



# ACT ABORIGINAL AND TORRES STRAIT ISLANDER AGREEMENT 2019—2028

Delivering equitable outcomes for Aboriginal and Torres Strait Islander peoples

## CORE FOCUS AREA: INCLUSIVE COMMUNITY

A SELF-DETERMINED AND INCLUSIVE SOCIETY WHERE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES ARE VALUED, RESPECTED, AND EXPERIENCE A LIFE FREE OF RACISM AND SYSTEMIC DISCRIMINATION

WE WILL ACHIEVE THIS OUTCOME BY FOCUSING ON:

- Honouring and celebrating the richness and diversity of the world's oldest living culture.
- Reviewing our structures, systems and practices to remove institutionalised racism.
- Enabling Canberra to be an inclusive community that respects diversity.
- Valuing and supporting Aboriginal and Torres Strait Islander people from diverse backgrounds to participate in the community, and have opportunities to contribute to decision-making in a way that meets their needs and ensures that they feel heard.

## TARGETS TO ACHIEVE THIS OUTCOME

These targets are indicative and may be updated following the Closing the Gap refresh.

Targets will be monitored and reviewed periodically throughout the implementation of the *ACT Aboriginal and Torres Strait Islander Agreement 2019-2028*:

### ACT

- Reduce experiences of racism and discrimination for Aboriginal and Torres Strait Islander people within government systems by 80 per cent, by 2028.
- Feedback from the Aboriginal and Torres Strait Islander community around the meaningfulness of engagement and self-determination.
- Increase the number of and participation at community based events and activities that showcase and celebrate Aboriginal and Torres Strait Islander culture.
- Demonstrated that actions have been taken to remove barriers to delivery of culturally responsive and respectful services.
- Increase in the proportion of Canberrans who agree that the ACT is an inclusive community, and have a greater understanding of reconciliation.



## PRIORITY ACTIONS

The Priority Actions will be progressed during the first 18 months of the Agreement. Further actions will be determined over the course of the Agreement.

- Celebrate International Year of Indigenous Languages throughout the ACT in 2019.
- Engage and work with the Aboriginal and Torres Strait Islander community in the design of government policy and reform.
- Ensure ACT Government policy and reform acknowledges and supports the needs of Aboriginal and Torres Strait Islander people who identify with diversity groups.
- Review, develop and implement actions identified in Reconciliation Action Plans.
- Enable ACT Government employees to build a shared vision, meaning and implementation of cultural protocols, and understand their significance.
- Embed Aboriginal and Torres Strait Islander culture and language into ACT Government policy and practice using the cultural protocols.
- Foster Aboriginal and Torres Strait Islander employee networks within ACT Government.
- Provide opportunities for Aboriginal and Torres Strait Islander people to be on Country by hosting a series of inclusive events.
- Design our shopfronts and workplaces to be more welcoming and inclusive spaces that celebrate Aboriginal and Torres Strait Islander cultures, and are culturally safe meeting spaces.
- Implement initiatives that address the *Our Booris, Our Way* review recommendations.
- Implement agreed recommendations coming from the following reports and reviews; *Family Matters Report 2018* and the *Moss Review*.

