and Act’ tool within the Turning Policy into Action (TPA) document. Participants will learn how to embed an Aboriginal and Torres Strait Islander lens within the school planning cycle as part of the commitment to improvement in line with the School Excellence Framework. | New | Yes | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Locally tailored cultural immersion for schools, including training for educators delivered by NSW AECG.</p> | Existing | Yes | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |

Appendix B

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| <ul style="list-style-type: none"> Resume Connecting to Country (a locally tailored on-Country Aboriginal cultural immersion course for educators), delivered by NSW AECG. It is currently on hold due to COVID-19 social distancing. It will be rolled out to identified schools across the five focus Principal Networks | | | | |
| <p>Embed Aboriginal and Torres Strait Islander cultural knowledge at the centre of teaching and learning, and integrate local Aboriginal culture into teaching and learning, and professional learning</p> <ul style="list-style-type: none"> Deliver Aboriginal Histories and Culture Professional Learning to Phase 2 (47 schools) Build staff capability to understand and develop teaching strategies for cross-curricular priority area of Aboriginal and Torres Strait Islander Histories and Cultures Identify case studies and success stories to share, to promote uptake of best practice, commencing Term 3 2021 | New | Yes | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Monitor and evaluate efficacy of professional learning</p> <ul style="list-style-type: none"> Measure the impact of teacher professional learning by surveying students and teachers Educator Voice Surveys to be co-designed and completed by end Term 2 2021 Dashboard implementation completed and reporting schedules for Weeks 4 and 9 of each term, commencing Term 2 2021 | New | Yes, included as part of delivery of professional learning initiatives | By 2023 | Minister for Education and Early Childhood Learning NSW AECG |
| <p>Community Connector pilot</p> <ul style="list-style-type: none"> Hosted by Local Aboriginal Land Councils in Tamworth and Orange, 2 roles to support students and families access the services they need to ensure students at risk of disengagement from school are re-connected and supported. | New | Yes | 2024 | Minister for Education and Early Childhood Learning NSW CAPO |
| <p>Adolescent Mental Health School-Link Coordinators</p> <p>These coordinators provide consultation to support Aboriginal young people to re-engage in education. Community Integration Team clinicians support young people released from custody to re-engage in school and advocate for access to education pathways.</p> | Existing | This will be updated as part of implementation | Ongoing | Minister for Health and Medical Research AH&MRC |

Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways.

Target 6: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

Access to a range of lifelong learning pathways is vital to intellectual and emotional wellbeing, and can support the transition from school to further study and sustainable employment. This target broadens the opportunities available to Aboriginal and Torres Strait people to advance their careers and realise their aspirations, and change the economic and social trajectory of Aboriginal and Torres Strait Islander families for generations.

In response to the Report of the review of Aboriginal Education 2004, the NSW Department of Education committed to collaborating with Aboriginal and Torres Strait Islander communities and key partners to improve educational outcomes and wellbeing of Aboriginal and Torres Strait Islander students, so that they excel and achieve in every aspect of their education. The Department will improve lifelong learning pathways for Aboriginal learners from school into further study and employment, by relying on collaborative decision making with Aboriginal and Torres Strait Islander peoples, parents, caregivers, families and communities.

Ministers Responsible

Minister for Education and Early Childhood Learning.

Minister for Skills and Tertiary Education.

Partnership with Indigenous Australians

The NSW Department of Education values our ongoing partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECG) and is committed to continuing to strengthen this relationship. We recognise the NSW AECG as the peak community advisory body to the department on Aboriginal and Torres Strait Islander education at all levels and in all stages of planning and decision making.

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|---|---------------|---------------|---------------------|------|-----|-------|------|-----|-------|------|-----|-------|------|-----|-------|------|-----|-------|-----------------------|----|-----|---------------------|-------|-------|
| 48.3% of Aboriginal and Torres Strait Islander people aged 25-34 years have completed a tertiary qualification (Certificate III and above) | An increase of 21.7 percentage points in the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years completing a tertiary qualification (Certificate III and above) by 2031. NSW Government will: <ol style="list-style-type: none"> Identify baseline initiatives and actions Set annual trajectory targets Review of Training Services NSW Dashboard IVETS and reporting platform, to view updates on completions and projections | Monitor trends observed comparing current baseline data (from the Australian Census of Population and Housing) and Training Services NSW data, which cover sign ups, training milestones and completions | Number of Training Contract Completions for Indigenous Learners at Completion <table border="1"> <thead> <tr> <th>Calendar Year</th> <th>Aged 25 to 34</th> <th>Total TCs, all ages</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>287</td> <td>1,532</td> </tr> <tr> <td>2017</td> <td>270</td> <td>1,455</td> </tr> <tr> <td>2018</td> <td>263</td> <td>1,440</td> </tr> <tr> <td>2019</td> <td>285</td> <td>1,513</td> </tr> <tr> <td>2020</td> <td>285</td> <td>1,478</td> </tr> <tr> <td>2021YTD to 14/02/2021</td> <td>25</td> <td>116</td> </tr> <tr> <td>Total Number of TCs</td> <td>1,415</td> <td>7,534</td> </tr> </tbody> </table> | Calendar Year | Aged 25 to 34 | Total TCs, all ages | 2016 | 287 | 1,532 | 2017 | 270 | 1,455 | 2018 | 263 | 1,440 | 2019 | 285 | 1,513 | 2020 | 285 | 1,478 | 2021YTD to 14/02/2021 | 25 | 116 | Total Number of TCs | 1,415 | 7,534 |
| Calendar Year | Aged 25 to 34 | Total TCs, all ages | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2016 | 287 | 1,532 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2017 | 270 | 1,455 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2018 | 263 | 1,440 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2019 | 285 | 1,513 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2020 | 285 | 1,478 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2021YTD to 14/02/2021 | 25 | 116 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total Number of TCs | 1,415 | 7,534 | | | | | | | | | | | | | | | | | | | | | | | | | |

Appendix B

Indicators:

Drivers:

- Higher education commencement (university component), attrition, and completion rates (time series, cohort analyses - 4, 6 and 9 years)
- Higher education application, offers and acceptance rates (by gender, SES and ATAR levels)
- Cert III and above VET commencements, attrition and completion rates

Contextual Information:

- Field of Education for higher education and VET
- Higher education students' views on outcomes, behaviours and satisfaction
- Destinations and satisfaction of higher education graduates
- VET graduate outcomes and satisfaction levels
- Progress towards parity

Appendix B

| Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways. | | | | |
|---|------------------|--|--|--|
| Target 6: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>Smart and Skilled reform initiative</p> <p>Provides eligible students with:</p> <ul style="list-style-type: none"> Entitlement to government-subsidised training up to and including Certificate III Government funding for higher-level courses (Certificate IV and above) in targeted priority areas | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Barrengarry: Training Services NSW Aboriginal Skilling for Employment Grant</p> <p>Culturally appropriate mentoring to promote:</p> <ul style="list-style-type: none"> Increased access, retention and completion of vocational education and training; Improved post-training outcomes including Increased placement in meaningful and sustainable employment; Greater confidence in making decisions that maximise training and employment experiences and outcomes; and Greater opportunity for Aboriginal and Torres Strait Islander business ownership and economic independence | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Infrastructure Skills Legacy Program</p> <ul style="list-style-type: none"> Boost the number of skilled construction workers and create fresh pathways to employment Successful tenders must apply the Aboriginal Participation in Construction target under the NSW Government Procurement Board’s Aboriginal Participation Policy | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Opportunity Hubs - local networks that develop personalised transition planning from school into tertiary education, training and/or employment for Aboriginal and Torres Strait Islander young people through existing services</p> | Existing and new | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |

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| <p>Support linkages between education and sustainable jobs for Aboriginal and Torres Strait Islander young people by:</p> <ul style="list-style-type: none">• Partnering schools with local employers and training providers• coordinating and matching local opportunities to Aboriginal and Torres Strait Islander students' career aspirations including employment, mentoring, scholarships, internships and volunteer work• mentoring and supporting Aboriginal and Torres Strait Islander students• engaging Aboriginal and Torres Strait Islander students and their families early in their schooling school, and• tracking Aboriginal and Torres Strait Islander students' progress, including once they have transitioned to employment. | | | | |
|--|--|--|--|--|

Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education.

Target 7: By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent.

Access to a range of pathways choices is vital to supporting Aboriginal and Torres Strait Islander youth realise their aspirations. This target ensures that Aboriginal and Torres Strait Islander youth can excel in every aspect of their learning, whether in the workplace or in education and training, so that they are equipped with the skills and abilities fundamental to a person's success and wellbeing through life.

In response to the Report of the review of Aboriginal Education 2004, the NSW Department of Education committed to collaborating with Aboriginal communities and key partners to improve educational outcomes and wellbeing of Aboriginal and Torres Strait Islander students, so that they excel and achieve in every aspect of their education. The success of this commitment relies on collaborative decision making with Aboriginal and Torres Strait Islander peoples, parents, caregivers, families and communities.

The Department of Education Training Services NSW is committed to providing opportunities for Aboriginal and Torres Strait Islander students to obtain the skills they need to obtain employment or advance their careers, through the implementation of government funded vocational education and training throughout NSW. These opportunities aim to provide clear pathways for Aboriginal and Torres Strait Islander people to sustainable employment.

Ministers Responsible

Minister for Education and Early Childhood Learning.

Minister for Skills and Tertiary Education.

Partnership with Indigenous Australians

The NSW Department of Education values our ongoing partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECG) and is committed to continuing to strengthen this relationship. We recognise the NSW AECG as the peak community advisory body to the department on Aboriginal and Torres Strait Islander education at all levels and in all stages of planning and decision making.

Data

| NSW baseline (at time of National Agreement) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) | | | | | | | | | | | | | | | | | | |
|---|--|---|---|---------------|---------------|---------------------|------|------|-------|------|------|-------|------|------|-------|------|------|-------|------|------|-------|
| 61.7% of Aboriginal and Torres Strait Islander youth (15-24 years) are engaged in employment, education or training | An increase of 5.3 percentage points in the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) in employment, education or training. The NSW Government will: <ol style="list-style-type: none"> Identify baseline initiatives and actions Set annual trajectory targets Review of Training Services NSW Dashboard IVETS and reporting platform, to view | Monitor trends observed comparing current baseline data and Training Services NSW data, which cover sign ups, training milestones and completions | Number of Training Contract Completions for Indigenous Learners at Completion <table border="1"> <thead> <tr> <th>Calendar Year</th> <th>Aged 15 to 24</th> <th>Total TCs, all ages</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>1054</td> <td>1,532</td> </tr> <tr> <td>2017</td> <td>1042</td> <td>1,455</td> </tr> <tr> <td>2018</td> <td>1028</td> <td>1,440</td> </tr> <tr> <td>2019</td> <td>1105</td> <td>1,513</td> </tr> <tr> <td>2020</td> <td>1043</td> <td>1,478</td> </tr> </tbody> </table> | Calendar Year | Aged 15 to 24 | Total TCs, all ages | 2016 | 1054 | 1,532 | 2017 | 1042 | 1,455 | 2018 | 1028 | 1,440 | 2019 | 1105 | 1,513 | 2020 | 1043 | 1,478 |
| Calendar Year | Aged 15 to 24 | Total TCs, all ages | | | | | | | | | | | | | | | | | | | |
| 2016 | 1054 | 1,532 | | | | | | | | | | | | | | | | | | | |
| 2017 | 1042 | 1,455 | | | | | | | | | | | | | | | | | | | |
| 2018 | 1028 | 1,440 | | | | | | | | | | | | | | | | | | | |
| 2019 | 1105 | 1,513 | | | | | | | | | | | | | | | | | | | |
| 2020 | 1043 | 1,478 | | | | | | | | | | | | | | | | | | | |

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| | updates on completions and projections | | 2021YTD to 14/02/2021 | 82 | 116 |
| | | | Total Number of TCs | 5,354 | 7,534 |

Indicators:

Drivers:

- Proportion of youth Not Engaged in Employment, Education or Training (NEET) by disability, long term health condition, caring responsibility, looking for work
- Proportion of NEET by main reason for not studying in last 12 months

Contextual information:

- For youth engaged in education:
 - Type of educational institution attending (school/ technical and further education/higher education)
 - Highest education level completed
- For youth engaged in employment:
 - Proportion self-employed
 - Proportion by occupation
 - Proportion by industry
- Proportion not engaged in employment, education or training (NEET) by:
 - Highest education level completed
- Progress towards parity

Appendix B

| Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education. | | | | |
|---|-----------------|--|--|--|
| Target 7: By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>Smart and Skilled reform initiative</p> <p>Provides eligible students with:</p> <ul style="list-style-type: none"> Entitlement to government-subsidised training up to and including Certificate III Government funding for higher-level courses (Certificate IV and above) in targeted priority areas | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Barrangirra: Training Services NSW Aboriginal Skilling for Employment Grant</p> <p>Culturally appropriate mentoring to promote:</p> <ul style="list-style-type: none"> Increased access, retention and completion of vocational education and training; Aspiration and expectation of career pathways; Improved post-training outcomes; Increased placement in meaningful and sustainable employment; Greater confidence in making decisions that maximise training and employment experiences and outcomes; and Greater opportunity for Aboriginal and Torres Strait Islander business ownership and economic independence | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Infrastructure Skills Legacy Program</p> <ul style="list-style-type: none"> Boost the number of skilled construction workers and create fresh pathways to employment Successful tenders must apply the Aboriginal Participation in Construction target under the NSW Government Procurement Board's Aboriginal Participation Policy | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Opportunity Hubs</p> | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education |

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| <ul style="list-style-type: none"> Local networks that develop personalised transition planning from school into tertiary education, training and/or employment for Aboriginal and Torres Strait Islander young people through existing services <p>Support linkages between education and sustainable jobs for Aboriginal and Torres Strait Islander young people by:</p> <ul style="list-style-type: none"> Partnering schools with local employers and training providers coordinating local opportunities including employment, mentoring, scholarships, internships and volunteer work matching local opportunities to Aboriginal and Torres Strait Islander students' career aspirations that lead to jobs mentoring and supporting Aboriginal and Torres Strait Islander students each step of the way engaging Aboriginal and Torres Strait Islander students and their families early in their schooling school, and tracking Aboriginal and Torres Strait Islander students' progress, including once they have transitioned to employment. | | | | NSW AECG |
| <p>Regional Industry Education Partnerships</p> <p>Strengthen connections between local industry and secondary school communities, and support students in planning their future career pathways by:</p> <ul style="list-style-type: none"> Building partnerships between employers and local schools Supporting employers to engage with schools and share their expectations for their future workforce Helping students develop the skills they need to get a job Strengthening links between what is learnt at school and what is needed in the workplace <p>Locally-based officers throughout the network of Training Services NSW regional centres provide state-wide coverage.</p> | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Elsa Dixon Aboriginal Employment Grant</p> <p>Subsidies to cover the salary, development and support costs of Aboriginal and Torres Strait Islander employees in public service agencies and local government authorities</p> | Existing | Yes | Ongoing | Minister for Skills and Tertiary Education NSW AECG |
| <p>Driver Licensing Access Program</p> <p>The Driver Licensing Access Program (DLAP) is one of the core NSW Government commitments to deliver on the NSW Road Safety Plan 2021 to increase access to licensing, safe and legal driving and improve social outcomes by expanding support and mentoring programs for people who face barriers to the licensing system.</p> | Existing | Yes | Ongoing | Minister for Transport Minister for Regional Transport and Roads |

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| <p>The program targets Aboriginal communities, low socio-economic and geographically disadvantaged groups, those with lower levels of literacy, refugees and recent migrants, and vulnerable young people (such as those leaving state care).</p> <p>The key supports that the program provides are:</p> <ul style="list-style-type: none"> • understanding road rules and building road safety knowledge • literacy, numeracy and computer skills to prepare for the licence tests • license enrolment requirements e.g. obtaining identification documents • interacting with Service NSW and other government agencies • on-road driving supervision, mentoring and coaching • access to roadworthy vehicles • help to manage fines debts to allow you to get your licence. | | | | |
| <p>Safer Drivers Course (and Safer Drivers Course – Disadvantaged Initiative)</p> <p>The SDC was implemented on 1 July 2013 and is an accredited optional component under the Graduated Licensing Scheme and is specifically designed to assist learner drivers under 25 years of age to become safer drivers. The Course comprises of two modules:</p> <ul style="list-style-type: none"> · a three hour face-face facilitated group with up to 12 learners (Module 1). · a two hour on-road coaching session (in-vehicle) delivered by a coach (a licensed driving instructor) with 2 learners (Module 2). <p>The SDC curriculum is based on adolescent cognitive developmental principles and best practice that highlights the importance of extended supervised driving experience and low risk driving strategies for young learners. This includes hazard perception skills, driving to conditions and appropriate speeds, as well as managing peer passengers.</p> <p>Learners who participate in the course receive a credit of 20 hours in their learner driver log book.</p> <p>SDC is available to learner drivers who have at least 50 hours of actual on-road driving experience. The cost of the SDC is capped at \$140 per eligible learner. Transport for NSW subsidises the remaining cost of the course.</p> <p>The SDC is delivered in around 250 locations across NSW.</p> <p>On 1 July 2016, the NSW Government developed the SDC Initiative for Disadvantaged Young Learner Drivers. The initiative offers free places on the SDC to help young learner drivers from disadvantaged backgrounds and Aboriginal communities. The fee exemption allows those who are financially disadvantaged to benefit from the road safety outcomes of the SDC. Since the initiative began to 31 December 2020, 2285 learners have completed the course at no cost.</p> | Existing | Yes | Ongoing | Minister for Transport |

Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities.

Target 8: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent.

Employment is key to creating a positive cycle of social and economic empowerment, and to enabling Aboriginal and Torres Strait Islander people to be in charge of their own lives. This target ensures that Aboriginal and Torres Strait Islander people can generate and grow their own economic prosperity, and in process, change the economic and social trajectory of Aboriginal and Torres Strait Islander families for generations.

The NSW Government is committed to assisting Aboriginal and Torres Strait Islander people gain meaningful and sustainable employment. The NSW Department of Planning, Industry and Environment and the NSW Department of Education both deliver a range of training and employment programs and industry-specific opportunities, so that Aboriginal and Torres Strait Islander people can thrive in their chosen careers.

Minister Responsible

Minister for Jobs, Investment, Tourism and Western Sydney

Partnership with Indigenous Australians

NSW Aboriginal Land Council (NSWALC).

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|--|---|--------------|---|
| 54.6% of Aboriginal and Torres Strait Islander people aged 25-64 are <u>employed</u> | An increase of 7.4 percentage points in the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are <u>employed</u> by 2031 | Census data | From the 2016 Census data, 53.2% of Indigenous people in NSW aged 25-64 were employed, compared to 74.6% for non-Indigenous people. |

Indicators:

Drivers:

- Highest level of educational attainment
- Long term health and disability status
- Caring responsibilities

Contextual information:

- Employment by occupation
- Employment by industry
- Median equivalised gross household income
- Median personal income
- Labour force participation
- Self-managed business owners
- Progress towards parity

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| Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities. | | | | |
|---|-----------------|--|--|---|
| Target 8: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent. | | | | |
| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| Aboriginal Procurement Policy <ul style="list-style-type: none"> Supporting an estimated 3,000 FTE opportunities for Indigenous peoples through NSW Government procurement activities Supporting local Aboriginal and Torres Strait Islander community organisations and businesses to participate in NSW infrastructure projects through Aboriginal Affairs NSW's regional offices | Existing | Yes | Ongoing | Minister for Finance and Small Business |
| Momentum (Social Impact Investment, Aboriginal economic development) <ul style="list-style-type: none"> An integrated three-phased program to remove barriers to Aboriginal and Torres Strait Islander people obtaining documents such as birth registrations, birth certificates and driver licences This will provide everyone with a form of primary identification to support access to training and employment opportunities It will be delivered by a consortium of organisations in partnership with ACCOs. | New | Yes | Pending successful negotiations, the program is expected to start in late 2021 in Northern NSW | Minister for Skills and Tertiary Education |
| Aboriginal Communities Water and Sewerage Program (ACWSP) Employment and Training Pilot <ul style="list-style-type: none"> Provides a pathway for water utilities to apply for funding to train and employ Aboriginal and Torres Strait Islander people as Water and Sewerage Operators to support and improve service delivery for the ACWSP. Funding covers AANSW project management costs and salary to local government. Salary costs are fully covered for the first 3 years and split 50/50 between state and local government for the last two. | Existing | Yes | To 2024 | Minister for Aboriginal Affairs Local Government NSWALC |
| Training and employment programs <ul style="list-style-type: none"> Barrangirra: Training Services NSW Aboriginal Skilling for Employment Grant, to improve post-training outcomes and build stronger links for Aboriginal people with current opportunities for employment and training Elsa Dixon Aboriginal Employment Grant, to develop and support Aboriginal and Torres Strait Islander people and create employment opportunities | Existing | | Ongoing | Minister for Skills and Tertiary Education NSW AECG |

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| <ul style="list-style-type: none">• Aboriginal Business Advisory Initiative, to support existing Aboriginal- and Torres Strait Islander- owned and operated businesses to grow and diversify their business• Aboriginal Enterprise Development Officer Program, to increase confidence and expertise of Aboriginal and Torres Strait Islander people to become self-employed and to encourage an entrepreneurial culture within Aboriginal and Torres Strait Islander communities | | | | |
|--|--|--|--|--|

Outcome 9: Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need.

Target 9: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent.

Aboriginal people in NSW having access to appropriately sized and affordable housing options that aligns with their priorities and needs. Aboriginal and Torres Strait Islander households are more likely than non-Aboriginal households to be living in overcrowded housing conditions, associated factors including cultural and social aspects, higher levels of unmet demand for affordable housing, and geographical locations that limits housing options. The drivers for overcrowding are complex and needs to be more fully understood from an Aboriginal Perspective. Overcrowding has also been identified as a predictor of an array of health issues for Aboriginal people.

Minister Responsible

Minister for Water, Property and Housing.

Partnership with Indigenous Australians

The Aboriginal Housing Office (AHO), Aboriginal Community Housing Industry Association (ACHIA) and NSW Aboriginal Land Council (NSWALC) have established a formal partnership ('Sector Reform Steering Committee') to co-design and build the capacity of the Aboriginal community housing sector to enhance the lives of Aboriginal people in NSW.

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) ⁵⁴ |
|---|--|---|---|
| 85.9% of Aboriginal and Torres Strait Islander people are living in appropriately sized (not overcrowded) housing | An increase of 2.1 percentage points in the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing by 2031 | Productivity Commission's Report on Government Services | 93.0% State-Owned and Managed Indigenous Housing (SOMIH) 91.9% (Community Housing) 94.0% (Public Housing) |

Indicators:

Drivers:

- Change in population by location
- Change in social housing dwellings by location

Contextual information:

- Home ownership rate (including by location and tenure type)
- Homelessness rate including by type (e.g. Transitional housing/sleeping rough) and age group

⁵⁴ These RoGS data pertain to social housing and are derived at the household-level; whereas the CTG overcrowding baseline rate taken from the 2016 Census is at the population-level. Therefore, the RoGS overcrowding rates at the household-level should be viewed as supporting indicators, given the variation in counting rules.

- Structural problems including functional health hardware Australian Bureau of Statistics (ABS) measure of acceptable standard of housing)
- Low income household experiencing rental stress/mortgage stress
- Social housing dwellings per 100 households by location
- Progress towards parity

Outcome 9: Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need.

Target 9: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|---|-----------------|--|---|--|
| AHO Capital Works – New Supply | Existing | Yes | Ongoing | Minister for Water, Property and Housing NSWALC |
| <p>Stimulus – Secondary Dwellings</p> <p>Through the AHO’s Stimulus Program, the AHO is rolling out a program of secondary dwelling construction. Secondary dwellings have the potential to help address overcrowding</p> | Existing | Yes | June 2022 | Minister for Water, Property and Housing NSWALC |
| <p>Innovation Project</p> <p>The AHO Innovation Project has seen the AHO explore new approaches to the delivery and construction of new housing supply.</p> | Existing | Yes | Ongoing | Minister for Water, Property and Housing NSWALC |
| <p>Services Our Way Program</p> <p>Services Our Way is an Aboriginal-led, trauma informed case coordination service for vulnerable Aboriginal and Torres Strait Islander people families delivered by Aboriginal specialist support workers. The program operates from Tamworth, Armidale, Nowra, and Penrith, with an outreach service in Pilliga (Narrabri) and a new site in Dubbo to both be operational by June 2021.</p> | Existing | Yes | June 2022 (Beyond June 2022, dependent on finding new funding source) | Minister for Water, Property and Housing NSWALC |
| <p>Strategic Tenant Relocations Policy</p> <p>DPIE’s Land and Housing Corporation (LAHC) Strategic Tenant Relocations Policy guides the approach to strategic relocation of tenants living in LAHC-owned properties, including those managed by the Aboriginal Housing Office (AHO) and Aboriginal Community Housing Providers. The Policy notes that:</p> | Existing | No | Ongoing | Minister for Water, Property and Housing NSWALC |

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|---|--|--|--|--|
| <ul style="list-style-type: none"> • Tenants needing larger bedroom homes will continue to have access to suitable and available accommodation, including Aboriginal and Torres Strait Islander families who may be supported by the 'extra bedroom' policy. • When Aboriginal and Torres Strait Islander families are tenants of LAHC-owned properties where a strategic relocation is required, consideration will be given to support Aboriginal and Torres Strait Islander families by an Aboriginal and Torres Strait Islander organisation (including local Aboriginal specialist/s). | | | | |
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Outcome 10: Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system.

Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

To achieve a safe and just place for the people of NSW, the NSW Government is working to both reduce Aboriginal and Torres Strait Islander overrepresentation in the criminal justice system and to improve the way the justice system deals with Aboriginal and Torres Strait Islander offenders, it needs to address the impact of trans-generational trauma and the impact of past policies and practices that still impact Aboriginal people today.

The NSW Government will work side by side with Aboriginal and Torres Strait Islander people through the development and implementation of the National Agreement on Closing the Gap and NSW Jurisdictional Implementation Plan in line with best practice international research, which shows that investment in community centred development, putting communities at the centre of the service system, produces sustained economic and social outcomes.

Ministers Responsible

Attorney General.

Minister for Police and Emergency Services.

Minister for Counter Terrorism and Corrections.

Partnership with Indigenous Australians

Aboriginal Legal Service (NSW/ACT).

ALS were broadly consulted but due to resource limitations and time constraints have not been able to contribute.

Data

| NSW baseline (as at time of National Agreement inception) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|--|--|--------------|-----------------------------------|
| The Aboriginal and Torres Strait Islander imprisonment rate per 100,000 people in NSW is 1,684.2 | A 15% reduction (i.e 280 people per 100,000) in the rate of Aboriginal and Torres Strait Islander adults held in incarceration by 2031 | Census data | TBC |

Indicators:

Drivers:

- Proportion of Aboriginal and Torres Strait Islander people charged by police
- Proportion of Aboriginal and Torres Strait Islander people convicted and sentenced (by offence and type of sentence)
- Aboriginal and Torres Strait Islander prisoner by offence type (most serious and other offences) and number of offences
- Proportion of prisoners by legal status (sentenced vs unsentenced); and by sentence length
- Number and rate of unique alleged offenders processed by police
- Proportion of prisoners previously incarcerated; number of unique episodes of incarceration
- Mental health, substance abuse issues, family history of incarceration, employment post release, history of victimisation
- Entry rate to incarceration – newly sentenced to prison

Contextual information:

- Rates of death in prison custody of Aboriginal and Torres Strait Islander prisoners, by cause of death
- Proportion spending greater periods of time on remand
- Progress towards parity

Outcome 10: Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system.

Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|--|-----------------|--|--|--|
| <p>Aboriginal Overrepresentation Plan 2018-2021 https://www.justice.nsw.gov.au/Documents/reducing-Plan has three main goals:</p> <ol style="list-style-type: none"> 1. helping Aboriginal and Torres Strait Islander people avoid contact with the criminal justice system 2. reducing the length of time Aboriginal and Torres Strait Islander people spend in custody (on remand and convicted) 3. reducing the rate of Aboriginal and Torres Strait Islander reoffending. | Existing | Yes | 2021 | Attorney General ALS NSW |
| <p>'What's Your Plan?'</p> <p>This program has Aboriginal Client and Community Support Officers in local courts engage with Aboriginal and Torres Strait Islander people who have an Apprehended Domestic Violence Order made against them. It uses culturally informed behavioural interventions to help Aboriginal and Torres Strait Islander defendants to understand their ADVO conditions and improve compliance.</p> <p>It is aimed at reducing domestic violence reoffending within Aboriginal and Torres Strait Islander communities.</p> | Existing | | Ends 30 June 2021 | Attorney General ALS NSW |
| <p>Mental Health Assessment Pilot</p> <p>The ASU and Justice Health are trialling an extension of the State-Wide Community and Court Liaison Service. The Clinical Nurse Consultant in Dubbo conducts mental health assessments for participants in Forbes, Parkes and Broken Hill local courts via AVL.</p> | Existing | | | Attorney General ALS NSW |
| <p>Legal Aid NSW Civil Law Service for Aboriginal Communities</p> <p>Addressing civil law problems before they escalate into criminal law problems and increase contact with the criminal justice system</p> | Existing | | | Attorney General ALS NSW |

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| <p>Legal Aid organisation wide target to increase services to Aboriginal clients by 5% in Crime, Family and Civil law</p> <p>To deliver increased access to legal advice and representation leading to reduction in contact with the criminal justice system; more appropriate sentencing</p> | Existing | | | Attorney General ALS NSW |
| <p>Legal Aid Best Practice Standards for Representing Aboriginal Clients</p> <p>To deliver more effective legal representation through setting clear standards and expectations around cultural, community and legal knowledge.</p> | Existing | | | Attorney General ALS NSW |
| <p>Driver licence disqualification reform</p> <p>From 28 October 2017, if a disqualified driver has complied with their disqualification period for a minimum of two or four years (depending on the case) and has no convictions for driving offences involving death or grievous bodily harm, they may be eligible to have their disqualification lifted.</p> | Existing | | | Attorney General ALS NSW |
| <p>Circle Sentencing Program Circle Sentencing is available in some local courts, and provides a sentencing alternative for Aboriginal and Torres Strait Islander adults who have been found or plead guilty.</p> | Existing | | Ongoing | Attorney General ALS NSW |
| <p>The Victims Services Aboriginal Contact Line</p> <p>This is a dedicated line to enable Aboriginal and Torres Strait Islander victims to speak to an Aboriginal and/or Torres Strait Islander staff member.</p> | Existing | | Ongoing | Attorney General ALS NSW |
| <p>Aboriginal Court Support</p> <p>The Aboriginal Client and Community Support Officers in about 50 local courts provide a coordinated assessment, referral, information and support service for Aboriginal and Torres Strait Islander people attending court. The objectives of Aboriginal court support include:</p> <ul style="list-style-type: none"> • Helping Aboriginal and Torres Strait Islander defendants, victims and families understand the outcome of their court matter • Improved Aboriginal and Torres Strait Islander community awareness of court processes and procedures • Improved knowledge of services offered by court including mediation, time to pay and victims services • Improved relationships between the Aboriginal and Torres Strait Islander community and the Court. | Existing | | Ongoing | Attorney General ALS NSW |

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| <p>Aboriginal Community Justice Groups (ACJG)</p> <p>These are representative groups of respected Aboriginal and Torres Strait Islander community members, service providers, and justice agencies who come together on a regular basis to examine crime and offending problems in their communities and to develop solutions to address these issues.</p> <p>The ACJG work with criminal justice agencies such as Police, Courts, Community Corrections and Youth Justice to ensure the system works better for Aboriginal and Torres Strait Islander people.</p> | Existing | | | Attorney General ALS NSW |
| <p>Indigenous Justice Clearinghouse</p> <p>Provides policy makers with resources related to Indigenous justice</p> | | | 2021/22 | Attorney General ALS NSW |
| <p>CSNSW Custodial Corrections High Intensity Program Units for male and female inmates</p> <p>These units offer culturally appropriate support to Aboriginal and Torres Strait Islander inmates and address reintegration needs. The program uses a trauma-informed framework to confront family violence and gives inmates access to their children. The program focuses on rehabilitation services and enhanced release planning for inmates serving sentences of less than six months.</p> | Existing | | | Minister for Counter Terrorism and Corrections ALS NSW |
| <p>CSNSW Custodial Corrections Intensive Learning Centres</p> <p>Reduce reoffending</p> | Existing | | | Minister for Counter Terrorism and Corrections ALS NSW |
| <p>CSNSW Custodial Corrections New case management model</p> <p>Reduce reoffending</p> | Existing | | | Minister for Counter Terrorism and Corrections ALS NSW |
| <p>CSNSW Custodial Corrections Time to Work Employment Services</p> <p>To improve employment opportunities and support</p> | Existing | Yes – Commonwealth | | Minister for Counter Terrorism and Corrections ALS NSW |
| <p>CSNSW Custodial Corrections</p> <ul style="list-style-type: none"> • The Gundanha Program • Aboriginal Women’s Employment and Training Hub • Caring and Working | Existing | Yes – Commonwealth | 2021/22 | Minister for Counter Terrorism and Corrections ALS NSW |

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| These programs address employment, education, reintegration, and parenting | | | | |
| CSNSW Custodial Corrections Never Going Back Addresses employment, training, health & wellbeing, culture and community engagement | Existing | No | | Minister for Counter Terrorism and Corrections ALS NSW |
| CSNSW Custodial Corrections St Heliers Project Provides a pre-release pathway for inmates, including employment options, work release, traineeships, cultural programs, education and post release mentoring | Existing | Yes | | Minister for Counter Terrorism and Corrections ALS NSW |
| CSNSW Custodial Corrections Aboriginal Birth Certificate Program Provides a birth certificate to eligible Aboriginal and Torres Strait Islander inmates at no cost to them for the purpose of reintegration support | Existing | Yes | | Minister for Counter Terrorism and Corrections ALS NSW |
| CSNSW Custodial Corrections Dubai Gunyah Provides eligible Aboriginal and Torres Strait Islander women with accommodation to support reintegration | Existing | Yes | | Minister for Counter Terrorism and Corrections ALS NSW |
| CSNSW Custodial Corrections Reintegration Home Detention Addresses overrepresentation – assisting with reintegration into the community. | Existing | | | Minister for Counter Terrorism and Corrections ALS NSW |
| CSNSW – Custodial and Community Corrections EQUIPS Programs EQUIPS programs address offenders’ criminogenic needs, including addiction issues, aggression and domestic abuse, to reduce their reoffending risk. These programs target the offence profile of each eligible offender and are run in a group setting. Each program typically lasts for 40 hours. Program types are: <ul style="list-style-type: none"> • EQUIPS Foundation • EQUIPS Addiction • EQUIPS Aggression • EQUIPS Domestic Abuse | Existing | | | Minister for Counter Terrorism and Corrections ALS NSW |

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| <p>CSNSW – Custodial Corrections – Violent Offenders Therapeutic Programs (VOTP)</p> <p>These are residential therapy programs for men who have a history of violent behaviour. A modified therapeutic community setting enables offenders to work intensively on changing the thinking, attitudes and feelings that led to their offending behaviour. Programs included are Self-Regulation, High Intensity, and Maintenance.</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>CSNSW Custodial Corrections Sex Offender Programs</p> <p>The goal of these programs is to help participants acquire the knowledge, skills, attitudes and self-confidence necessary to achieve a greater level of satisfaction and happiness in their life and the lives of the people around them. There are separate programs to prepare/motivate, treat and then maintain the treatment gains of sexual offenders. These are:</p> <ul style="list-style-type: none"> • CUBIT – Custody – based Intensive Treatment Program • CORE Moderate – CUBIT Outreach • Self-regulation Program: Sexual Offenders • Custody-based Deniers • Custody-based Maintenance Program. <p>Assessments are undertaken to determine which offenders qualify for the high intensity and moderate intensity programs. Offenders who are unsuitable or lower risk are recommended for alternate intervention pathways based on their risk/needs.</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>CSNSW Custodial Corrections Training and Education</p> <ul style="list-style-type: none"> • Traineeships • Foundational skills and vocational training | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>CSNSW Custodial Corrections Corrective Service Industries (CSI) employment</p> <p>CSI facilities offer participation in work programs as part of a suite of offender programs. Offender work programs aim to provide a work readiness capability for offenders to enhance their opportunity to gain and retain employment upon release and to contribute to Corrective Services NSW mission of reducing reoffending.</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |

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| <p>CSNSW Community Corrections Practice Guide for Intervention</p> <p>Reduces justice order breaches and reoffending</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>CSNSW Community Corrections Parole Order reforms</p> <p>Parole Orders set out the supervision conditions for inmates released on parole. Under recent parole reforms Community Corrections have clearer authority to impose penalties for less serious parole breaches, such as failing to report. Penalties are targeted at addressing the cause of the breach and can include imposing curfews or directing an offender to submit to increased reporting or drug and alcohol testing. Serious breaches will continue to be reported to the State Parole Authority.</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>CSNSW Community Corrections new Practice Guide for Intervention (PGI).</p> <p>The PGI increases the capacity and capability of all Community Corrections officers to deliver cognitive behaviour therapy as part of one-on-one interventions with offenders in the community who are under Community Corrections supervision. These interventions are being targeted at offenders who are assessed as having a medium to high risk of reoffending. The PGI provides guidance on how officers should work with offenders to tackle antisocial attitudes and criminal behaviour in their one to one interactions and interviews.</p> | Existing | | | <p>Minister for Counter Terrorism and Corrections</p> <p>ALS NSW</p> |
| <p>Intensive Corrections Order (ICO) reform</p> <p>Sentencing reform which commenced in 2018 aims to make ICOs more flexible and customisable with conditions that hold offenders accountable and address their risk of reoffending.</p> | Existing | | | <p>Attorney General</p> <p>ALS NSW</p> |
| <p>Revenue NSW – Work and Development Orders</p> <p>The Work and Development Order (WDO) program aims to reduce secondary offending (in particular driver licensing breaches) due to fine default by allowing customers to reduce their fines through unpaid work with, or treatment with, an approved organisation.</p> | Existing | | | <p>Attorney General</p> <p>ALS NSW</p> |
| <p>LawAccess NSW Civil and Criminal law Information and Advice Service</p> <p>This is a free government telephone service that provides legal information, referrals and in some cases, advice for people who have a legal problem in NSW.</p> | Existing | | | <p>Attorney General</p> <p>ALS NSW</p> |

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| <p>Wellington Women’s Correctional Centre pilot project A partnership with Corrections NSW - Pre-release support for Aboriginal and Torres Strait Islander women to reduce reoffending and assist in their transition into the community. Program will provide Domestic and Family Violence support surrounding the understanding of AVO conditions and compliance.</p> | New | No | Pilot | Minister for Police and Emergency Services Minister for Counter Terrorism and Corrections |
| <p>Justice Diversion Programs Magistrates Early Referral into Treatment (MERIT) is a voluntary program for adults in the Local Court who have problematic alcohol and/or other drug use. MERIT provides access to a wide range of alcohol and other drug treatment services for 12 weeks while court matters are deferred. Aboriginal and Torres Strait Islander people are a priority population for MERIT teams. MERIT is available at 62 NSW Local Courts, potentially available to 81 per cent of defendants in NSW. Resources to support Aboriginal and Torres Strait Islander participation in MERIT are available.</p> <p>Adult Drug Court is a specialised court, operating under the Drug Court Act 1998 with the aim of breaking the cycle of drug dependency, criminal activity and imprisonment. The court targets drug-dependent adult offenders who are facing a custodial sentence and offers the option of drug treatment while on parole or probation. The approach works with close cooperation between the Ministry of Health, Justice Health and the Forensic Mental Health Network, Local Health Districts and a range of Non-government organisations which provide residential rehabilitation.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system.

Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

Aboriginal and Torres Strait young people are highly represented in the criminal justice system compared to non-indigenous young people. The closing the gap youth justice target is to reduce the rate of Aboriginal and Torres Strait Islander youth detention by 30% by 2031. Based on the latest Aboriginal and Torres Strait Islander population projection for NSW, this equates to a target Aboriginal and Torres Strait Islander youth detention population of 92 in 2031.

Minister Responsible

Attorney General.

Partnership with Indigenous Australians

Aboriginal Legal Service (NSW/ACT) Limited (ALS).

Data

| NSW baseline (as at time of National Agreement inception) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|--|--|--|-----------------------------------|
| The Aboriginal and Torres Strait Islander youth detention rate is 24.2 per 10,000 population | A 30% reduction (i.e 7.3 people per 10,000) in the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by 2031 | The Aboriginal and Torres Strait Islander imprisonment rate per 100,000 people in NSW IS 1,684.2 | TBC |

Indicators:

Drivers:

- Un-sentenced detention rates
- Average time in detention for unsentenced youth
- Proportion of young alleged offenders (10-17 years) involved in police proceedings including charges and summons, cautions, diversions
- Proportion of young people convicted and sentenced, by type of sentence (community supervision, detention)
- Entrant rate to detention – newly sentenced to youth detention
- Proportion of youth under community supervision transitioning to detention
- Young people returning to detention or community supervision
- Proportion of young people first coming into youth justice system aged 10-13 (offending and courts data, first entry to detention)

Contextual information:

- Community supervision trends
 - Proportion of young people in detention who had received child protection services (including out-of-home care)
- Proportion exiting detention, by reason
- Progress towards parity

Outcome 11: Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system.

Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
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| <p>Youth Koori Court</p> <p>The Youth Koori Court program is open to Aboriginal and Torres Strait Islander young people who plead guilty to a criminal charge or have been found guilty of an offence at hearing.</p> <p>The court aims to reduce the number of Aboriginal and Torres Strait Islander children in custody and to provide support services to address issues associated with the risk of reoffending, including unstable housing, lack of engagement in education and employment, disconnection from Aboriginal and Torres Strait Islander culture, and drug and alcohol misuse.</p> <p>The Youth Koori Court has the same powers as the Children’s Court and involves the Aboriginal and Torres Strait Islander community in the court process. It operates in a culturally respectful way and involves Elders or respected Aboriginal and Torres Strait Islander community members, family, friends and key workers sitting around a table to discuss issues that may be impacting a young person’s offending behaviour in discussion with the young person.</p> <p>The Youth Koori Court pilot program commenced operation at Parramatta Children’s Court in 2015, and expanded to the Surry Hills Children’s Court in 2019.</p> <p>The State-wide Adolescent Court and Community Team provides support to assist in diversion from custody, with Aboriginal Mental Health Clinical Leaders providing additional support to these Youth Koori Courts.</p> | Existing | Yes | 30 June 2021 | Attorney General ALS NSW |
| <p>Youth Justice Conferencing</p> <p>Youth Justice Conferencing is a mainstream community-based response that brings young offenders, their families and supporters face-to-face with victims, their supporters and police to discuss the crime and how people have been affected. It emphasises restitution by the offender and their acceptance of responsibility for their behaviour and empowers victims and families.</p> | Existing | No | Ongoing | Attorney General ALS NSW |

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| <p>Youth Justice Youth on Track</p> <p>Youth on Track is a mainstream early intervention scheme designed to coordinate services for 10-17-year-old offenders before they become entrenched in the criminal justice system. The service provider delivers case management and offence focused interventions in seven sites: Blacktown, Central West, Coffs-Clarence, Hunter, Mid North Coast, New England, and Riverina.</p> | Existing | Yes | 2021 (pending evaluation results) | Attorney General ALS NSW |
| <p>Youth Justice My Journey, My Life</p> <p>My Journey My Life is an Aboriginal and Torres Strait Islander specific program for young men and boys which aims to address violence within relationships. It seeks to facilitate participants' movement from relationships based on power and control, towards relationships based on respect using a culturally appropriate and responsive facilitation model.</p> <p>The program was developed to be delivered in a small group format, preferably over a 4-5-day block, however it has recently been adapted to be delivered on an individual basis over the course of eight weeks.</p> | Existing | No | Ongoing | Attorney General ALS NSW |
| <p>Youth Justice Yinnar - My Journey My Life (Female version)</p> <p>In 2019-20 the Youth Justice Aboriginal Strategic Coordination Unit adapted and tailored the My Journey My Life program for use with Aboriginal and Torres Strait Islander young females. The pilot for this program will occur early 2021. The program will provide offence focused intervention to young Aboriginal and Torres Strait Islander females with a history of violent or anti-social behaviour.</p> | Existing | No | Ongoing | Attorney General ALS NSW |
| <p>Youth Justice Rural Residential Adolescent Alcohol and Other Drugs Rehabilitation Services</p> <p>These are rural residential alcohol and other drug rehabilitation services for 13 to 18-year-old clients of Youth Justice. The programs are targeted at young people with significant alcohol and other drug use that is related to their offending behaviour. This includes young people who have a dual diagnosis (mental health), as well as young people on methadone, buprenorphine and/or other medically supervised medications. They are 12-week residential services with a maximum stay of four months.</p> <ul style="list-style-type: none"> • Mac River - Dubbo • Junaa Buwa – Coffs Harbour | Existing | Yes | 2019-2022 | Attorney General ALS NSW |
| <p>Youth Justice Ngudjoong Billa Aboriginal Reintegration and Transition program</p> <p>Ngudjoong Billa is a partnership between Youth Justice and the South Coast Medical Service Aboriginal Corporation to implement a reintegration and transition program for Aboriginal and Torres Strait Islander young people. The program provides intensive case management</p> | Existing | Yes | Ongoing | Attorney General ALS NSW |

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| with a focus on strengthening cultural identity by building connections to family, community and country. | | | | |
| <p>Youth Justice Funded Casework Support Program</p> <p>Delivers socio-cultural and welfare-focused services to complement the offence-focus case management undertaken by YJ staff to address offending behaviour. To reduce the over-representation of Aboriginal and Torres Strait Islander young people in the YJNSW system the Program aims to meet the needs of Aboriginal and Torres Strait Islander young people in a culturally appropriate and safe way.</p> | Existing | Yes | 2024 | Attorney General ALS NSW |
| <p>Youth Justice Casework Review Project: Development of a Resource Allocation Framework (RAF)</p> <p>Will result in an increased focus on cultural casework and the level of cultural responsiveness when working young people. The RAF will officially acknowledge the cultural expertise which Aboriginal and Torres Strait Islander staff provide in addition to their normal duties.</p> | Existing | Yes | | Attorney General ALS NSW |
| <p>Youth Justice Aboriginal-controlled recruitment processes, and reviewing operational leadership roles</p> <p>The Youth Justice Executive are committed to improving recruitment, retention and promotion of Aboriginal and Torres Strait Islander people within Youth Justice. This includes Aboriginal-controlled recruitment processes, and reviewing operational leadership roles as they become vacant to consider targeting these roles for Aboriginal candidates</p> | Existing | Yes | | Attorney General ALS NSW |
| <p>Safe Aboriginal Youth (SAY) Night Patrol</p> <p>Reducing overrepresentation using a community-based service offering transport and outreach for Aboriginal and Torres Strait Islander young people on the streets late at night.</p> | Existing | Yes | | Attorney General ALS NSW |
| <p>Youth Justice Aboriginal Strategic Plan Performance Framework This plan provides clear accountability throughout all areas of the Youth Justice organisation for delivering against five goals and it ensures progress can now be measured more readily. The five goals are:</p> <ul style="list-style-type: none"> • fewer Aboriginal and Torres Strait Islander young people in custody or on Community Orders, • Aboriginal and Torres Strait Islander young people participating in early intervention and diversion programs, • more Aboriginal and Torres Strait Islander staff, particularly in senior and leadership roles, • embedded cultural practice across YJNSW, and; | Existing | No | 2018-2022 | Attorney General ALS NSW |

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| <ul style="list-style-type: none"> Aboriginal issues, needs and culture systematically addressed through policy and practice | | | | |
| <p>NSWPF Commissioner’s RISEUP Strategy (Including Fit for Work, Fit for Life, for Change, Fit for Home, Fitfor Service, Fit to Strive, Fit Together, Fit to Learn)</p> <p>RISEUP is a strategy developed by the NSW Police Commissioner, connecting disengaged young people to workplace opportunities. RISEUP incorporates job ready programs, mentoring and vocational training forat risk youth to build their engagement with education, employment opportunities and the community.</p> | Existing | NSWPF and PCYC | Ongoing | Minister for Police & Emergency Services |
| <p>Pre-Release Program Pilot (Commissioner’s RISEUPStrategy outreach program)</p> <p>The pre-release program is a Fit for Life Outreach program pilot which has been run from the Cobhamand Orana Juvenile Justice Centres. Th 6-week program seeks to engage young people in custody prior to their release and continue this meaningful engagement when they return to their communities.</p> | New | No | Pilot | Minister for Police & Emergency Services |
| <p>Work Development Order (WDO) Scheme</p> <p>WDO’s enable participants to reduce fines by up to \$1000 a month. Timeframe depends on financial penalty.</p> | Existing | No | Ongoing | Minister for Customer Service Minister for Policeand Emergency Services |
| <p>Get Legal, Get Licensed, Get Work – delivered by Bara Barang</p> <p>The purpose of this curriculum is to help with the literacy, numeracy and computer skills needed to pass the Driver Knowledge Test. This program assists participants to understand and test their knowledge of the Road Users Handbook whilst developing literacy skills at the same time.</p> | Existing | No | Ongoing | Minister for Policeand Emergency Services |
| <p>Justice Diversion Programs</p> <p>Magistrates Early Referral into Treatment (MERIT) is a voluntary program for adults in the Local Court who have problematic alcohol and/or other drug use. MERIT provides access to a wide range of alcohol and other drug treatment services for 12 weeks while court matters are deferred. Aboriginal and Torres Strait Islander people are a priority population for MERIT teams. Resources to support Aboriginal participation in MERIT are available.</p> <p>Adult Drug Court is a specialised court, operating under the Drug Court Act 1998 with the aim of breaking the cycle of drug dependency, criminal activity and imprisonment. The court targets drug-dependent adult offenders who are facing a custodial sentence and offers the option of drug treatment while on parole or probation. The approach works with close cooperation involving the Ministry of Health, Justice Health and the Forensic</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research AH&MRC |

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| <p>Mental Health Network, LHDs and a range of NGO which provide residential rehabilitation.</p> | | | | |
| <p>Problematic and harmful sexual behaviours by children and young people The NSW Government, led by NSW Health, is undertaking a program of work to prevent and improve responses to children and young people (0-17 years) with and affected by problematic and harmful sexual behaviours, including the development of a NSW Government Framework for prevention and response to children and young people with problematic and harmful sexual behaviours. This work is in response to the Royal Commission into Institutional Responses to Child Sexual Abuse, Final Report. The NSW Government has committed to the development of a Framework to guide the implementation of a child and family centred response that promotes prevention and delivers appropriate and culturally safe supports to children and young people with problematic and harmful sexual behaviours. The Framework will ensure that there are clearer referral pathways for children to access expert assessment and therapeutic supports to address their behaviours. NSW Health partnered with the Department of Communities and Justice to lead on a review of policy and legislation frameworks across jurisdictions to inform a proposed future model for NSW that will aim to reduce the number of children with harmful sexual behaviours from entering criminal justice and instead, where appropriate they will receive specialist support to change their behaviour, in the community. A final draft Framework, including the policy and legislation model that underpins it is anticipated to be provided to interagency partners for consideration in early 2021/22.</p> | <p>Existing</p> | <p>Funding is required to implement the model</p> | <p>A final draft Framework, including the policy and legislation model that underpins it is anticipated to be provided to interagency partners for consideration in early 2021/22. Cabinet and Expenditure Review Committee processes will follow.</p> | <p>Minister for Health and Medical Research</p> |

Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system.

Target 12: By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

The Department of Communities and Justice recognises the ongoing strength and resilience of Aboriginal and Torres Strait Islander people in sustaining the world's oldest living cultures.

Achieving outcomes in partnership with Aboriginal and Torres Strait Islander people, families and communities, who represent a significant proportion of our service recipients, is the greatest driver to create positive change, at a population-wide scale, within the human and justice services system.

Minister Responsible

Attorney General.

Partnership with Indigenous Australians

NSW Child, Family and Community Peak Aboriginal Corporation (AbSec).

AbSec was briefly consulted on the intent of the response.

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
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| 60.2 per 1,000 Aboriginal and Torres Strait Islander children in OOHC in NSW | A 45% reduction (i.e. 27.1 children per 1,000) in the rate of Aboriginal and Torres Strait Islander children in OOHC by 2031 | Australian Institute of Health and Welfare (AIHW) | NSW data has remained relatively stable over the past several years. |

Indicators:

Drivers:

- Number of Aboriginal and Torres Strait Islander children in out-of-home care
- Proportion of children in out-of-home care (0-17 years old) that are Aboriginal and Torres Strait Islander
- Proportion of children on care and protection order that are Aboriginal and Torres Strait Islander

Contextual information:

- Proportion of children (0-17 years old) who spent time in out-of-home care by length of time categories (e.g. 12 months, 24 months etc.) that are Aboriginal and Torres Strait Islander
- Measuring progress of the application of the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP): Proportion of Aboriginal and Torres Strait Islander children in out-of-home care by type of placement; by relationship with caregiver
- Proportion of children aged 0-17 in out-of-home care that are Aboriginal and Torres Strait Islander who were placed with relatives or kin, or other Aboriginal and Torres Strait Islander carers
- Proportion of children aged 0-17 in out-of-home care that are Aboriginal and Torres Strait Islander who have current documented and approved cultural support plans
- Proportion of children admitted to out-of-home care that are Aboriginal and Torres Strait Islander
- Proportion of children who exited out-of-home-care to a permanency outcome that are Aboriginal and Torres Strait Islander
- Proportion of children 0-17 discharged from out-of-home care that are Aboriginal and Torres Strait Islander

- Proportion of children that are Aboriginal and Torres Strait Islander aged 0-16 who exited out-of-home care to reunification in the previous year and did not return to out-of-home care in 12 months or less
- Proportion of children who were subjects of substantiations of notifications that are Aboriginal and Torres Strait Islander
- Rates of substantiation of a notification by type of abuse, including emotional abuse, neglect, physical abuse and sexual abuse
- Proportion of children who were the subject of a substantiation of a notification that are Aboriginal and Torres Strait Islander by type of abuse, including emotional abuse, neglect, physical abuse and sexual abuse

Outcome 12: Aboriginal and Torres Strait Islander children are not over-represented in the child protection system.

Target 12: By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
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| <p>New Street is a community-based specialist treatment service that delivers family-based therapy and support service for children and young people to help them understand and stop harmful sexual behaviours.</p> | Existing | TBC | Ongoing | Minister for Health and Medical Research |
| <p>Safe Wayz</p> <p>NSW Health is augmenting existing services and supports for children under 10 years with problematic or harmful sexual behaviours. A new Program called Safe Wayz will be rolled out in a phased approach, across the State from mid-2021. The Program will implement a public health approach with a focus on local coordination of prevention initiatives, supporting generalist services to provide early family support through engagement and advice and ensuring pathways into tertiary, specialist services are in place for those children and families who need them. The Program also aims to promote multi-agency responses, recognising that no single agency has sole responsibility for addressing this issue.</p> <p>engagement</p> | New | TBC | Rolled out in a phased approach, across the State from mid-2021 | Minister for Health and Medical Research |
| <p>Aboriginal Child and Family Investment Strategy (ACFIS)</p> <p>DCJ and AbSec co-designed the Aboriginal Child and Family Investment Strategy (ACFIS) that focuses government investment in ACCOs on a very deliberate growth and investment strategy that includes workforce, funding streams and the intent to build a locally responsive, community focused organisation.</p> | <p>Existing DCJ funding agreement with ABSEC for delivery of five initiatives</p> <p>New – remaining 10 ACFIS initiatives are yet to commence</p> | Yes | 30% of Targeted Early Intervention Reform funding committed for Aboriginal families by 2021 | Minister for Families, Communities and Disability Services AbSec |

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| <p>Sector support funding initiatives</p> <p>DCJ uses tailored supports to achieve significant industry growth, while supporting other service reforms such as the Permanency Support Program and building capacity to sustain service quality levels. Discretionary budget has been utilised to fund discrete short-term activity.</p> <p>Existing programs in the West and Far West.</p> <p>AbSec is funded for delivery.</p> | Existing | Yes | By 2022/23 | Minister for Families, Communities and Disability Services AbSec |
| <p>Review and revise the SARA tool to better reflect Aboriginal and Torres Strait Islander strengths and so reduce numbers of Aboriginal and Torres Strait Islander children coming into care.</p> | New | No (not required) | December 2021 | Minister for Families, Communities and Disability Services AbSec |
| <p>Undertaking Aboriginal Impact Statements on a range of Casework Practice Mandates to raise cultural content and competence in the writers and subsequent product – which is then used by caseworkers as How To guides.</p> | Existing. | No (not required) | August 2021 | Minister for Families, Communities and Disability Services AbSec |
| <p>Leadership Development Program revision.</p> <p>This project will transform the design, language and cultural competence of trained Managers Casework and Directors Community Services.</p> | New | No (not required) | December 2021 | Minister for Families, Communities and Disability Services AbSec |
| <p>Aboriginal Cultural Capability Framework</p> <ol style="list-style-type: none"> 1. Increase the cultural capability of all staff to improve how we work with Aboriginal and Torres Strait Islander families and communities. 2. Improve the cultural safety of all Aboriginal and Torres Strait Islander staff in DCJ | Existing | Yes | 2023 | Minister for Families, Communities and Disability Services AbSec |
| <p>Aboriginal Child and Family Centres</p> <p>These 9 centres align with Priority Reforms through partnerships with Aboriginal and Torres Strait Islander NGOs by providing an integrated, tailored and culturally appropriate mix of services. Services are provided in purpose-built premises where early childhood and family support is co-located.</p> <p>Partnership in place through MOU with Department of Education.</p> | Existing | Yes | 2023/Ongoing | Minister for Families, Communities and Disability Services AbSec |

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| <p>Aboriginal Child and Family Centres program evaluation</p> | Existing | Yes | By end 2021 | Minister for Families, Communities and Disability Services AbSec |
| <p>Child Wellbeing & Protection Steering Committee and CWUs.</p> <p>CWUs are in Health, Education and Police; DCJ funds, is secretariat and sits on steering committee and subcommittees. Need to enhance relationships, data sharing and evaluation for intergovernmental approach to target 12. This action requires partnership arrangements with Health, Education and Police.</p> | Existing | Yes | 2023 | Minister for Families, Communities and Disability Services AbSec |
| <p>Aboriginal Client Satisfaction and Experience review.</p> <p>First-hand accounts of the experience of children is lacking. Information is only via the caseworker or maybe parents. Need children's accounts in order to make direct improvements. This will have to be done in partnership with service providers and was identified in Aboriginal Client Satisfaction and Experience engagements.</p> | New | No | Ongoing | Minister for Families, Communities and Disability Services AbSec |
| <p>The NSW Government Framework for the prevention and responses to children and young people with problematic and harmful sexual behaviours</p> <p>This will take a public health approach and will include development of a NSW Prevention Strategy with clear actions to prevent problematic and harmful sexual behaviours.</p> <p>A recommended model for common approaches across agencies to the identification of and timely responses to the behaviours is being developed. It will build on existing models for collaboration across agencies and provide screening, assessment and support tools. The model will support individualised responses that take into account the age and developmental level of the child. It will take a trauma informed approach recognising the ongoing impacts of colonisation on Aboriginal families and that many children and young people who engage in harmful sexual behaviours are more likely to have a number of Adverse Childhood Experiences (ACEs), which might include violence, abuse and neglect.</p> <p>The recommended model will take an ecological and holistic approach and address the needs of the broader family system and other contextual and environmental factors to support safe home and community environments for all children impacted by the behaviours.</p> | Existing | Funding is required to implement the model | A final draft Framework, including the policy and legislation model that underpins it is anticipated to be provided to interagency partners for consideration in early 2021/22. Cabinet and Expenditure Review Committee processes will follow. | Minister for Health and Medical Research |

Outcome 13: Aboriginal and Torres Strait Islander families and households are safe.

Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50% as progress towards zero.

Safe communities, where people feel secure and protected from harm within their home, workplace and community, are important for physical and social and emotional wellbeing. When a person feels safe, they are enabled to live a better quality and healthier life and are more likely to engage in the community, and the community faces a lower incidence of and costs from injuries and violence.

Aboriginal and Torres Strait Islander women and children experience family violence and abuse at higher rates than the general Australian population. This target is critical to ensuring the safety, health and wellbeing of Aboriginal and Torres Strait Islander families and communities, so that all Aboriginal and Torres Strait Islander people can lead happy and healthy lives.

The NSW Government is committed to a holistic and culturally appropriate approach to reducing the rate of all forms of family violence and abuse in the Aboriginal and Torres Strait Islander community. Government agencies work in partnership with Aboriginal and Torres Strait Islander legal, health and community services to deliver programs for early intervention and crisis support.

Ministers Responsible

Attorney General, and Minister for the Prevention of Domestic Violence.

Minister for Families, Communities and Disability Services.

Partnership with Indigenous Australians

Aboriginal Legal Service (NSW/ACT) Limited (ALS).

Data

| NSW baseline (<i>at time of National Agreement</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|---|---|--|--|
| Approximately 10% of Aboriginal women and girls report experiencing domestic physical or threatened physical harm in the last 12 months | Approximate reduction of 5 percentage points as progress towards zero | ABS National Aboriginal and Torres Strait Islander Health Survey | Data work in development. |

Indicators:

Drivers:

- Proportion of Aboriginal and Torres Strait Islander women self-reporting physical violence experience, by relationship to perpetrator
- Rates of Aboriginal and Torres Strait Islander child protection substantiations related to family violence
- Rates of Aboriginal and Torres Strait Islander children entering out-of-home care and receiving protection orders, where family violence is indicated
- Proportion of Aboriginal and Torres Strait Islander women reporting family violence is common in their communities
- Rates of Aboriginal and Torres Strait Islander community awareness of what constitutes family violence (physical and non-physical violence: sexual, emotional, psychological and economic abuse and violence)
- Proportion of Aboriginal and Torres Strait Islander people identifying certain behaviours as forms of family violence (physical, sexual, emotional, psychological and financial control)

- Rate of community attitudinal support (acceptance) of violence against women and children (justifying, excusing, minimising, hiding or shifting blame for family violence)
- Rates of Aboriginal and Torres Strait Islander women/children homicide victim rates, by victim-offender relationship

Contextual information:

- Rates of Aboriginal and Torres Strait Islander women/children victims of family and domestic violence recorded by police (data available for NSW, SA & NT)
- Rates of Aboriginal and Torres Strait Islander women/children victims of sexual assault, by victim-offender relationship (data available for NSW, QLD, SA & NT)
- Rates of hospitalisation for family violence assaults for Aboriginal and Torres Strait Islander women and children; by relationship to perpetrator
- Rates of Aboriginal and Torres Strait Islander women/children homicide victim rates, by victim-offender relationship
- Proportion of Aboriginal and Torres Strait Islander women reporting to have sought help from support services (police, legal, counselling, housing, etc.), by service type
- Proportion of Aboriginal and Torres Strait Islander women reporting barriers in seeking help from support services, by barrier type
- Rate of Aboriginal and Torres Strait Islander women seeking assistance from Specialist Homelessness Services for reasons of family violence (admin data based) (AIHW Specialist Homelessness Services database)
- Proportion of Aboriginal and Torres Strait Islander persons accompanied with children seeking assistance from Specialist Homelessness Services for reasons of family violence (AIHW Specialist Homelessness Services database)

Outcome 13: Aboriginal and Torres Strait Islander families and households are safe.

Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|--|-----------------|--|--|--|
| <p>What's Your Plan</p> <p>A pilot intervention under the Premier's Priority to Reduce Domestic Violence Reoffending, where Aboriginal Client and Community Support Officers work one-on-one with Aboriginal and Torres Strait Islander defendants to develop plans and receive SMS reminders and follow-up calls to help them comply with their Apprehended Domestic Violence Order conditions to reduce Apprehended Domestic Violence Order breaches.</p> <p>This action is delivered in NSW.</p> | Existing | Yes | Ongoing (evaluation due June 2021) | <p>Attorney General, and Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |
| <p>Tackling Violence</p> <p>A NSW Government community education, early intervention and prevention program working with regional rugby league clubs to promote changed attitudes and behaviours to domestic violence.</p> <p>Tackling Violence is delivered by NSW Health's Education Centre Against Violence (ECAV).</p> <p>While not designed as a targeted Aboriginal and Torres Strait Islander program, Tackling Violence is delivered in many communities with high Aboriginal and Torres Strait Islander populations.</p> <p>The objectives of Tackling Violence include to change attitudes and increase awareness about domestic and family violence, increase its reporting in Aboriginal and Torres Strait Islander communities, and to improve community readiness to respond to domestic and family violence.</p> | Existing | Yes | Ongoing | <p>Attorney General, and Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |

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| Tackling Violence was independently evaluated in 2019 by ARTD Consultants, and found to have a successful reach and reputation across rural and remote NSW communities and a positive impact on players, clubs and the broader community. | | | | |
| The Attorney General and Minister for the Prevention of Domestic Violence has hosted two forums with Aboriginal and Torres Strait Islander frontline workers and people with lived experience of domestic and family violence in 2020 . The purpose of the forums was to inform NSW's efforts in preventing and responding to domestic and family violence through developing policy responses inclusive of the perspectives of Aboriginal and Torres Strait Islander women. The forums were hosted in partnership with Domestic Violence NSW (DVNSW) | Existing | No | 2020 | Attorney General, and Minister for the Prevention of Domestic Violence ALS NSW |
| In 2019/2020, two programs were funded under the first tranche of the COVID-19 domestic violence stimulus package. West Connect Domestic Violence Services (now DV West) Inc (Wirrawee Gunya) and South Coast Women's Health and Welfare Aboriginal Corporation (Waminda) | Existing | Yes | 2019/20 – 2020/21 | Attorney General, and Minister for the Prevention of Domestic Violence ALS NSW |
| Under Tranche II of the COVID-19 domestic violence stimulus funding, four organisations received grant funding which specifically provide support to Aboriginal and Torres Strait Islander clients. These organisations are: <ul style="list-style-type: none"> • Wirringa Baiya Aboriginal Women's Legal Centre Inc., • Riverina Medical and Dental Aboriginal Corporation, • Mudgin-gal Aboriginal Corporation Family Services Illawarra Ltd trading as Family Services Australia. | New (November 2020) | Yes | 2019/20 – 2020/21 | Attorney General, and Minister for the Prevention of Domestic Violence ALS NSW |
| Youth Justice Family and Domestic Violence Strategy 2019-2022 The Youth Justice Domestic and Family Violence Strategy 2019-2022 (the Strategy) outlines our four year plan to help children and young people who are victims of domestic and family violence (DFV) and/or use violence in the home receive the specialist support they need. The Strategy also aims to raise awareness of adolescent violence in the home, and improve access to support services for young people and their families. The Strategy informs Youth Justice policy and practice, and provides staff with the skills and support they need to address juvenile DFV | Existing | No | 2022 | Minister for the Prevention of Domestic Violence ALS NSW |

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| <p>Corrective Services NSW Strategy for Aboriginal Offenders A skills-based approach that supports Aboriginal and Torres Strait Islander offenders in desisting from crime, promotes personal autonomy and encourages individuals to take responsibility for their actions.</p> | Existing | | | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer Lives for Women, Men and Children Prevention, intervention and victim support strategies.</p> | Existing | Yes | 2021 | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>The NSW Sexual Assault Strategy 2018-2021 Covers prevention, intervention and victim support.</p> | Existing | | 2021 | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>NSW Health’s Integrated Prevention and Response to Violence, Abuse and Neglect (IPARVAN) Framework NSW Health’s Integrated Prevention and Response to Violence, Abuse and Neglect Framework is the key strategic platform for redesign to enhance the capacity of public health to respond to all forms of violence, abuse and neglect, has specific attention to, and relevant actions for Aboriginal and Torres Strait Islander people and communities.</p> | Existing | Yes | | Minister for Health and Medical Research |

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| <p>Men's Behaviour Change Programs – Men's referral service NSW's first telephone counselling and referral service for violent or potentially violent men to help reduce domestic violence. Changing the behaviour and attitudes of men who use violence lies at the heart of reducing domestic and family violence.</p> | Existing | Yes | | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>ENGAGE A voluntary one-day workshop delivered in the community to improve readiness for longer-term men's behaviour change programs</p> | Existing | Yes | | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>Safer Pathway Safer Pathway is a NSW Government program that supports victim-survivors of domestic and family violence across NSW.</p> <p>Safer Pathway is available to any person who has experienced domestic and family violence in NSW.</p> <p>Within Safer Pathway, relevant government and non-government agencies work together to identify people experiencing domestic and family violence, and to offer them support to increase their safety.</p> | Existing | | | Minister for the Prevention of Domestic Violence ALS NSW |
| <p>Domestic Violence Routine Screening Program The Domestic Violence Routine Screening Program is an early identification and intervention strategy to promote awareness of the health impact of domestic violence, ask questions about patients' safety in relationships and the safety of their children, and to provide information on relevant health services for victims.</p> | Existing | No | Ongoing | Minister for Health and Medical Research |

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| <p>Aboriginal Family Wellbeing and Violence Prevention Strategy</p> <p>A comprehensive Aboriginal Family Wellbeing and Violence Prevention Strategy is also under development. The new Strategy will reach beyond the Aboriginal Family Wellbeing and Violence Prevention Workforce to the broader NSW Health context. Expanded service delivery and capacity-building is the focus of the new Strategy.</p> <p>Aboriginal Family Wellbeing and Violence Prevention Workers (AFWVPW) work on locally based projects across NSW. The current workforce includes AFWVPW, Aboriginal Family Wellbeing and Violence Prevention Coordinators and Local Support Coordinators. These positions are located in NSW Health LHDs, ACCHOs and NGOs.</p> | Existing | Yes | Ongoing | <p>Minister for Health and Medical Research</p> <p>AH&MRC</p> |
| <p>Integrated Domestic and Family Violence Services</p> <p>The Integrated Domestic and Family Violence Services (IDFVS) program provides women and their children with the emotional and practical support they need to recover from domestic and family violence.</p> <p>The program empowers women to keep themselves and their family safe if they stay in their home or to devise a 'safety plan' so they can leave if they choose. The program also supports people who decide to pursue the prosecution of someone who has abused them through the courts. In addition, IDFVS helps to find the right therapeutic support for children.</p> | Existing | | | <p>Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |
| <p>EQUIPS Domestic Abuse Program</p> <p>Corrective Service NSW's suite of behaviour change programs, delivered in custodial and community settings</p> | Existing | Yes | | <p>Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |
| <p>Remand DV</p> <p>Voluntary program being trialled at select correctional centres, focussed on defendants on remand providing them with knowledge and skills for healthy relationships and to recognising their abusive behaviour)</p> | New? | Yes | | <p>Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |
| <p>ReINVEST</p> <p>UNSW trial examining whether treatment with a class of antidepressant is effective in reducing offending behaviour in impulsive, repeat-violent offenders, including DV offenders</p> | Existing | | | <p>Minister for the Prevention of Domestic Violence</p> <p>ALS NSW</p> |
| <p>Yuin Stronger Communities Protocol NSW SouthCoast</p> <p>A pilot project with proactive partnering with Aboriginal Elders, the Community, the Non-government and government services to co-design culturally appropriate prevention strategies aimed</p> | New | Yes | Ongoing | <p>Minister for Police and Emergency Services</p> |

| | | | | |
|---|----------|-----|------------------------------------|--|
| ataddressing the disproportionate rates of Domestic and Family Violence within local Aboriginal Communities. | | | | |
| <p>Bad V – Brothers Against Violence</p> <p>Partnership program between Illawarra Koori Men’sSupport Group with Aboriginal Elders, Corrective Services, Relationships NSW. Supports NSWPF programs related to Domestic and Family Violence, Cultural Violence, Circle of Violence and Work Development Order (WDO) support. Participants enter the program through Court order or Police referral.</p> | Existing | No | Ongoing | Minister for Police and Emergency Services |
| <p>New Specialist Integrated Service Model</p> <p>2 LHDs are funded for 3 years to pilot a new specialist integrated service model, rolled out state-wide from 2022-23. The pilot project requires LHDs to work in partnership with Aboriginal Health and community services to meet the specific needs of Aboriginal and Torres Strait Islander survivors of child sexual abuse and families.</p> | New | Yes | Rolled out state-wide from 2022-23 | Minister for Health and Medical Research |
| <p>Sexual Assault Services</p> <p>Through Health’s Royal Commission commitments, Sexual Assault Services are funded to improve cultural safety and access for Aboriginal and Torres Strait Islander people and will receive further funding to expand their Aboriginal- and Torres Strait Islander-identified workforce. Services will undertake a range of targeted work to ensure culturally safe service delivery and support and retention of Aboriginal and Torres Strait Islander staff.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| <p>Aboriginal Family Health Worker Program</p> <p>The Justice Health & Forensic Mental Health Network continues to support the Aboriginal Family Health Worker program in partnership with Waminda South Coast Women's Health and Welfare Aboriginal Corporation. This program supports families at risk in the community, in reach support and transitioning back to the community. Adolescent Mental Health provide Mental Health literacy groups to young people on violence abuse and neglect to hopefully reduce the cycle of violence.</p> | Existing | TBC | Ongoing | Minister for Health and Medical Research AH&MRC |

Targets

Outcome 14: Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.

Target 14: Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.

Suicide is highly distressing for the whole community, and it causes disruptive ripple effects on the families, friends and communities who are bereaved. The suicide rate for Aboriginal and Torres Strait Islander people is significantly higher than the general Australian population, and it continues to increase. This target is critical to ensuring the health and wellbeing of whole communities, so that all Aboriginal and Torres Strait Islander people can lead happy and healthy lives.

Suicide prevention studies have identified the need to focus on protective factors, such as community connectedness, strengthening the individual and rebuilding family, as well as culturally based programs. Approaches to suicide prevention need to have community leadership, and include Healing activities and local support to address community challenges.

NSW Health is committed to working in partnership with Aboriginal and Torres Strait Islander health and community services to reduce suicides in the Aboriginal and Torres Strait Islander community. NSW Health funds crisis care and support initiatives to expand service delivery and capacity building, so that Aboriginal and Torres Strait Islander people and communities can be supported in a culturally safe environment.

Minister Responsible

Minister for Health and Medical Research.

Minister for Mental Health, Regional Youth and Women.

Partnership with Indigenous Australians

NSW Aboriginal Health Partnership Agreement 2015-2025, between the Aboriginal Health & Medical Research Council of New South Wales (AH&MRC) and the NSW Government through the Health Portfolio:

<https://www.health.nsw.gov.au/aboriginal/Documents/aboriginal-health-partnership-agreement.pdf>

Data

| NSW baseline (<i>as at time of National Agreement inception</i>) | Change required to reach CtG target | Data Sources | Progress (<i>to be updated annually</i>) |
|--|---|--|---|
| 17.1 deaths by suicide per 100,000 population | 100% reduction in suicide of Aboriginal and Torres Strait Islander people | NSW Health and Australian Bureau of Statistics | The national age-standardised death rates for suicide for Aboriginal and Torres Strait Islander people indicates that for men, the rate has increased from 33.4 in 2010 to 37.6 in 2015-2019; for women, the rate has increased 8.1 in 2010 to 12.1 in 2015-2019 (Causes of Death, Australia - Australian Bureau of Statistics - 2019). |

Indicators:

Drivers:

- Non-fatal hospitalisations for intentional self-harm
- Intentional self-harm mortality rate (suicide)
- Hospitalisations for mental health-related disorders

Targets

Contextual information:

- Proportion of Aboriginal and Torres Strait Islander people reporting experiencing psychological distress
- Proportion of people reported experiencing one of more barriers accessing health services
- Mental health-related disorders mortality rates
- Proportion who report having experienced racism in the previous 12 months

Targets

| Outcome 14: Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing. | | | | |
|--|---|--|--|--|
| Target 14: Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero. | | | | |
| Action | Is this action: <ul style="list-style-type: none"> • existing, or • changed/new | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| <p>Towards Zero Suicides initiatives, under the Strategic Framework for Suicide Prevention in NSW 2018-2023</p> <p>These initiatives provide leading best practice crisis care and support, building on local community resilience and improving practices. The following initiatives are funded until 2022:</p> <ul style="list-style-type: none"> • Building on Resilience in Aboriginal Communities, in partnership with the Aboriginal Health & Medical Research Council of New South Wales (AH&MRC), providing funding for 12 culturally appropriate suicide prevention programs in Aboriginal and Torres Strait Islander communities through Aboriginal Community Controlled Health Organisations. • Community Gatekeeper Training initiative, providing funding to organisations to deliver speciality suicide awareness and prevention skills training courses. | Existing | Yes | 2023 | Minister for Mental Health, Regional Youth and Women AH&MRC |
| <p>New Specialist Integrated Service Model</p> <p>2 LHDs are funded for 3 years to pilot a new specialist integrated service model, rolled out state-wide from 2022-23. The pilot project requires LHDs to work in partnership with Aboriginal Health and community services to meet the specific needs of Aboriginal and Torres Strait Islander survivors of child sexual abuse and families.</p> | New | Yes | 2023 | Minister for Health and Medical Research |
| <p>NSW Health's Integrated Prevention and Response to Violence, Abuse and Neglect (IPARVAN) Framework is the key strategic platform for redesign to enhance the capacity of public health to respond to all forms of violence, abuse and neglect, has specific attention to, and relevant actions for, Aboriginal and Torres Strait Islander people and communities.</p> | Existing | Yes | Ongoing | Minister for Health and Medical Research |
| <p>Aboriginal Family Wellbeing and Violence Prevention Strategy</p> <p>A comprehensive Aboriginal Family Wellbeing and Violence Prevention Strategy is also under development. The new Strategy will reach beyond the Aboriginal Family Wellbeing and</p> | New | Yes | Ongoing | Minister for Health and |

Targets

| | | | | |
|---|----------|--|---------|--|
| <p>Violence Prevention Workforce to the broader NSW Health context. Expanded service delivery and capacity-building is the focus of the new Strategy.</p> <p>Aboriginal Family Wellbeing and Violence Prevention Workers (AFWVPW) work on locally based projects across NSW. The current workforce includes AFWVPW, Aboriginal Family Wellbeing and Violence Prevention Coordinators and Local Support Coordinators. These positions are located in NSW Health LHDs, ACCHOs and NGOs.</p> | | | | <p>Medical Research AH&MRC</p> |
| <p>Improving Sexual Assault Service Access for Aboriginal People</p> <p>Through Health’s Royal Commission commitments, Sexual Assault Services are funded to improve cultural safety and access for Aboriginal and Torres Strait Islander people and will receive further funding to expand their Aboriginal- and Torres Strait Islander-identified workforce. Services will undertake a range of targeted work to ensure culturally safe service delivery and support and retention of Aboriginal and Torres Strait Islander staff.</p> | Existing | Yes | Ongoing | <p>Minister for Health and Medical Research</p> |
| <p>Aboriginal Mental Health Traineeship Program</p> <p>The Justice Health & Forensic Mental Health Network continues to support the Aboriginal Mental Health traineeship program to develop a workforce that supports Aboriginal Mental Health. These include positions in both custodial and forensic mental health. This includes additional funding to support Aboriginal mental health telehealth services for custodial mental health services across the Network.</p> | Existing | This will be updated as part of implementation | Ongoing | <p>Minister for Health and Medical Research AH&MRC</p> |

Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

Target 15a: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interests.

Target 15b: By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the sea.

Mechanisms for recognising land in NSW subject to Aboriginal and Torres Strait Islander people’s legal rights or interests include:

- Native Title determinations under the *Native Title Act 1993 (Cth)*
- Indigenous Land Use Agreements (ILUAs) established under the *Native Title Act 1993 (Cth)*
- *Land granted to Local Aboriginal Land Councils under Part 4A of the National Parks and Wildlife Act 1974 (NSW)*
- *Land granted under the Aboriginal Land Rights Act 1983 (NSW)*

Minister Responsible

Minister for Water, Property and Housing.

Partnership with Indigenous Australians

NSW Aboriginal Land Councils.

National Parks and Wildlife Services - Aboriginal Advisory Groups.

Data

| NSW baseline (at time of National Agreement) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|--|--|---|--|
| <p>15a: 40,866 sq km of land subject to Aboriginal people’s legal rights and interests</p> <p>15b: 20 sq km of sea subject to Aboriginal people’s legal rights and interests</p> | <p>15a. A 15% increase (i.e 6,130 sq km) in landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interests by 2030.</p> <p>15b. A 15% increase (i.e 3sq km) in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the sea by 2030.</p> | <p>Internal data from the NSW Department of Planning, Industry and Environment</p> <p>DRNSW/DPI Fisheries (15b)</p> | <p>Land subject to Aboriginal and Torres Strait Islander people’s legal rights or interests include:</p> <ul style="list-style-type: none"> • 1,625 sq km through Aboriginal Land Councils granted under the Aboriginal Land Rights Act since 1983; • 17,107 sq km through Indigenous Land Use Agreements as at October 2020; • 17,293 sq km through National Parks Act Joint Management Agreements as at October 2020; and • 4,841 sq km through Native Title determinations as at June 2021. |

| | | | |
|--|--|--|--|
| | | | <p>In 2020, 20 sq km of sea country are subject to Native Title.</p> <p>Data development work is ongoing, to include rights and interests beyond Native Title.</p> |
|--|--|--|--|

Indicators:

Drivers:

- Aboriginal and Torres Strait Islander people’s owned land and water titles
- Number of land claims resolved under Commonwealth, state and territory land rights legislation
- Number of positive Native Title Determinations

Contextual information:

- Number of Indigenous Land Use Agreements (ILUAs) on the Register of Indigenous Land Use Agreements
- Income of registered native title bodies corporate as reported to the Office of the Registrar of Indigenous Corporations (ORIC), including income from businesses or grants
- Charitable trusts holding native title and land rights monies
- Number of Aboriginal and Torres Strait Islander people employed in water and land management
- Australia’s conservation estate that is managed by Aboriginal and Torres Strait Islander people
- Proportion of Aboriginal and Torres Strait Islander people who recognise and live on homelands/traditional country

Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

Target 15a: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interests.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|---|-----------------|--|--|--|
| Native Title Act 1993 (Cth) <ul style="list-style-type: none"> Native Title for land Native Title for water | Existing | Commonwealth funding | Ongoing | Minister for Water, Property and Housing NSWALC |
| Aboriginal Land Rights Act 1983 (NSW) <ul style="list-style-type: none"> Aboriginal Land Claims Aboriginal Land Agreements Land Negotiation Program – Review and Refresh: to reduce the backlog of land claims | Existing | | Ongoing | Minister for Water, Property and Housing NSWALC |
| Water Management Act 2000 (NSW) The NSW Water Management Act and the associated water sharing plans are the primary tools to define water sharing arrangements in NSW. | Existing | | Ongoing | Minister for Water, Property and Housing NSWALC |
| Crown Land Management Act 2016 (NSW) This Act provides for principles for Crown land management | Existing | | Ongoing | Minister for Water, Property and Housing NSWALC |
| Native Title, Indigenous Land Use Agreements (ILUAs) | Existing | Commonwealth funding | Ongoing | Minister for Water, Property and Housing NSWALC |
| NSW National Parks and Wildlife Service <ul style="list-style-type: none"> Aboriginal Joint Management program Aboriginal Cultural Tourism program Aboriginal Park Partnerships Funding program | Existing | Yes | Ongoing | Minister for Water, Property and Housing NSWALC |

| | | | | |
|--|----------|----------------------|---------|---|
| • Cultural heritage assessments | | | | |
| Local Land Services Local Land Services is a regional-focused NSW Government agency delivering quality customer services to farmers, landholders and the wider community. Local Land Services helps people make better decisions about the land they manage and helps rural and regional communities be profitable and sustainable into the future. This agency leads various community groups, including Aboriginal groups. | Existing | | Ongoing | |
| Joint partnerships under the Saving our Species program | Existing | Commonwealth funding | | Minister for Water, Property and Housing Minister for Energy and Environment NSWALC |

| Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters. | | | | |
|--|---|---|---|--|
| Target 15b: By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people's legal rights or interests in the sea. | | | | |
| Action | Is this action: • existing, or • changed/new | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
| Fisheries conservation projects | Existing | Yes | 2018-21 | Minister for Water, Property and Housing Minister for Agriculture and Western NSW NSWALC |

Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing.

Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

All Aboriginal and Torres Strait Islander languages need to be maintained and revitalised.

At the time of colonisation, it is estimated that around 250 Aboriginal and Torres Strait Islander languages were spoken in Australia. In general, it is likely that First Nations languages in Australia are in decline, or at best, have plateaued. The most recent survey found that:

Of the 123 languages currently spoken, 14 First Nations languages are classified as 'strong'.

- 51 languages were classified as 'endangered'.
- Between 31 and 40 languages are gaining speakers.
- Language strength is defined by the number of speakers, and transmission of language. However, even the languages classified as 'strong' require purposeful and ongoing maintenance.

The focus of this target is to recognise the importance of language and culture in the health and wellbeing of Aboriginal and Torres Strait Islander people.

Minister Responsible

Minister for Aboriginal Affairs.

Partnership with Indigenous Australians

NSW Aboriginal Education Consultative Group Incorporated (NSW AECG).

Data

| NSW baseline (at time of National Agreement) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|--|-------------------------------------|----------------------------------|-----------------------------------|
| Data currently unavailable | A sustained increase | Aboriginal Languages Trust (TBC) | Data work in development. |

Indicators:

Drivers:

- Proportion of Aboriginal and Torres Strait Islander languages categorised as strong
- Number of Aboriginal and Torres Strait Islander languages being spoken
- Number and age profile of the speakers of Aboriginal and Torres Strait Islander languages, including children
- Proportion of Aboriginal and Torres Strait Islander people who speak an Indigenous language

Contextual information:

- Number of Aboriginal and Torres Strait Islander people accessing Commonwealth funded language centres to maintain and preserve languages

Outcome 16: Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing.

Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

| Action | Is this action: | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|--|-----------------|--|---|--|
| <p>Aboriginal Community Partnerships</p> <ul style="list-style-type: none"> • Policy partnerships with Aboriginal and Torres Strait Islander community-controlled organisations on Aboriginal languages in NSW. • Recognise Aboriginal and Torres Strait Islander people are the custodians of Aboriginal and Torres Strait Islander languages and have the right to control their growth and nurturing. • Recognise the importance of Aboriginal and Torres Strait Islander languages in reconnecting with Aboriginal and Torres Strait Islander people with their culture and heritage. | New | Yes. FY21 and FY22. | <p>Ongoing</p> <p>ALT participation on the CTG OLWG and the NSW PWG will see partnerships be formed to progress Target 16.</p> <p>ALT Board consists of 100% recognised Aboriginal leaders in the NSW languages space.</p> | Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board |
| <p>Policy and Research</p> <ul style="list-style-type: none"> • Establish an agreed baseline for Target 16 • Audit of the Aboriginal languages activities in NSW • Identify priorities for, and promote the effective use of, Aboriginal and Torres Strait Islander language activities in NSW. • Develop resources to support Aboriginal language activities in NSW. • Provide guidance to the Govt and its agencies on Aboriginal and Torres Strait Islander languages. • Encourage the wider use and appreciation of Aboriginal and Torres Strait Islander languages | New | Yes. FY21 and FY22. | <p>Ongoing</p> <p>ALT Board has identified and endorsed three research projects for completion in the FY22.</p> | Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board |
| <p>Aboriginal Languages Trust 5-Year Strategic Plan</p> <ul style="list-style-type: none"> • Develop a plan for the growth and nurturing of Aboriginal and Torres Strait Islander languages in NSW. | New | Partially. FY21 and FY22. Any new activities and initiatives in the Strategy will need to be funded. | <p>March 2022</p> <p>Currently under development with broad engagement underway</p> | Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board |

| | | | | |
|---|------------------------|---|---|--|
| <p>Aboriginal Languages Gathering</p> <ul style="list-style-type: none"> • Bring together language practitioners to provide advice and direction on language activities. • Identify priorities for, and promote the effective use of, Aboriginal and Torres Strait Islander language activities in NSW. | <p>New</p> | <p>Yes.</p> | <p>November 2021</p> <p>Approved by the ALT Board at its 20 April 2021 Board meeting.</p> | <p>Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board</p> |
| <p>Aboriginal Language Community Investment Program</p> <ul style="list-style-type: none"> • Supports ACCOs to reawaken, grow, nurture, promote and raise awareness of Aboriginal and Torres Strait Islander languages in communities across NSW, consistent with the objectives of the Aboriginal Languages Act 2017 (NSW). • Fund, coordinate and invest in local, regional and State Aboriginal language activities. • Implement the Aboriginal Languages Community Investment Program. | <p>New</p> | <p>Yes. FY21 and FY22.</p> | <p>June 2021</p> | <p>Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board</p> |
| <p>Aboriginal Languages Trust</p> <ul style="list-style-type: none"> • Provide a focused, coordinated and sustained effort in relation to local, regional and State language activities. | <p>Existing</p> | <p>Yes. FY21 and FY22 is provided by way of an allocation from AANSW. Funds will need to be secured beyond this.</p> | <p>March 2020</p> | <p>Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board</p> |
| <p>Aboriginal Languages Legislation</p> <ul style="list-style-type: none"> • Provide a solid foundation to support and strengthen NSW Aboriginal languages • Recognise the importance of Aboriginal languages of NSW First Nations and the history of government decisions to suppress Aboriginal languages in NSW. • Recognise Aboriginal languages are part of the cultural heritage of NSW and Aboriginal people are the custodians of these languages and have the right to control and nurture them. • Establishes a statutory body to be known as the <i>Aboriginal Languages Trust</i>. | <p>Existing</p> | <p>Yes.</p> | <p>March 2020</p> <p><i>Aboriginal Languages Act 2017 (NSW)</i> passed through Parliament in October 2017 and commenced in March 2020.</p> | <p>Minister for Aboriginal Affairs; NSW Aboriginal Languages Trust Board</p> |

Outcome 17: Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives.

Target 17a: By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.

Digital inclusion is critical to ensuring that Aboriginal and Torres Strait Islander people have control over their own information, and can access the information they need to fully participate in decision-making that affects their own lives. This target enables all Aboriginal and Torres Strait Islander people to access key communications like mobile and internet, regardless of where they live.

This is a new target that was agreed to by the National Joint Council in April 2021. NSW will explore actions to drive this target in 2021-22, and these will be outlined in our next iteration of the Implementation Plan.

Minister Responsible

Minister for Customer Service.

Partnership with Indigenous Australians

The NSW Government is committed to working with Aboriginal and Torres Strait Islander organisations and communities to achieve this target, and these partnerships will be outlined in our next iteration of the Implementation Plan.

Data

| NSW baseline (at time of National Agreement) | Change required to reach CtG target | Data Sources | Progress (to be updated annually) |
|---|--|--------------------------------|--|
| 79.9% of Aboriginal and Torres Strait Islander people access the internet at home | Data currently unavailable | Department of Customer Service | Data work in development |

Indicators:

Drivers:

- Levels of digital inclusion among Aboriginal and Torres Strait Islander people as compared with other Australians (disaggregated by access, affordability and digital ability)
- Proportion of Aboriginal and Torres Strait Islander households accessing the internet
- Proportion of Aboriginal and Torres Strait Islander people accessing the internet (disaggregated by point of access: home, work, school, public access, government shopfront)
- Frequency of internet access at home in last 12 months (daily, weekly, monthly, yearly)
- Proportion of Aboriginal and Torres Strait Islander people using internet to access government services for private purposes (e.g. health services, taxation, bill payments, social security payments)
- Number of Aboriginal and Torres Strait Islander people employed in media (disaggregated by income levels)

Contextual Information:

- Number and location of community broadcast licenses with an Indigenous interest

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| Action | Is this action: <ul style="list-style-type: none"> • existing, or • changed/new | Does this action include specific funding? | What is the timeframe for this action to be completed? | Who is the Minister/s and CAPO lead responsible for this action? |
|--|---|--|--|--|
| Digital inclusion pilot Connecting customers of Service NSW centres who are identified as having low digital skills with digital literacy programs | New | Yes | By end 2021 | Minister for Customer Service CAPO partnership TBC |