



ACT Annual Impact Statement 2025-26

ACT Aboriginal and Torres
Strait Islander Agreement
2019-2028



ACT
Government

Publication enquiries

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Acknowledgement

The ACT Government acknowledges the Ngunnawal people as traditional custodians of the land and recognises any other people or families with connection to the lands of the ACT and region.

The ACT Government also acknowledges the historical dispossession and its continuing legacy for Aboriginal and Torres Strait Islander people, and their vital ongoing contribution to the ACT community.

We acknowledge the deep significance of families enduring connections to kin, community, culture, language and Country. We also acknowledge the cultural wisdom and strength found in Aboriginal and Torres Strait Islander family structures and approaches to raising children.

Accessibility

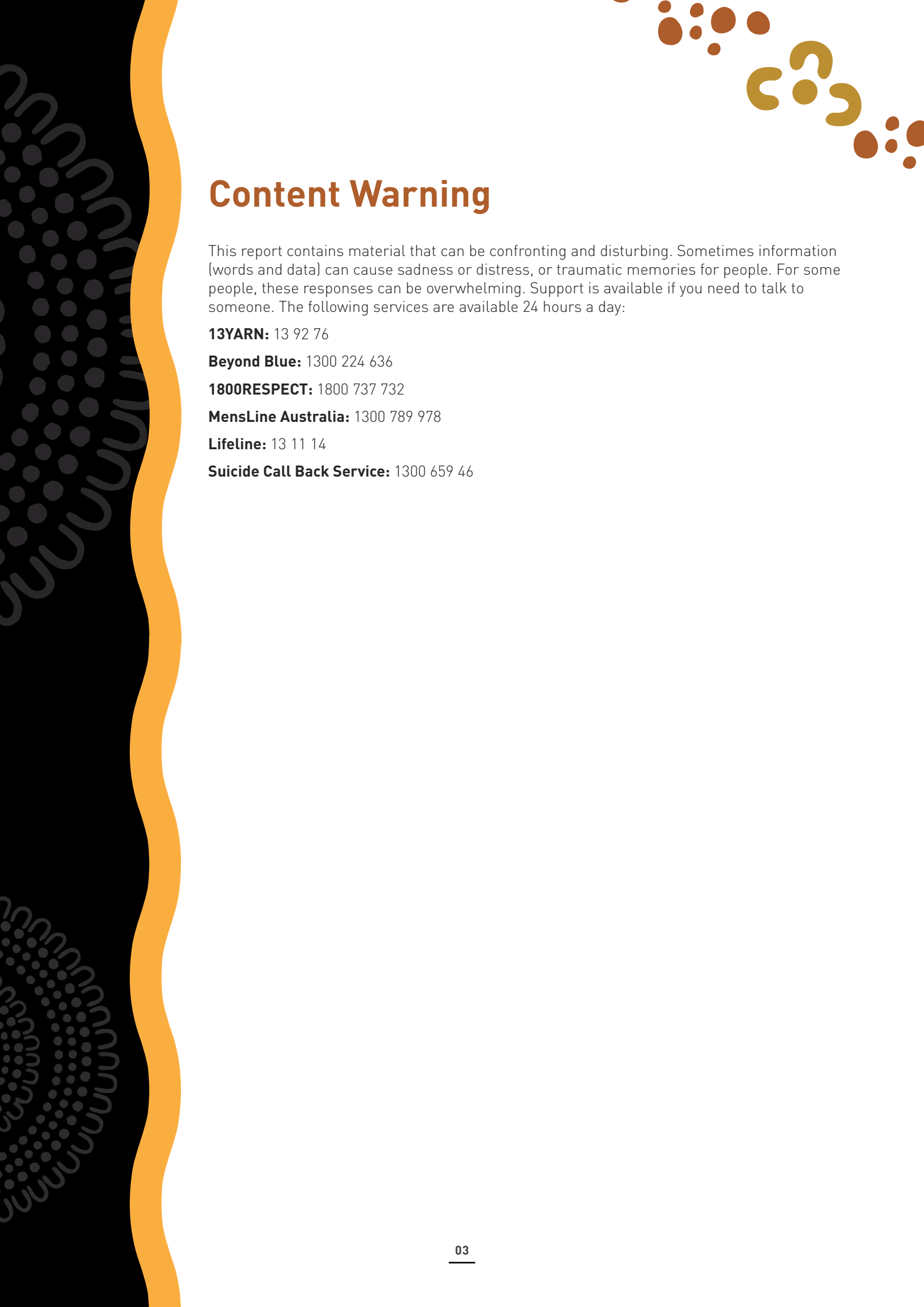
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Content Warning

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About the Artist and Artwork



Strength in Community by Leah Brideson

Leah Brideson is a self-taught Aboriginal artist born in Canberra and is a descendent of the Kamilaroi people from her grandmother's country in Gunnedah, Breeza and Quirindi. She is mother to two young children and also works as an Indigenous Education Officer in ACT public schools, supporting students, teachers, family and community, primarily through the arts. Her pieces are a 'visual yarn,' providing an opportunity for people to connect with the stories and meaning behind her work. A great deal of her artistic vision and inspiration comes from the changing landscapes in this region. Ms Brideson's ACT Aboriginal and Torres Strait Islander Agreement artwork is titled 'Strength in Community,' and depicts the local Aboriginal and Torres Strait Islander community, as represented by the two meeting places next to the centre circle and the ACT Aboriginal and Torres Strait Islander community as represented in the centre. The pathways represent journeys of growth of understanding and the strong relationship building of our families and community. The four outer circles represent the Ngunnawal, Ngarigo, Ngambri and our neighbouring countries and the knowledge they hold, share and bring to our community. The central meeting place symbolises our community working together to build strength in culture, family, identity and community. The outer design represents the local ACT landscape, the connection we have with our land, the importance of caring for country and an acknowledgement of our ancestors who continue to guide us. The painting is rich in the colours of the ACT landscape and the colours of the Aboriginal and Torres Strait Islander flags.

A message from the Minister for Aboriginal and Torres Strait Islander Affairs



I'm proud to present the ACT Government's Annual Impact Statement representing work that was undertaken during 2025 under the ACT Aboriginal and Torres Strait Islander Agreement 2019–2028.

This Agreement reflects a shared commitment between the ACT Government, the Aboriginal and Torres Strait Islander Elected Body, and the broader community to work in genuine partnership to improve outcomes for Aboriginal and Torres Strait Islander peoples in the ACT. The Agreement continues to guide how we deliver meaningful and measurable outcomes.

This Impact Statement tracks our progress, shows where more work is needed, and keeps us accountable for what we've committed to. It remains a key mechanism for making sure our work aligns with community aspirations and delivers real change.

Throughout 2025, the focus remained on shared leadership, community control, cultural integrity and accountability. This Impact Statement outlines progress across each of the Focus Areas of the Agreement, including Children and Young People, Cultural Integrity, Economic Participation, Lifelong Learning, Inclusive Community, Community Leadership, Health and Wellbeing, Housing, and Justice.

Across government, there has been a continued effort to strengthen culturally informed policies and services, bring Aboriginal and Torres Strait Islander voices into decision-making, and invest in initiatives that support strong families and communities. While there has been progress, there is still more to do. That work doesn't stop, and neither does our responsibility to keep improving.

I want to thank the Aboriginal and Torres Strait Islander Elected Body for its leadership, along with community organisations and Elders who continue to guide this work. Your input keeps this grounded in lived experience and cultural strength, and that matters.

This ongoing effort is being strengthened through the release of the Phase Three Action Plans as part of the Agreement, which commenced on 1 January 2026 and were developed in partnership with the Elected Body. Phase Three provides an opportunity to enhance alignment with the National Agreement by delivering Priority Actions tailored to the specific needs of the ACT Aboriginal and Torres Strait Islander community. The Phase Three Action Plans reflect this intent by embedding cultural governance, trauma-informed practice, and operational transformation across directorates.

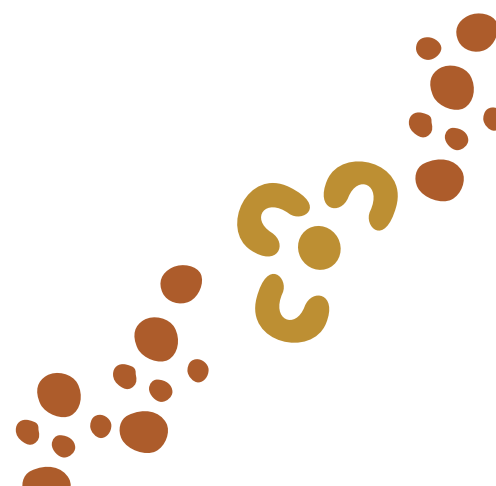
We remain committed to delivering on the Agreement and being accountable for the outcomes that matter to the community. The goal is clear: to support a future where culture is strong, families are supported, and community voices lead the way.

Suzanne Orr MLA

Minister for Aboriginal and Torres Strait Islander Affairs

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About this Impact Statement Report

Purpose of the Impact Statement

The ACT Government is committed to transparent reporting on implementation, progress and outcomes under the **ACT Aboriginal and Torres Strait Islander Agreement 2019-2028** (the ACT Agreement). As a point in time snapshot, this Impact Statement measures the ACT's performance against the ACT Agreement and identifies areas where more effort is needed to meet its commitments and targets under the ACT Agreement.

The ACT Agreement sets the long-term direction in Aboriginal and Torres Strait Islander affairs in the ACT and the priorities to enable equitable outcomes for Aboriginal and Torres Strait Islander peoples. Implementation of the ACT Agreement is articulated in ten Focus Areas which capture areas of life where the ACT Aboriginal and Torres Strait Islander community aspire for better outcomes. The ACT Agreement consists of Four Core Focus Areas (Community Leadership; Connecting Community; Cultural Integrity; and Inclusive Community) and Six Significant Focus Areas (Children and Young People; Health and Wellbeing; Lifelong Learning; Economic Participation; Housing; and Justice).

The ACT Aboriginal and Torres Strait Islander Elected Body (Elected Body), as a representative of the ACT Aboriginal and Torres Strait Islander community, have played an active role in the development and negotiations of the ACT Agreement and the National Agreement. The Elected Body and the ACT Government work in partnership to set the priorities and actions under the Focus Areas in the ACT Agreement.

The Statement emphasises self-determination and genuine partnerships with Aboriginal and Torres Strait Islander communities, ensuring their voices are integrated into decision-making processes. The data and insights provided inform policy decisions and program development, guiding resource allocation and strategic planning to better support the community.

About the Data in this Statement

This Statement provides clear insights across the Core and Significant Focus Areas of the ACT Agreement and promotes transparency and accountability through detailed reporting on recent activities, action plans, and data analysis. Each Focus Area included three different approaches to reporting:

- > **Recent Activities:** Showcases the latest initiatives and programs undertaken within each Focus Area.
- > **Action Plan Reporting:** Tracks the progress of specific action plans, detailing steps taken to achieve targets set in the Outcomes Framework and informs stakeholders about ongoing efforts and their outcomes.
- > **Data Reporting:** Provides a comprehensive assessment of progress and identifies areas needing further attention.

Overall, this Statement serves as a vital tool for tracking progress, fostering accountability, and guiding future efforts to improve the health, wellbeing, and overall quality of life for Aboriginal and Torres Strait Islander peoples in the ACT. It includes both qualitative and quantitative data to present a holistic view of the impact of various programs and policies and compares the ACT's progress with national targets and benchmarks, particularly those outlined in the National Agreement.

Methodology

This Statement's data is collected from multiple published sources and directly from ACT Government Directorates. Comparative data from the National Closing the Gap dashboard is used to assess progress.

The ACT Government will publish 2025 data only after the Productivity Commission updates the Closing the Gap dashboard, which is expected in mid-2026. This ensures consistency with the national reporting framework for ACT measures and avoids comparing different data sets or visual trends and trajectories based on different years. This Statement captures the latest available data for each indicator, which may include information from the last calendar year or financial year, depending on the target, indicator and measure. As a result, much of the reported data reflects the 2023-24 period.

Datasets relating to the ACT may involve small numbers of Aboriginal and Torres Strait Islander people or records, leading to high variability. Changes for a small number of people can significantly affect the results, making data over time difficult to interpret. Rates and proportions based on small data sets can be sensitive to stability and change and therefore, year-on-year movements in results derived from small numbers should be interpreted with caution.



Interpreting the data

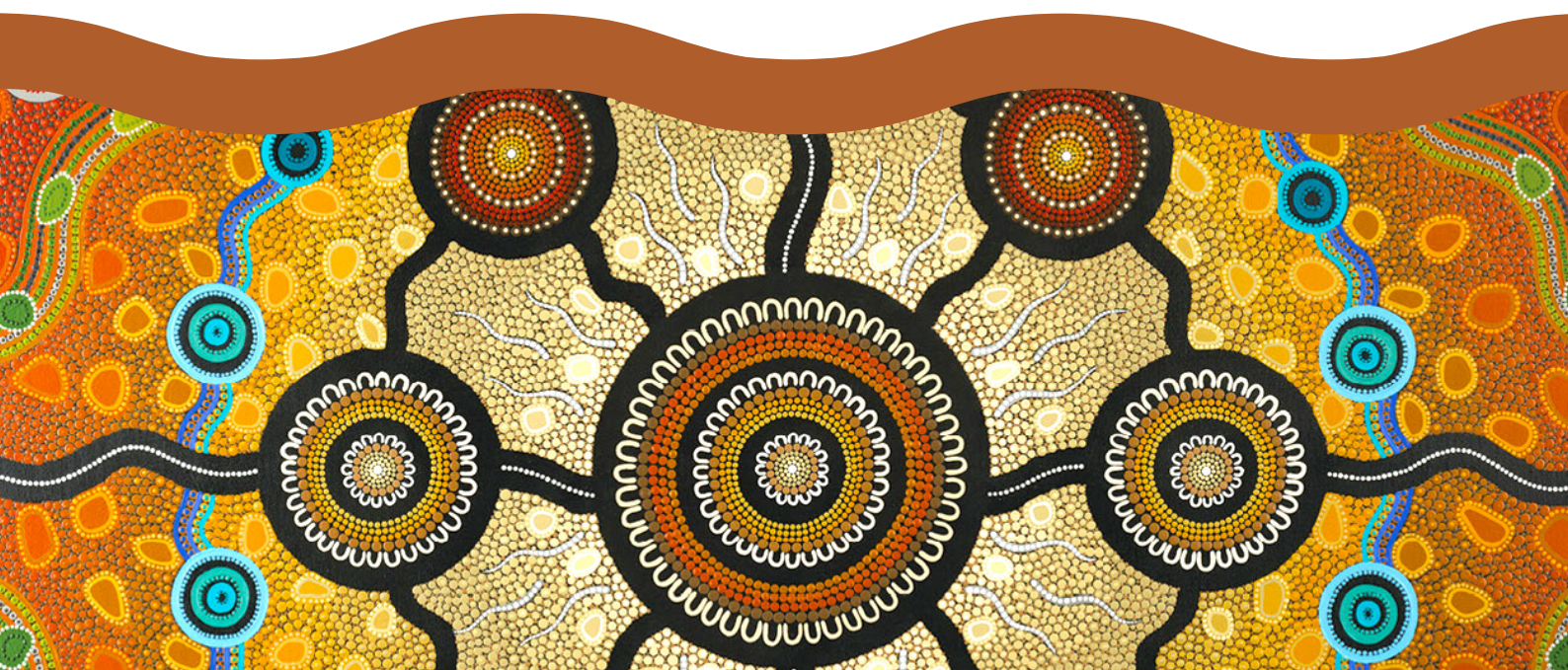
Interpreting the data presented in this Statement involves understanding the context, significance, and implications of the information provided. All data reported in this Statement pertains to the ACT Aboriginal and Torres Strait Islander community. Comparative data for non-Indigenous populations is included to assess progress towards achieving parity and closing the gap if relevant to the target. Aboriginal and Torres Strait Islander people have the right to choose whether to disclose their cultural identity and the data presented reflects those who have chosen to identify as Aboriginal and/or Torres Strait Islander.

When interpreting the data, it is important to look for overall trends rather than focusing on year-to-year fluctuations. While there may be short-term increases or decreases, the long-term trend provides a clearer picture of progress or areas needing improvement. Comparing the data for Aboriginal and Torres Strait Islander people with non-Indigenous data helps to understand disparities and progress towards closing the gap. This comparative analysis may also help identify areas where targeted interventions may be needed.

In addition to quantitative data, qualitative insights from community consultations, stakeholder feedback, and case studies provide context and depth to the numbers, highlighting the lived experiences and perspectives of the community. The data should be used to inform policy decisions and program development. Identifying areas of success and those needing improvement can guide resource allocation and strategic planning to better support the Aboriginal and Torres Strait Islander community.

The Statement aims to provide a comprehensive understanding of the data and its implications for the health, wellbeing, and overall progress of the ACT Aboriginal and Torres Strait Islander community.

Regular monitoring and evaluation of the data are essential to track progress and make necessary adjustments. This ensures that the initiatives remain effective and responsive to the community's needs. By considering these points, you can gain a comprehensive understanding of the data presented in this Statement and its implications for the health, wellbeing, and overall progress of the ACT Aboriginal and Torres Strait Islander community.



Executive Summary

This Statement provides a point-in-time assessment of the ACT Government's progress under the ACT Agreement, tracking delivery across the Focus Areas and measuring outcomes against the National Agreement targets and local priorities.

This Statement reflects Phase Two delivery, with most data drawn from the 2023–24 reporting period (and 2024 education data), in line with national reporting cycles. While Phase Three commenced on 1 January 2026, its impact is not yet visible in the available data. This creates a natural lag between policy direction and measurable outcomes, which should be considered when interpreting progress.

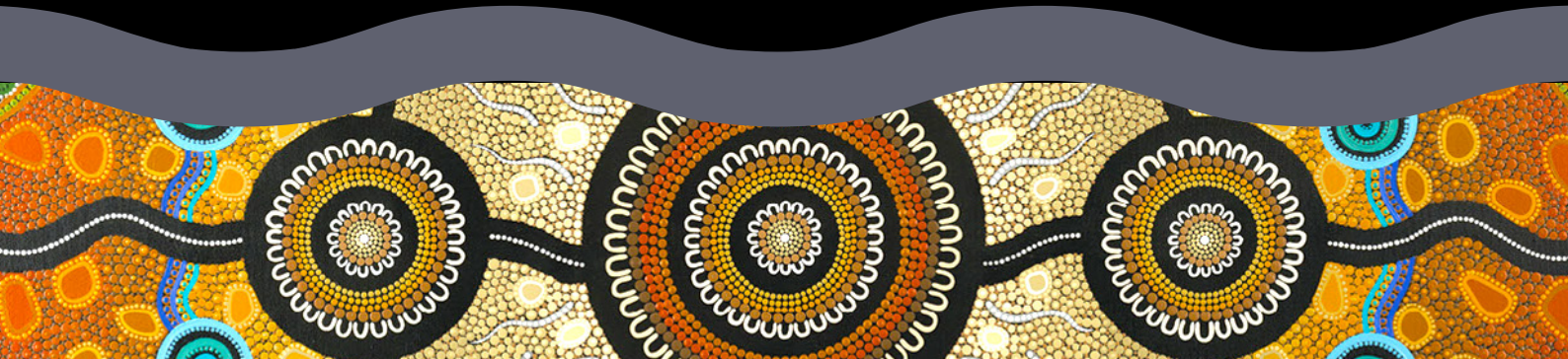
Across 2023–24, there was continued effort to strengthen culturally informed policy, embed Aboriginal and Torres Strait Islander voices in decision-making, and invest in initiatives that support community, culture, and self-determination. Progress is evident in several Focus Areas. Early childhood education outcomes continue to improve, with growing enrolments demonstrating strengthened pathways toward parity with non-Indigenous children. Across the broader education system, attainment of secondary qualifications among Aboriginal and Torres Strait Islander people has continued to increase over recent years. Economic participation has also strengthened through increased procurement engagement with Aboriginal and Torres Strait Islander businesses. This positive progress is expected to be further strengthened with the commencement of the **Government Procurement Amendment Act 2025**, which enhances the Aboriginal and Torres Strait Islander Procurement Policy and will take effect from 1 July 2026.

While some targets are on track or showing positive trends, others remain static or are trending downwards. Key areas of concern include early childhood developmental outcomes, family violence and associated impacts, justice outcomes including incarceration and recidivism, and ongoing disparities in housing and health. These areas continue to reflect structural challenges that require sustained, coordinated effort.

Across multiple focus areas, data limitations, small population sizes, and variability continue to affect interpretation. In some cases, measures are still developing or lack sufficient data to assess progress, limiting the ability to fully evaluate outcomes.

A consistent theme across the data is that progress is strongest where it is underpinned by genuine partnership, community-led design, and culturally embedded approaches. Where progress is limited, it often reflects fragmented implementation, insufficient coordination, or reliance on systems that do not fully align with Aboriginal and Torres Strait Islander ways of working.

Overall, this Statement demonstrates that while progress is being made, it is not yet consistent or at the scale required to meet long-term targets. Achieving meaningful change will depend on maintaining momentum, addressing systemic barriers, and continuing to shift toward approaches that are led by, and accountable to, Aboriginal and Torres Strait Islander communities.





ACT Agreement Focus Area: Children and Young People

Outcome: Aboriginal and Torres Strait Islander children and young people growing up safely in their families and communities.

Recent Activities

During 2023–24, the ACT Government continued to strengthen outcomes for Aboriginal and Torres Strait Islander children and young people by embedding culturally responsive practice, improving access to safe and inclusive learning environments, and expanding supports that keep children connected to family, community and culture. Effort has focused on ensuring that education, care and justice systems work together to support wellbeing, safety and long-term participation in learning.

Across the education system, activity remained centred on student wellbeing, culturally informed learning pathways and creating environments where Aboriginal and Torres Strait Islander children feel represented, respected and able to thrive. This included continued emphasis on culturally affirming curriculum practices, targeted support programs and partnerships with families and community, contributing to improved engagement and stronger connection to school.

In the early years, investment in culturally responsive practice and access to education continued to strengthen foundations for learning. The Education Directorate developed a professional learning package for early childhood educators, drawing on the Koori Pre Cultural Safety Framework and Koori Pre Curriculum, with guidance from an Aboriginal and Torres Strait Islander expert panel. This supports early learning environments where culture, identity and connection to family and community are visible in daily practice. Access to free early childhood education for Aboriginal and Torres Strait Islander three-year-olds also continued in Wreck Bay, contributing to Closing the Gap targets and supporting early engagement in learning.

Wrap-around supports for vulnerable children and young people were further strengthened across government. The Signs of Safety practice framework is now embedded across Child and Youth Protection Services and Youth Justice, supported by the ACT's Chief Practitioner to guide practice, coaching and quality assurance. This approach prioritises keeping children safely with family and kin, while maintaining connection to culture and Country. Complementing this, expanded developmental checks for three-year-olds support earlier identification of need and more effective referral pathways.

Community-led responses and commissioning arrangements also continued to strengthen outcomes for children and families. The First Nations Family Response and Engagement Team works alongside families using a culturally safe, strengths-based approach grounded in kinship and cultural obligations. Commissioning settings have been realigned to support community control, including through the Aboriginal Community Controlled Organisation Establishment and Expansion Fund and continued investment in Aboriginal community controlled and Aboriginal-led services supporting families experiencing domestic, family and sexual violence.

Connection to community and access to safe spaces for young people is also being strengthened through place-based initiatives. Construction progressed on the new Gudan Gulwan youth facility, which will provide a permanent, community-controlled space for Aboriginal and Torres Strait Islander young people and families to access youth engagement, learning opportunities and wrap-around supports in a setting governed by the local Aboriginal community.

Within the justice system, reforms continue to prioritise therapeutic, community-based responses for young people. The Justice and Community Safety Directorate progressed implementation of the ACT's decision to raise the minimum age of criminal responsibility to fourteen, including through commissioning approaches that support services designed and delivered in partnership with the Aboriginal and Torres Strait Islander community. Aboriginal leadership embedded within the directorate supports culturally informed decision-making in programs affecting children and young people.

These system changes are supported by workforce and governance mechanisms that strengthen delivery across the sector. This includes the Our Booris, Our Way Implementation Oversight Committee, the Aboriginal Service Development function and workforce initiatives such as the Aboriginal and Torres Strait Islander Attraction, Retention and Development Plan 2024–26. Together, these efforts support culturally safe, coordinated services for Aboriginal and Torres Strait Islander children and their families.

Progress across Phases 1 and 2, is reflected in the 13 identified actions, with seven completed or implemented, four progressing as planned, and one embedded as ongoing business-as-usual practice.

Completed Action Summary

Action	Completion Status
A review of the Mandatory Reporting project needs to be undertaken to ensure alignment with CHS and EDU projects on mandatory reporting and policy changes.	The Mandatory Reporting project has been incorporated into the Children, Youth and Families reform program. In addition, CSD has worked with Education and Canberra Health Services to update policy and practice as part of the implementation of the Children and Young People Amendment Act 2023. This matter can be closed.
Develop a cross-sector approach to effective transitions for children moving from early childhood education and care (ECEC) into school, based on strong collaborative relationships, best practice, and a formal process for sharing information about children's learning and development across both settings.	A suite of resources is being developed that is designed to support a consistent, ACT-wide approach to effective transitions between early childhood settings across the ACT. The new resources have been published and will build on the existing Continuity and Transitioning Framework and Statement which supports children transitioning from ECEC services to four-year-old preschool. The resources can be accessed here: https://www.education.act.gov.au/early-childhood/set-up-for-success-an-early-childhood-strategy-for-the-act/effective-transitions Currently, children's transitions into four-year-old preschool are supported by the revised and expanded Continuity and Transitioning Framework and Statement and the Preschool Pathways Program developed under Set up for Success: An Early Childhood Strategy for the ACT. Through the ACT three-year-old targeted initiative (Set up for Success), early childhood education and care providers are required to ensure that effective and collaborative transitions are in place for vulnerable children as they move between settings. Sharing information about each child's knowledge, skills, learning, strengths and interests to support educators in a new setting or group helps to ensure that children are secure, confident and connected. The introduction of the Education (Early Childhood) Legislation Amendment Bill in October 2023 formally recognised the importance of quality early childhood education, strengthened principles for collaboration and cooperation to encourage information sharing, and, clarified equity-based programs in ACT law.

Action	Completion Status
Implement actions from the Koori Preschool co-design process including the Koori Pre-Cultural Safety Framework and Koori Pre-Curriculum and associated professional learning for school staff.	The Koori Pre induction guide developed in 2023, has been further expanded to include a Community Contacts page. This page has been added to support Koori Pre teams to engage with identified community groups to strengthen culturally responsive practice and connections with community and recognise that Koori Pre children and their families are strong, proud, and deadly. The Directorate has arranged professional learning opportunities to enhance the implementation of the Koori Pre documents including collaborations with the Aboriginal and Torres Strait Islander Education team, the National Gallery of Australia and the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS). In addition, the Directorate encourages Koori Pre teams to engage in relevant First Nation's community events, programs and professional learning to build capacity of Koori Pre staff such as the recent Aboriginal and Torres Strait Islander Education Symposium attended by members from two Koori Pre sites.
Establish and implement the new position of Aboriginal and Torres Strait Islander Children's Commissioner.	Ms Vanessa Turnbull-Roberts has recently resigned from the role of ACT Aboriginal and Torres Strait Islander Children and Young People Commissioner for personal and family reasons. Ms Barbara 'Barb' Causon PSM is currently appointed as the acting Commissioner. The Minister for Aboriginal and Torres Strait Islander Affairs will ensure appropriate acting arrangements are in place, in consultation with the Aboriginal and Torres Strait Islander Elected Body to allow time for recruitment of a substantive replacement to take place. As set out in legislation, members of the Aboriginal and Torres Strait Islander community will be involved in the process for selecting the substantive Commissioner.
Continue to implement the ACT Government's 10-year plan for early childhood education, Set up for Success: An Early Childhood Strategy for the ACT, and ensure access to two days per week, 48 weeks per year, of quality education and care for up to 500 three-year-olds, prioritising children, and families most in need.	Since January 2020, over 1200 children have been referred into the 3 year-old initiative, accessing places offered through 19 providers representing 56 ECEC services as at November 2024. As at Quarter 4 reporting for the free Three-year-old preschool program, partnerships have been established with 80 providers representing 141 ECEC services. For Quarter 4, 3,188 children were enrolled in the program with 54 children (1.7%) reported as Aboriginal or Torres Strait Islander, compared with 12% of Aboriginal or Torres Strait Islander children enrolled in the targeted 3-year-old initiative.

Action	Completion Status
Work with Department of Education (Australian Government), ACT Education Directorate, Catholic and Independent school sectors to ensure the AEDC 2024 collection has access to Aboriginal and Torres Strait Islander Cultural Consultants in the ACT to support teachers when completing the census for Aboriginal and Torres Strait Islander Children.	In Term 1, 2024 ACT AEDC Teacher workshops were offered to all 3 school sectors in the ACT to share information about the upcoming AEDC 2024 collection, understanding unconscious bias and utilising Aboriginal and Torres Strait Islander Cultural Consultants to support teachers when completing the census for Aboriginal and Torres Strait Islander children. The workshops were developed in a collaborative partnership with ACT Education Directorate, with the bias modules developed with NSW and QLD AEDC coordinators. The 2024 AEDC collection was open from May-July 2024 and principals can now access their school cohort data to support their school planning. The 2024 AEDC results will be publicly available nationally in March-April 2025. Prior to the 2024 collection, the ACT AEDC team and Education Directorate promoted Aboriginal and Torres Strait Islander Cultural Consultants through online teacher training workshops and delivered 4 workshops with kindergarten teachers across all school sectors. Teachers were provided with information on how to access Cultural Consultants within their sector and encouraged to engage them when completing the AEDC for Aboriginal and Torres Strait Islander children. The AEDC team also developed a plan with the Catholic Education Sector to support teachers to access a centralised Cultural Consultant through the Catholic Education Office. This aimed to connect teachers with a Cultural Consultant where none were available at the school. Unfortunately, the Consultant left the role unexpectedly before the 2024 collection commenced, and a suitable replacement could not be found. The ACT AEDC team hopes to successfully implement a similar model to support the Catholic Education sector in the 2027 AEDC collection.
Establish an Aboriginal and Torres Strait Islander Child Protection Legal Advocacy Service	The Care and Protection Legal Advocacy Service (CPLAS), delivered by the Aboriginal Legal Service, received budget funding in the 2022-23 Budget and commenced operation in April 2023.

Action Plan Reporting

Action	Progress status update
Work to build supports around children and their families accessing the three-year-old initiative, including investigating the feasibility of developmental checks to make sure children have the best possible start to their education, including speech and hearing, and undertake further screening prior to them starting school, as well as linking their parents and families with a range of other supports.	On track HCSD, CHS and Education have collaborated on the development and delivery of a pilot three-year-old developmental health check aligned with existing services. The first phase of the pilot was delivered in 2025. Consultation on the preferred pilot model/s is required before implementation, especially with the Aboriginal community.
Undertake service and system reform to support the implementation of raising the Minimum Age of Criminal Responsibility and the development of a throughcare program for Bimberi Youth Justice Centre.	On track The ACT is the first jurisdiction to raise the minimum age to 14 years (from July 2025). Children will receive support facilitated and overseen by the Therapeutic Support Panel (the panel), an independent group with expertise to guide an alternate service response to the youth justice system. The panel was established in March 2024, following an open selection process. A pilot Safer Youth Response Service was established in December 2023, to work with young people in contact with ACT Policing. Progress has been made in developing a Youth Justice Throughcare model for the ACT. The 2023-24 ACT Budget provided \$200,000 to co-design and develop a youth justice throughcare model and independent consultants were engaged to support an intensive co-design project to design a draft youth justice throughcare model for government consideration.
Modernise the Children and Young People Act 2008 (CYP Act) including embedding the Aboriginal and Torres Strait Islander Child Placement Principle into the Act based on extensive consultation with community to ensure child protection services are contemporary and achieve good outcomes for Aboriginal and Torres Strait Islander families and children.	On track The ACT Government is committed to modernising the CYP Act in stages to enhance child protection, bolster family support in the ACT, improve outcomes for children, young people, and their families. The first stage of reforms was enacted through the Children and Young People Amendment Act 2023, passed by the ACT Legislative Assembly on 2 November 2023 and commenced on 1 July 2024. This stage embedded the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle, reflecting the Government's commitment to addressing the over-representation of Aboriginal and Torres Strait Islander children in the child and youth protection system and support the delivery of Our Booris, Our Way recommendations.
Develop a Child and Family Network across Government and community service partners to improve connection and service integration across health, mental health, education, early childhood education and care, community and mainstream health and paediatric services, and community service sectors to better support children, young people, and their families.	On track During the term of the 10th Legislative Assembly, significant work was undertaken to develop the Child and Family Network, including working with Child and Family Centres, the Child Development Service, the Education Directorate and Canberra Health Services to map initiatives and identify gaps and opportunities to provide integrated, culturally competent and holistic support services. The Government has confirmed its commitment to the Child and Family Network during the 11th Assembly. CSD will work with the incoming government to provide an update on work undertaken to date and determine how it would like to finalise this initiative.

Action	Progress status update
Work with CSD, CHS and Education to ensure the information from the Kindy Health Check is informing policy and operational responses to support Aboriginal and Torres Strait Islander Children meet developmental goals.	Ongoing/BAU This work is now embedded in the Kindergarten Health Check process as business-as-usual, with ACT Health supplying data, CHS delivering the service, the Education Directorate supporting access for children and families, and CSD overseeing wellbeing where needed.
Continue to support the Our Booris, Our Way review of the experiences of Aboriginal and Torres Strait Islander children and families in the ACT child protection system, and implement initiatives that address the Our Booris, Our Way review recommendations.	On track HCSD and the Our Booris, Our Way Implementation Oversight Committee (OBOWIOC) have continued to meet monthly to discuss the progress of the implementation of the recommendations. In addition to these monthly committee meetings, monthly subgroup meetings have been convened to assess progress on the High Focus recommendations and agree on what is required for each recommendation to transition into the monitoring phase. As of 30 June 2025: > 12 recommendations have entered the Monitoring phase > 12 recommendations are classified as Medium Focus > 12 recommendations are designated as High Focus New Sub Group meeting structures have been established to progress the 12 high focus actions to move into Monitoring while other medium term actions are in train and on track. Key achievements for 2025 include the signing of a partnership agreement between the OBOWIOC and HCSD; the establishment of a new First Nations unit; the development of a new referral process for Family Group Conferencing; improvements to the supports available for kinship carers; and the establishment of the ACT Aboriginal Children's Forum.

Data Reporting

Target 1:

Maintain parity between the proportions of Aboriginal and Torres Strait Islander children and non-Indigenous children enrolled in year before full-time schooling (YBFS) early childhood education.

Note: This is also a National Closing the Gap target.

On track



Likelihood of Achievement - Based on the data provided, it remains likely that the target of maintaining parity between Aboriginal and Torres Strait Islander children and non-Indigenous children enrolled in the year before fulltime schooling (YBFS) will be achieved. The long-term trend continues to show strong performance, with Aboriginal and Torres Strait Islander enrolment meeting or exceeding non-Indigenous enrolment in recent years, and the 2024 results demonstrating renewed strength following earlier fluctuations.

Chart 1:

Focus Area: Children and Young People

Target:

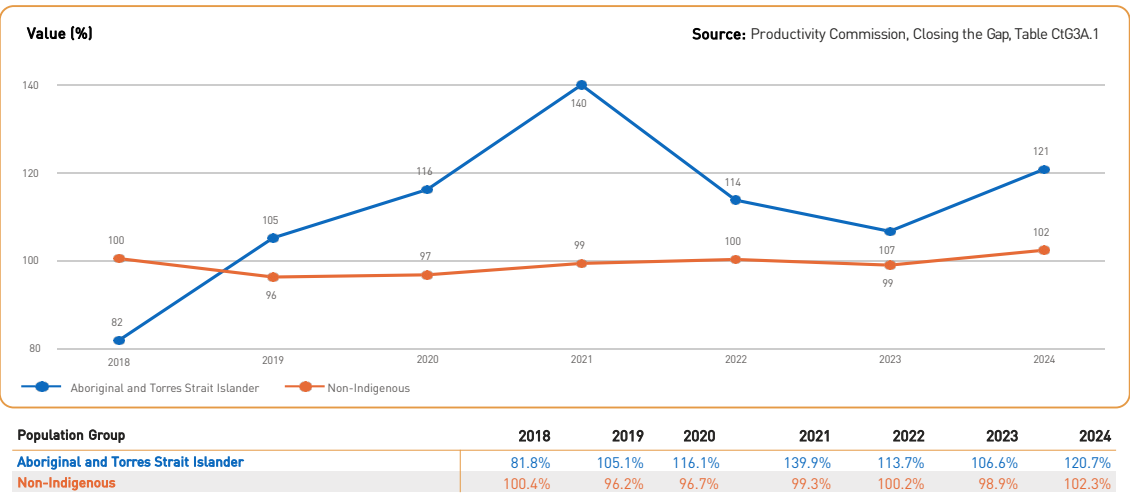
1. Maintain parity between the proportions of Aboriginal and Torres Strait Islander children and non-Indigenous children enrolled in year before full-time schooling (YBFS) early childhood education.

Indicator:

1. Continued high proportion of Aboriginal and Torres Strait Islander children enrolled in preschool in the year before full-time schooling (YBFS).

Measure:
1a. Percentage of year before full-time schooling (YBFS) children enrolled in preschool program.

Notes: Enrolment proportions may exceed 100% due to the numerator and denominator being from different sources



Data notes:

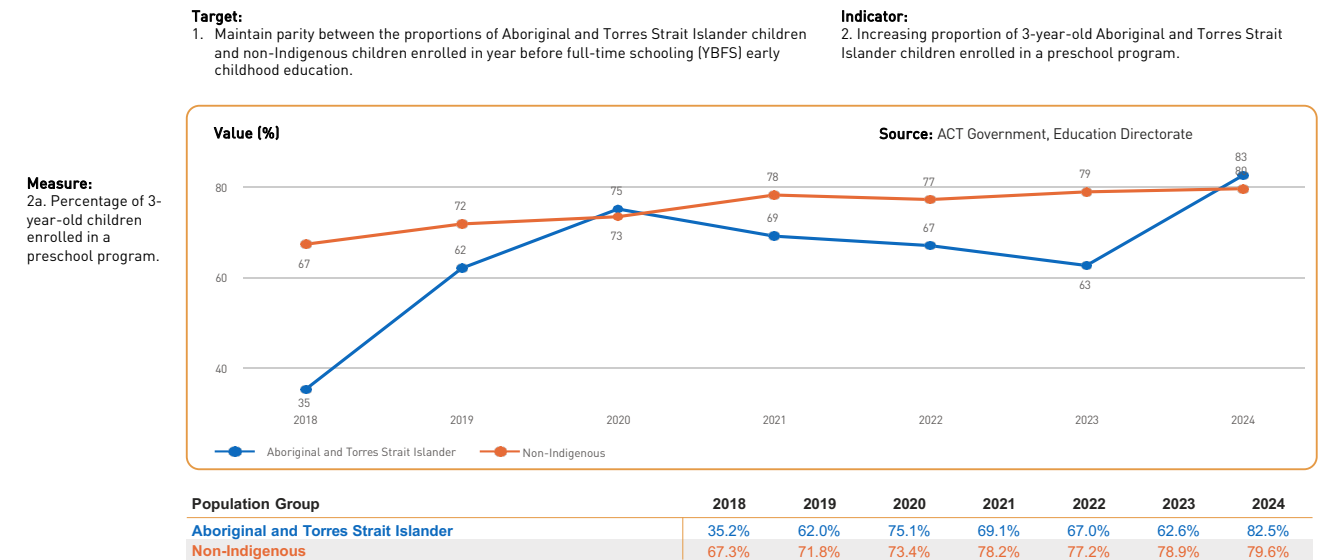
- a. Enrolment proportions may exceed 100% due to the numerator and denominator being from different sources
- b. All preschool enrolment rates reported in the source data have been revised, including historical data from 2018 to 2023. These revisions reflect updated population estimates and finalised enrolment counts from the ABS, consistent with standard statistical revision practices. The refinement of earlier years ensures more accurate and reliable reporting of preschool participation rates for both Aboriginal and Torres Strait Islander children and non-Indigenous children.

Key Trends and Observations:

- > Participation for Aboriginal and Torres Strait Islander children in early childhood education in the year before full-time schooling remains strong, and consistent with participation of non-Indigenous children.
- > Non-Indigenous enrolment remains consistently high, staying between 97% and 102% across all years
- > Both groups show improvement in 2024, reversing the small declines recorded in 2023
- > Overall patterns indicate ongoing progress toward parity, with 2024 results strengthening long term momentum

Chart 2:

Focus Area: Children and Young People



Key Trends and Observations:

- > Aboriginal and Torres Strait Islander enrolment shows strong overall improvement from 35.2% in 2018 to 82.5% in 2024, with notable increases between 2018 and 2020, followed by fluctuations before rising sharply again in 2024
- > Non-Indigenous enrolment remains consistently high across all years, ranging from 67.3% to 79.6%
- > The 2024 results show both groups lifting, with Aboriginal and Torres Strait Islander enrolment experiencing the largest year to year increase in the series
- > Aboriginal and Torres Strait Islander participation has improved significantly over the long term, though variability between 2021 and 2023 indicates periods of inconsistent progress
- > Non-Indigenous enrolment continues to demonstrate stable and high participation, providing a steady comparison point for measuring parity
- > The strong increase in 2024 suggests renewed upward momentum for both groups, supporting broader progress toward Closing the Gap targets for early childhood participation

Target 2:

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%. **Not on track**



Note: This is also a National Closing the Gap target.

Likelihood of Achievement - Based on current trends and the most recent AEDC and SDQ results, it appears unlikely that the target of increasing the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five AEDC domains to 55% by 2031 will be achieved without significant and sustained interventions.

Chart 3:

Focus Area: Children and Young People

Target:

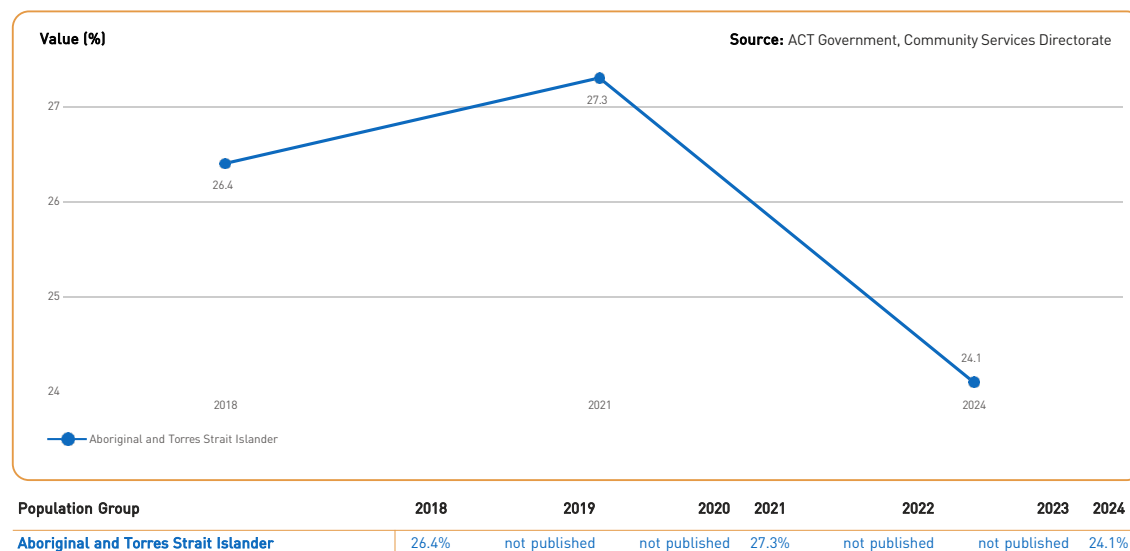
2. By 2031, increase the proportion of Aboriginal and Torres Strait Islander Children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55%.

Indicator:

3. Increasing proportion of children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55%

Measure:

3a. Percentage of children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC).



Data notes:

- > Data available every 3 years.

Key Trends and Observations:

- > The percentage of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five AEDC domains shows a slight long-term decline, moving from 26.4% in 2018 to 24.1% in 2024
- > Results peaked in 2021 (27.3%), before dropping in the next available collection year (2024)
- > Data is only available every three years, which limits year to year trend visibility but still indicates a downward shift between 2021 and 2024
- > The 2024 figure represents the lowest point in the series, indicating emerging challenges in supporting children to be developmentally on track across all AEDC domains
- > The downward shift suggests increased developmental vulnerability compared with previous cycles, highlighting areas where additional early childhood, family support, or community based interventions may be valuable
- > Continued monitoring in the next AEDC cycle will help determine whether the 2024 decline is a short-term fluctuation or part of a broader trend

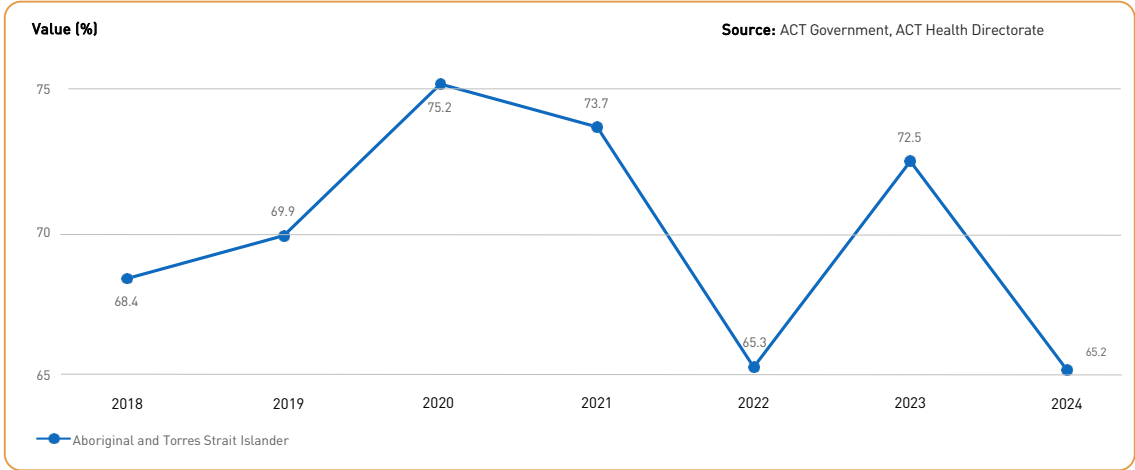
Chart 4:

Focus Area: Children and Young People

Target:
2. 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%.

Indicator:
3. Increasing proportion of children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55%

Measure:
3b. Percentage of children assessed at the lowest risk category in the ACT Kindy Health Check Strengths and Difficulties Questionnaire (SDQ).



Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	68.4%	69.9%	75.2%	73.7%	65.3%	72.5%	65.2%

Key Trends and Observations:

- > The percentage of Aboriginal and Torres Strait Islander children assessed in the lowest risk category on the ACT Kindy Health Check SDQ has fluctuated across the series, starting at 68.4% in 2018 and ending slightly lower at 65.2% in 2024
- > Results peaked in 2020 at 75.2%, followed by steady declines in 2021 and a sharp drop in 2022
- > A strong rebound occurred in 2023 (72.5%), but this was not sustained, with 2024 falling again to 65.2%
- > Overall, the pattern shows variability rather than a consistent upward or downward trend and indicates inconsistent outcomes in children’s social-emotional development as measured by the SDQ
- > The drop from the 2023 rebound to the 2024 result suggests emerging challenges that may require renewed focus on early behavioural and emotional supports
- > Continued monitoring will be important to understand whether the 2024 decline is temporary or part of a broader pattern of fluctuating developmental risk levels

Target 3:

By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care by 45%.

Note: This is also a National Closing the Gap target.

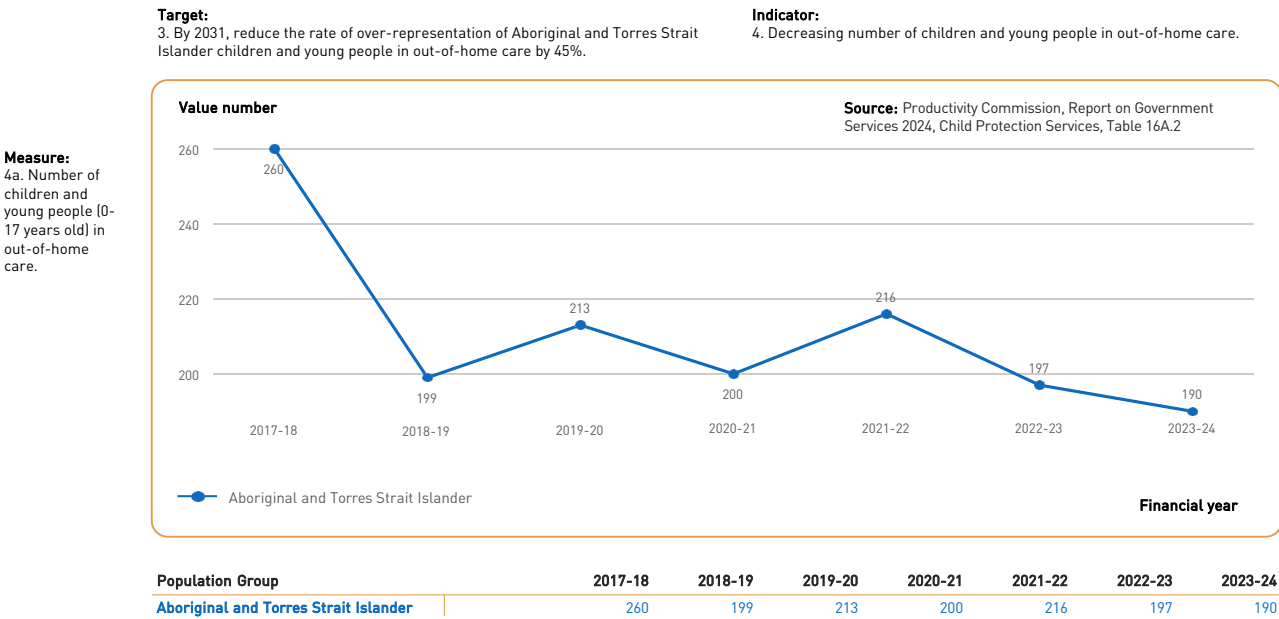
On track



Likelihood of Achievement - Based on the current trends and data, it appears that achieving the target of reducing the rate of over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care by 45% by 2031 is challenging, but not impossible.

Chart 5:

Focus Area: Children and Young People



Data notes:

Prior to 2019-20, out-of-home care data included some young people aged 18 years or over whose carers receive a full carer payment, generally to facilitate completion of schooling without change to the placement. Since 2019-20, out-of-home care data excludes these young people, resulting in a reduction in the number of children in out-of-home care compared to earlier years. These young people continue to be supported in the ACT by other payments and programs.

Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander children and young people in outofhome care shows an overall decline across the period, decreasing from 260 in 2017–18 to 190 in 2023–24
- > The largest singleyear reduction occurred between 2017–18 and 2018–19, where numbers fell sharply from 260 to 199
- > Following this drop, numbers fluctuate between 199 and 216 from 2018–19 to 2021–22, indicating periodtoperiod movement rather than a steady decline
- > After a temporary increase in 2021–22 (216), the figures decrease for two consecutive years to 197 in 2022–23 and 190 in 2023–24
- > The 2023–24 result is the lowest value in the series, reinforcing a downward trajectory in the most recent years



Chart 6:

Focus Area: Children and Young People

Target:

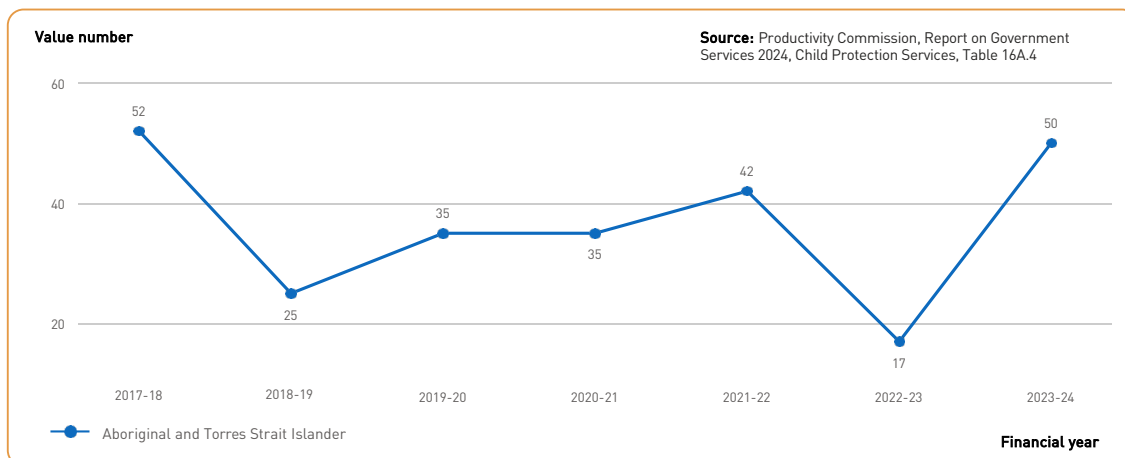
3. By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care by 45%.

Indicator:

5. Decreasing number of children and young people entering out-of-home care.

Measure:

5a. Number of children and young people (0-17 years old) admitted to out-of-home care.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	52	25	35	35	42	17	50

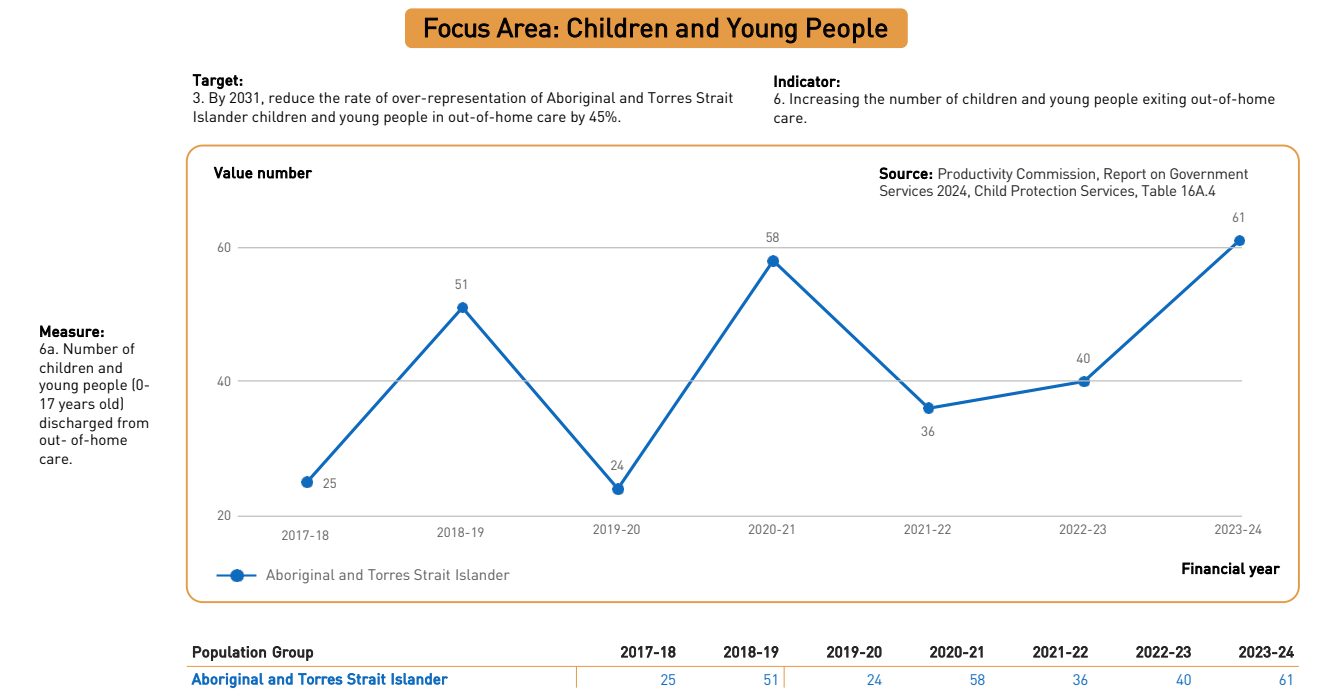
Data notes:

- Children admitted to out-of-home care more than once during the year were only counted at the first admission. Data for children exiting care includes those who left care and had not returned in less than 60 days. Where a child had more than one discharge from care, the child was only counted for one discharge for the year. Data may include children who were discharged on their 18th birthday.
- Admission data should be read with caution. Admission data only represents entry into care but does not provide a view on duration in care.

Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander children and young people entering outofhome care fluctuates significantly across the reporting period
- > Admissions start at 52 in 2017-18, drop sharply to 25 in 2018-19, then increase to 35 in 2019-20 and remain at the same level in 2020-21
- > A further rise occurs in 2021-22, reaching 42 admissions, before falling to the lowest point in the series at 17 in 2022-23
- > The most recent year, 2023-24, shows a marked increase to 50 admissions, bringing the count close to the level observed at the beginning of the period
- > Overall, the pattern reflects high year-to-year variability, with no consistent upward or downward trend

Chart 7:



Data notes:

- > Children admitted to out-of-home care more than once during the year were only counted at the first admission. Data for children exiting care includes those who left care and had not returned in less than 60 days. Where a child had more than one discharge from care, the child was only counted for one discharge for the year. Data may include children who were discharged on their 18th birthday.

Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander children and young people exiting outofhome care fluctuates across the reporting period
- > Discharges increase from 25 in 2017–18 to 51 in 2018–19, before dropping to 24 in 2019–20, the lowest point in the series
- > A sharp rise occurs in 2020–21, reaching 58, followed by a decline to 36 in 2021–22 numbers then increase in each subsequent year, rising to 40 in 2022–23 and reaching 61 in 2023–24
- > The 2023–24 result is the highest level recorded in the series, indicating increased exits from outofhome care in the most recent year

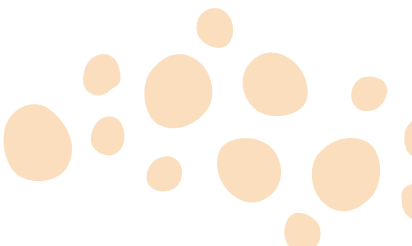
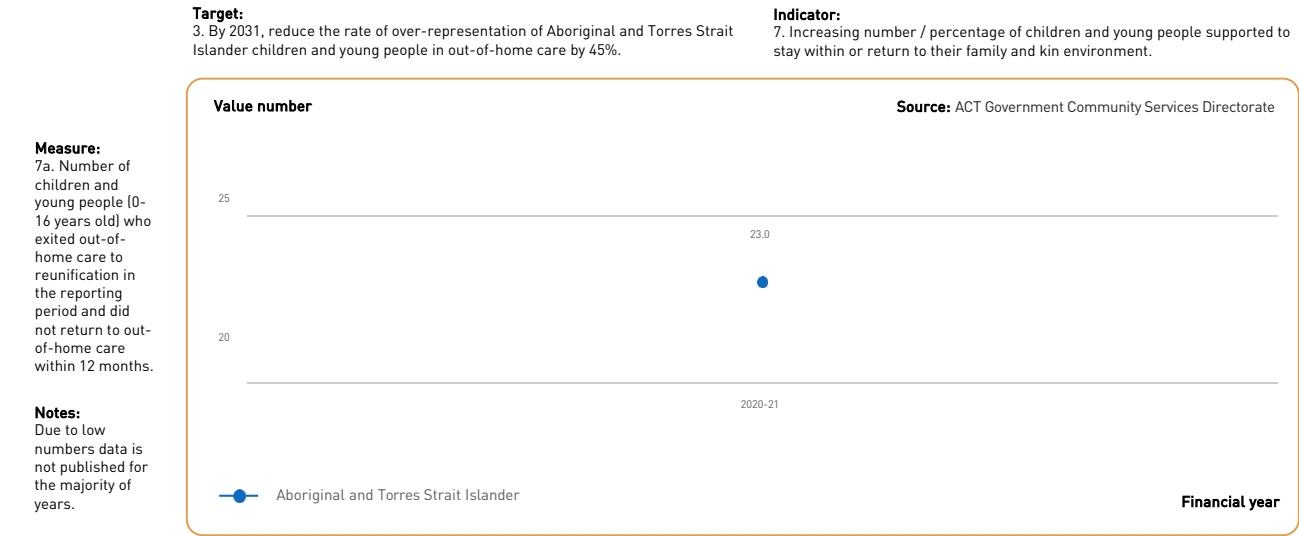


Chart 8:

Focus Area: Children and Young People



Data notes:

- > Data for all years except for 2020-21 has been suppressed due to small numbers and confidentiality in a national context.

Chart 9:

Focus Area: Children and Young People

Target:

3. By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care by 45%.

Indicator:

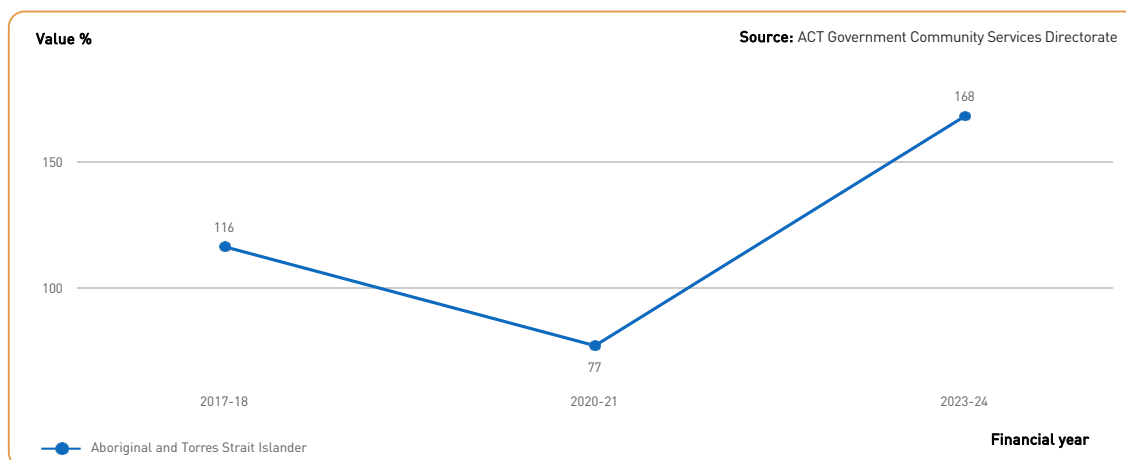
7. Increasing number / percentage of children and young people supported to stay within or return to their family and kin environments.

Measure:

7b. Percentage of children and young people (0-16 years old) reunified to one or both birth parents within 12 months of entering out-of-home care.

Notes:

Due to low numbers data is not published for the majority of years.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	116.0%	not published	not published	76.7%	not published	not published	168.0%

Key Trends and Observations:

- > Data for this measure is only available for limited years due to low numbers, resulting in several reporting gaps across the time series
- > In 2017-18, 116.0% of Aboriginal and Torres Strait Islander children entering outofhome care were reunified with family or kin within 12 months
- > The proportion declines to 77.0% in 2020-21, representing the lowest recorded point in the series
- > The most recent available data, 2023-24, shows a substantial increase to 168.0%, the highest value recorded
- > Overall, the available data points indicate significant variability over time, with large shifts between reporting periods rather than a steady trend

Measure 7c and 7d: Number and percentage of Aboriginal and Torres Strait Islander children and young people (0-17 years old) who were not in long-term guardianship or custody order and were reunified in the reporting period.

- > Data for 2017-18 through to 2022-24 is not published and is suppressed for confidentiality reasons in national context.

Target 4:

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.

Note: This is also a National Closing the Gap target.

Not on track



Likelihood of Achievement – Given the current trends and fluctuations, the trajectory indicates that achieving the target of a 50% reduction in family violence and abuse by 2031 is unlikely without significant and sustained interventions

Chart 10:

Focus Area: Children and Young People

Target:

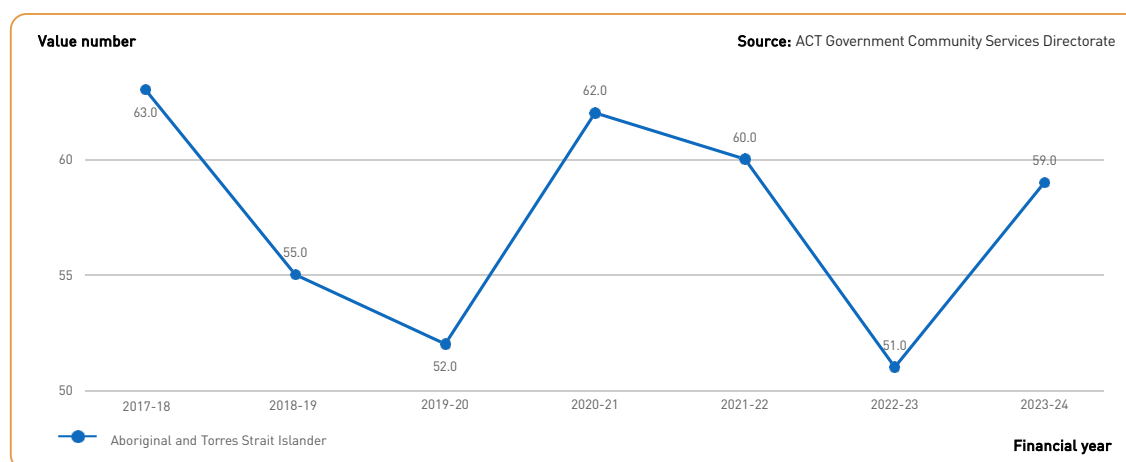
4. By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

Indicator:

8. Decrease in people needing crisis support in relation to domestic and family violence.

Measure:

8a. Average number of people per month presenting with Domestic Violence Crisis Services (DVCS) (crisis and legal support).



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	63	55	52	62	60	51	59

Key Trends and Observations:

- > The average number of Aboriginal and Torres Strait Islander people requiring crisis support in relation to domestic and family violence fluctuates across the reporting period
- > The series begins at 63 in 2017–18, then declines over two years to 55 in 2018–19 and 52 in 2019–20, representing the lowest point in the early part of the series
- > A sharp increase occurs in 2020–21, rising to 62, followed by a slight decrease to 60 in 2021–22
- > The number drops again in 2022–23 to 51, the lowest point across the full reporting period
- > In 2023–24, the figure rises to 59, indicating a rebound from the previous year
- > Overall, the pattern shows considerable year-to-year variability, with alternating periods of decline and increase rather than a clear sustained trend

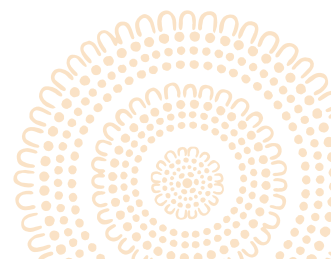


Chart 11:

Focus Area: Children and Young People

Target:

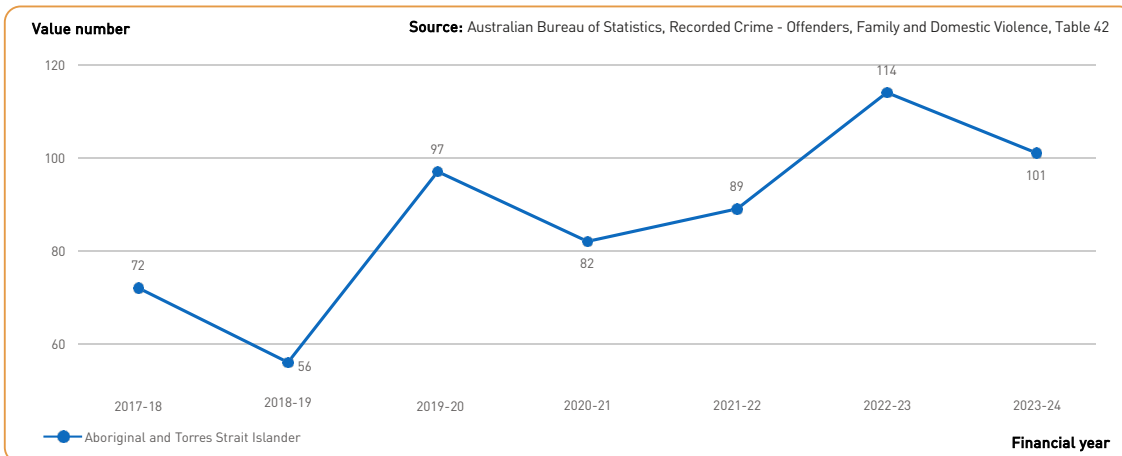
4. By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

Indicator:

9. Decreasing number of domestic and family violence offenders who identify as Aboriginal and Torres Strait Islander.

Measure:

9a. Number of domestic and family violence offenders who identify as Aboriginal and Torres Strait Islander.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	72	56	97	82	89	114	101

Data notes:

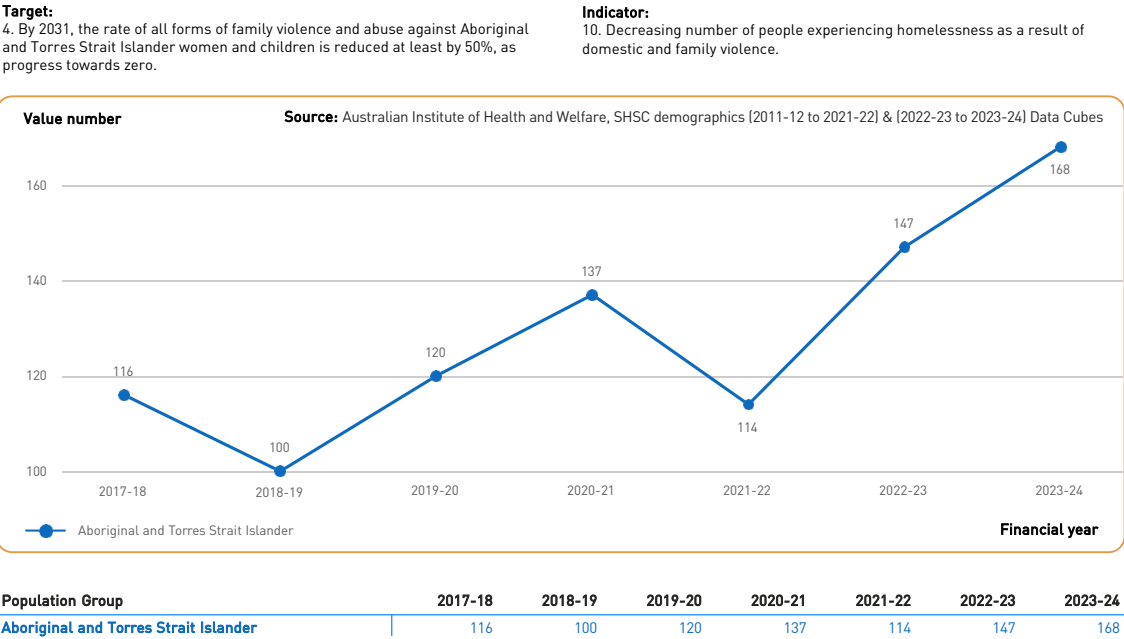
- > The minimum age of criminal responsibility increased from 10 to 12 years during the 2023-24 reference period. Users are advised not to compare data to earlier reference periods.

Key Trends and Observations:

- > The number of domestic and family violence offenders identifying as Aboriginal and Torres Strait Islander varies substantially across the reporting period
- > Numbers decline from 72 in 2017-18 to 56 in 2018-19, before increasing sharply to 97 in 2019-20
- > A reduction follows in 2020-21 to 82, with numbers then rising again to 89 in 2021-22
- > The series peaks in 2022-23 at 114, the highest value observed across the period
- > In the most recent year, 2023-24, the number decreases slightly to 101, though this remains well above levels recorded earlier in the series.
- > Overall, the data shows high volatility with an upward shift in later years, rather than a consistent declining pattern

Chart 12:

Focus Area: Children and Young People



Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander people experiencing homelessness because of domestic and family violence shows substantial variation across the period
- > Numbers decrease from 116 in 2017-18 to 100 in 2018-19, before increasing over the next two years to 120 in 2019-20 and 137 in 2020-21
- > A decline occurs in 2021-22, with the number falling to 114
- > The series then rises sharply in the most recent years, increasing to 147 in 2022-23 and reaching 168 in 2023-24, the highest value in the period shown
- > Overall, the data indicates an upward movement in recent years, following earlier fluctuations rather than a consistent longterm trend



ACT Agreement Focus Area: Cultural Integrity

Outcome: A society that supports the aspirations of all Aboriginal and Torres Strait Islander peoples and contributes to the building of respectful, fair and sustainable communities.

Recent Activities

During 2024–25, progress under Cultural Integrity has focused on embedding cultural authority, accountability and capability across government systems, rather than delivering isolated initiatives. Effort has centred on strengthening governance structures, workforce capability and decision-making processes so that Aboriginal and Torres Strait Islander perspectives are consistently reflected in policy, service design and public engagement across the ACT Public Service.

At a whole-of-government level, the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) released and commenced implementation of the Reconciliation and Cultural Integrity Plan 2024–27. The plan sets out directorate actions to strengthen leadership accountability, cultural capability and culturally safe governance across the ACT Public Service. Coordination is led by CMTEDD Corporate. Progress is reflected in CMTEDD's annual reporting, including activities such as cultural safety learning, support for Aboriginal and Torres Strait Islander staff, and increased representation on advisory groups and boards.

Across portfolios, cultural authority is being embedded more directly into decision-making structures. Within the Justice and Community Safety Directorate, the establishment of a Directorate Cultural Advisor role, alongside dedicated First Nations justice leadership, ensures Aboriginal and Torres Strait Islander perspectives inform policy, commissioning and service design. Partnership with the Aboriginal and Torres Strait Islander community has been positioned as a core commissioning principle, including in the design and preparation of major reforms such as the transition to a minimum age of criminal responsibility of fourteen years.

In the health system, Canberra Health Services has strengthened Aboriginal governance and workforce capability through standing structures that inform service design and delivery. An Aboriginal and Torres Strait Islander Steering Committee and dedicated consumer advisory structures provide ongoing input into planning, service improvement and patient experience. These governance mechanisms are supported by targeted workforce initiatives focused on recruitment, retention and leadership development, reinforcing broader commitments to culturally safe care across clinical and non-clinical settings.

Cultural integrity is also being reflected in how planning, heritage and public spaces are shaped. The Environment, Planning and Sustainable Development Directorate has continued engagement with Ngunnawal Traditional Custodians to ensure Country-led perspectives inform planning decisions, heritage conservation and interpretive practice. This includes embedding Traditional Custodian input into policy development, project design and the presentation of cultural heritage in public places.

ACT cultural institutions have continued to amplify Aboriginal and Torres Strait Islander stories through dedicated programming. The Cultural Facilities Corporation's 2024–25 Annual Snapshot identifies First Nations programming as a core stream across major venues, including the Canberra Theatre Centre, Canberra Museum and Gallery and ACT historic places. This approach positions First Nations content as a central component of cultural programming, strengthening visibility and connection for audiences.

At a community and workforce level, Ngunnawal language workshops have contributed to strengthening cultural knowledge and practice across the ACT Public Service. These workshops provide an overview of language revitalisation, the impacts of colonisation on Aboriginal languages, and guidance on culturally appropriate protocols, including delivering an Acknowledgement of Country in Ngunnawal language. During 2024–25, eight Ngunnawal language workshops were delivered to 99 participants, alongside one Australian languages workshop with six participants. Feedback indicates increased knowledge and confidence among participants, with a growing use of Ngunnawal language in acknowledgements across schools and directorate settings.

Completed Action Summary

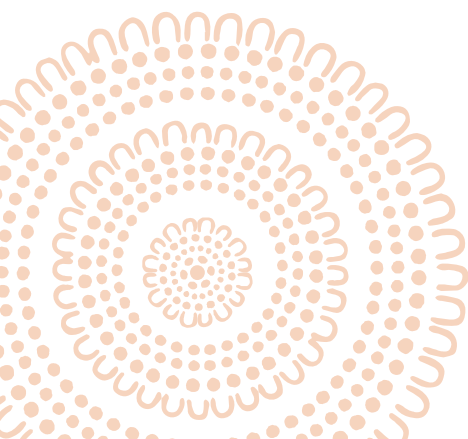
Action	Completion Status
Establish an ACTPS Cultural Integrity Professional Learning Database to guide the creation of Directorate specific Professional Learning Plans aimed at building ACTPS workforce cultural capability and workplace cultural safety.	The ACTPS Cultural Integrity Professional Learning Database has now been published on the ACTPS Culture, Inclusion and Belonging SharePoint hub. The Cultural Transformation Group has also commenced early thinking and initial mapping for a Cultural Capability Maturity Model Matrix, a framework intended to guide directorates through progressive stages of cultural capability to embed culturally safe, equitable and antiracist systems and practices. This foundational work will support preparation for consultation on the model in 2026 and assist directorates in developing targeted and effective Professional Learning Plans to build workforce cultural capability and strengthen workplace cultural safety.

Action Plan Reporting

Action	Progress status update
ACTPS to develop general guidelines on identifying systemic racism in systems and processes, including expert input on barriers and governance to progress.	On track The Cultural Transformation Group has developed a project plan and consultation approach to inform the creation of ACTPS Guidelines on identifying and eliminating systemic racism. CTG will now begin consultation on the guidance, with the aim of finalising and launching the resource in June 2026. This process will see a consultation period that ensures alignment with evidence-based approaches to eliminating systemic racism in the ACTPS and support principles under the Public Sector (Closing the Gap) Legislation Amendment Act 2025.
Develop and implement an ACT Public Service Cultural Integrity Framework to support each Directorate to create their own Cultural Integrity Action Plan and Professional Learning Plan relevant to their own contexts	On track The Cultural Transformation Group has developed a project plan and consultation approach to inform the development of the Cultural Integrity Framework. CTG will now begin consultation on the guidance, with the aim of finalising and launching the resource in June 2026. This process will see a consultation period that ensures alignment with existing Cultural Integrity resources and work underway across the ACTPS and the Public Sector (Closing the Gap) Legislation Amendment Act 2025.



Action	Progress status update
Develop a Cultural Integrity 'best practice' guide including case studies that align with the ACT Public Service Cultural Integrity Framework to support all Directorates to develop their own Cultural Integrity Action Plans.	On track The Education Directorate has developed a range of supports, such as the Cultural Integrity Community of Practice role and responsibilities, and guides (Building a Culturally Authentic Team and Building a Culturally Authentic Action). These documents are in the final stages of drafting and clearance and are yet to be shared with CMTEDD.
In collaboration with the Winanggaay Ngunnawal Language Group, develop Ngunnawal language resources for use in ACT Government and Public Schools.	Delayed or Delays Anticipated OATSIA is working with Winanggaay Ngunnawal Language Group to finalise the funding agreement, which includes the scoping for an Indigenous Language Centre. This will provide an overarching investment in first nations languages, supporting work with language owners on the preservation, revitalisation and use of language - including in schools. The ACT Government has been working closely with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts following the Australian Government's 2024-25 Budget commitment of \$53.8 million over four years, plus \$17.8 million ongoing, to strengthen Indigenous languages. This includes dedicated funding of \$400,000 per year from 2025-2026 for the development of a Language Centre in the ACT. The ACT Government will work in partnership with the Commonwealth and the community to identify the community's aspirations and requirements for the Centre, and to determine the requirements of the ACT Government to support the Centre's long-term sustainability.
Implement the National Guiding Principles for Native Title Compensation that reaffirms the ACT Government's commitment to settle native title compensation matters by negotiating an agreement, where possible, supporting the cultural rights of Aboriginal and Torres Strait Islander peoples, as recognised in s 27(2) of the ACT Human Rights Act 2004.	Delayed or Delays Anticipated OATSIA is participating in national discussions to develop an overarching framework for addressing Native Title compensation. This will respond to legal parameters under the Timber Creek determination (2016) and the Yunupingu case (currently under appeal). This framework will map how all jurisdictions will address Native Title compensation. National Guiding Principles and the Framework cannot be applied until a successful Native Title claim and an application to the Federal Court for compensation related to the recognised claim has been passed.



Data Reporting

Target 5:

By 2031, reduce experiences of racism and discrimination for Aboriginal and Torres Strait Islander people within government systems by at least 80% as progress towards zero.

Note: This is also a National Closing the Gap target.

Measure not
yet defined



Likelihood of Achievement - Unknown, due to lack of available data.

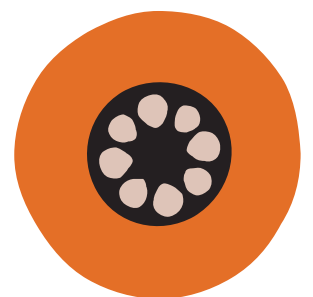
Indicator 11: This outcome is a core component of Priority Reform 3 (Transforming Government Organisations) within the National Agreement on Closing the Gap.

The objective is to ensure that Aboriginal and Torres Strait Islander people can access government services that are culturally safe and free from institutional racism.

ACT Indicators require further work and may be informed by the National Closing the Gap Indicators.

Government mainstream institutions and agencies reporting actions to implement the transformation elements:

- > Identify and eliminate racism
- > Embed and practice meaningful cultural safety
- > Deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
- > Increase accountability through transparent funding allocations
- > Support Aboriginal and Torres Strait Islander cultures
- > Improve engagement with Aboriginal and Torres Strait Islander people





ACT Agreement Focus Area: Inclusive Community

Outcome: 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.

Recent Activities

During 2024–25, progress under Inclusive Community has focused on embedding cultural inclusion as a standard feature of both public-facing services and internal government practice. Effort has centred on making Aboriginal and Torres Strait Islander culture visible, recognised and integrated across planning, service delivery and civic life, rather than treated as a separate or add-on activity.

At a whole-of-government level, the Reconciliation and Cultural Integrity Plan 2024–27 has set clear expectations for how directorates recognise and make visible Aboriginal and Torres Strait Islander cultures in public information, engagement and staff programs. The Cultural Transformation Branch has supported implementation by providing the delivery architecture to embed these expectations across business areas. Progress is reflected in CMTEDD reporting, including cultural safety learning, workforce support initiatives and increased Aboriginal and Torres Strait Islander representation in advisory and governance forums.

Across the planning system, inclusion has been strengthened through continued engagement with Ngunnawal Traditional Custodians, ensuring that Country informs day-to-day decisions about land, heritage and the interpretation of cultural stories in public spaces. Traditional Custodian advice is being integrated into policy development, heritage activity and place-based design, supporting a visible and ongoing Aboriginal presence in the public realm. This Country-led approach is increasingly reflected as standard practice rather than a project-specific activity.

Cultural inclusion is also being reinforced through ACT cultural institutions, where Aboriginal and Torres Strait Islander programming is positioned as a core and ongoing component of public engagement. The Cultural Facilities Corporation's 2024–25 program includes dedicated Aboriginal and Torres Strait Islander content across venues such as the Canberra Theatre Centre, Canberra Museum and Gallery, and ACT historic places. These settings act as regular connection points where Aboriginal and Torres Strait Islander stories, language and cultural expression are visible within mainstream cultural life.

Directorates have also continued to deliver inclusion through large-scale community engagement and civic events. Reconciliation Day, delivered by Community Services, is reported as a major inclusion activity and forms part of broader community engagement efforts across the year. These events provide tangible opportunities for Aboriginal and Torres Strait Islander culture and leadership to be recognised and experienced by the broader community, reinforcing inclusion in shared public spaces.

Inclusion is further supported through practical services that are accessible and relevant to community needs. The Public Trustee and Guardian has continued to provide clear and accessible pathways for Aboriginal and Torres Strait Islander people to access services such as Free Wills, ensuring that individuals and families can engage with legal and financial processes without unnecessary complexity or barriers. These services act as important entry points at key life stages and contribute to more inclusive service delivery.

Internally, inclusion is being strengthened through workforce capability and accountability measures across directorates. Cultural safety learning, staff support initiatives and improved engagement practices are contributing to more respectful and informed interactions with Aboriginal and Torres Strait Islander people. Together with external-facing initiatives, these efforts support a more consistent experience of cultural recognition, whether engaging with government services, participating in community events or accessing public spaces.

Completed Action Summary

Action	Completion Status
The ACT Government will collect wellbeing data for Aboriginal and Torres Strait Islander peoples in the ACT and region, to help identify barriers experienced by Aboriginal and Torres Strait Islander peoples and support self-determination in seeking solutions.	CMTEDD has amended Wellbeing Impact Assessment templates to collect data regarding the impact on Aboriginal and Torres Strait Islander people of matters presented to Cabinet or its Expenditure Review Committee. While this does not collect primary data from Aboriginal and Torres Strait Islander people or enable self-determination or give the Cabinet in Confidence nature of the data, it does impose a requirement for directorates to identify barriers and collect and present data for any Cabinet items.

Action Plan Reporting

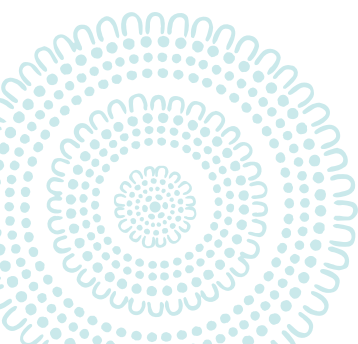
Action	Progress status update
Co-design Aboriginal and Torres Strait Islander data sovereignty principles with Aboriginal and Torres Strait Islander communities and develop implementation guidance for use across Directorates.	On track Indigenous Data Governance and Sovereignty (IDGS) is being driven at a national level through the recently established Data Policy Partnership (DPP), led by the National Indigenous Australians Agency (NIAA) in partnership with the Australian Bureau Statistics (ABS). The DPP's evolution and jurisdictional involvement has also been picked up by the national Data and Analytics Working Group (DAWG), an official-level working group under the Data and Digital Ministers Meeting (DDMM). ACT Government Data Reform Group's (DRG) agenda includes a standing item on IDGS. Work to progress this action is continuing under priority reform action 43 under the Phase 3 Action Plan.
Co-design an Aboriginal and Torres Strait Islander language data standard with Aboriginal and Torres Strait Islander communities. The language data standard should support the consistent collection of information about the use of Aboriginal and Torres Strait Islander languages in the Canberra region, support consistency with the Australian Standard Classification of Languages, and is supported with implementation guidance for use across Directorates.	Ongoing/BAU Discussions with Data Reform Group members pointed to a need to understand the intent of this commitment better, to ensure the intent is delivered, in particular given the ABS is the custodian of, and regularly updates the Australian/national language data standard. In the national data sharing ecosystem, jurisdictions are expected to adopt national data standards and focus efforts on implementation of the standards, rather than duplication of the work. Initial conversations with CMTEDD HR, OATSIA and Education point to a potential need for a different commitment to support the Ngunnawal language program.



Action	Progress status update
Develop an implementation-ready roadmap that will support an improved understanding of Aboriginal and Torres Strait Islander demographic information at different statistical geography levels. The roadmap could consider data sharing or commissioning of survey collection activities.	On track Work to develop an implementation-ready data roadmap has been consolidated into Phase 3 Action Plan Priority Reform 43, and work sits alongside the pilot Indigenous Data Sovereignty and Indigenous Data Governance (IDS-G) Project led by the Health and Community Services Directorate and the newly established National Data Policy Partnership. An early priority Phase 3 Action Plan Priority Reform 43 activity is the completion of a community-focused audit of ACT Government data holdings to identify datasets that can contribute relevant demographic information. The outcomes of the audit will also inform what updates to the Aboriginal and Torres Strait Islander Health and Demographic Profile for the ACT and Surrounds, published in 2023 by the Epidemiology Section and the Aboriginal and Torres Strait Islander Partnerships Team (formerly within the ACT Health Directorate) may be required.
Increase diverse Aboriginal and Torres Strait Islander user perspectives for all programs and services early and often.	On track The Cultural Transformation Group (CTG) has progressed this recommendation through the development and pilot of the Cultural Safety Care Plans, which were co-designed with ACTPS Cultural Advisors and trialled in the HCSD ASD Branch. The Cultural Safety Care Plans embed structured, meaningful engagement with Aboriginal and Torres Strait Islander staff, ensuring their cultural needs, lived experiences, and perspectives directly inform workplace practices. By standardising tools such as the Individual and Branch Plan templates, factsheets, and manager guidance, the framework strengthens opportunities for Aboriginal and Torres Strait Islander voices to shape program design, cultural safety approaches, and service delivery from the outset. This will result in more consistent, culturally responsive practices across Directorates and supports ongoing inclusion of diverse Aboriginal and Torres Strait Islander perspectives early and often in decision-making. The CTG coordinates the Cultural Advisor Network, bringing together Cultural Advisors from across the ACTPS to collaborate and platform diverse Aboriginal and Torres Strait Islander voices. The CTG continues to support Directorates in establishing Cultural Advisor positions.



Action	Progress status update
Design ACT Government services in an integrated way, from end to end, ensuring it makes sense to Aboriginal and Torres Strait Islander Canberrans.	Delayed or Delays Anticipated ACT Government directorates continue to explore opportunities to work in partnership with the ACT Aboriginal and Torres Strait Islander community. Key examples include the work with the Our Booris Our Way Implementation Oversight Committee who are working in partnership with the ACT Government to redesign approaches that will embed culturally appropriate approaches and reduce the number of Aboriginal and Torres Strait Islander children in out-of-home-care. The Community Services Directorate also works with representatives of the Aboriginal and Torres Strait Islander community to design services in an integrated way through programs such as Next Steps. Canberra Health Services (CHS) works with the Aboriginal and Torres Strait Islander Community Reference Group (CRG) in the development of service responses specific to the needs of the local community. An example of this has been CHS commencing a dedicated project to improve access for Aboriginal and Torres Strait Islander children on outpatient waitlists, including Ear Nose and Throat, Dermatology and General Paediatrics. Additional clinics (including weekend) have been established. As of April 2024, the waitlist has reduced from 703 to 285 children.
Increase opportunities across the ACT Government to promote the public use and visibility of Aboriginal languages in the Canberra Region including through funding and grants.	Delayed or Delays Anticipated The ACT Government is working closely with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts following the Australian Government's 2024-25 Budget commitment of \$53.8 million over four years, plus \$17.8 million ongoing, to strengthen Indigenous languages. This includes dedicated funding of \$400,000 per year from 2025-2026 for the development of a Language Centre in the ACT. The ACT Government will work in partnership with the Commonwealth and the community to identify the community's aspirations and requirements for the Centre, and to determine the requirements of the ACT Government to support the Centre's long-term sustainability.





Data Reporting

Target 6:

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.

Note: This is also a National Closing the Gap target.

Measure not yet defined



Likelihood of Achievement - Unknown, due to lack of available data.

Indicator 12: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > 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

Target 7:

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

Note: This is also a National Closing the Gap target.

Status Unknown



Likelihood of Achievement - Unknown, due to lack of available data.

Indicator 13: Increase the visibility and use of Aboriginal languages of the Canberra region.

Measure 13a: Number of initiatives implemented to enable the revitalisation of languages of the Canberra region.

Target 8:

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

Note: This is also a National Closing the Gap target.

Measure not yet defined



Likelihood of Achievement - Unknown, due to lack of available data.

Indicator 14: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > 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)



ACT Agreement Focus Area: Community Leadership

Outcome: Aboriginal and Torres Strait Islander peoples have a strong voice, are decision makers on issues that impact them and lead in the achievement of positive life outcomes.

Recent Activities

During 2024–25, Community Leadership has been strengthened through embedding Aboriginal and Torres Strait Islander decision-making within governance structures, commissioning processes and service design across government. Effort has focused on ensuring leadership is exercised not only through representation, but through control over how services are designed, funded and delivered.

Shared decision-making has been progressed through commissioning approaches that prioritise Aboriginal community-controlled organisations. Health and Community Service Directorate reports ongoing collaboration with the Aboriginal and Torres Strait Islander Elected Body alongside expansion of commissioning through the Aboriginal Community Controlled Organisation Establishment and Expansion Fund. This fund is designed to build organisational capability and support delivery readiness, with the Aboriginal Service Development Branch providing system-level support alongside program investments. These efforts sit within broader governance forums and community engagement activities, demonstrating how leadership is supported through both formal structures and practical resourcing.

Across the justice system, cultural authority is being embedded directly into decision-making. The Justice and Community Safety Directorate established a Directorate Cultural Advisor role to ensure cultural authority informs policy, commissioning and program design at the executive level. This is supported by a dedicated Aboriginal and Torres Strait Islander justice leadership function within the organisational structure, positioning Aboriginal perspectives close to decisions about reform and service delivery. Commissioning is undertaken in partnership with the Aboriginal and Torres Strait Islander community, including in preparation for major reforms such as the transition to a minimum age of criminal responsibility of fourteen years.

In the health system, Aboriginal leadership is reflected through governance structures that shape service design and delivery. Canberra Health Services reports an Aboriginal and Torres Strait Islander Steering Committee providing system-level guidance on cultural integrity, alongside a consumer advisory structure that brings Aboriginal voices into decisions about access, experience and service models. These standing mechanisms inform planning and service improvement and are supported by workforce initiatives focused on recruitment, retention and leadership development for Aboriginal and Torres Strait Islander staff.

Leadership by Traditional Custodians continues to shape planning, heritage and public space outcomes. CED reports ongoing collaboration with Ngunnawal Traditional Custodians to ensure Country informs planning policy, heritage decision-making and interpretive practice. Traditional Custodian advice is incorporated into project design and the presentation of cultural stories, positioning cultural authority with those who hold it and reinforcing leadership as an ongoing relationship rather than one-off consultation.

Transparency and accountability in leadership are also reflected in service delivery organisations. Legal Aid ACT's 2024–25 Annual Report includes a dedicated Aboriginal and Torres Strait Islander reporting section outlining governance, performance and service delivery information. This provides a clear account of how services are delivered to Aboriginal clients and communities and supports visibility of outcomes within the justice assistance system.

Completed Action Summary

Action	Completion Status
Co-design the ACT Disability Strategy with people with disability to ensure the needs and aspirations of Aboriginal and Torres Strait Islander peoples with disability are included.	Throughout 2023 and 2024 the Community Services Directorate (Office for Disability, CSD) continued to engage and collaborate with Aboriginal and Torres Strait Islander people with disability, their families and carers on the development of the ACT Disability Strategy. We heard Aboriginal and Torres Strait Islander people with disability and their families experience complex forms of discrimination and disadvantage and face significant barriers to accessing culturally safe and responsive services and support. The ACT Disability Reference Group, which includes representatives from Aboriginal and Torres Strait Islander backgrounds, met with the Minister for Disability on 13 February 2024 to provide feedback on final drafts of the Strategy and First Action Plan, prior its finalisation.
Encourage development of community leaders with disability.	This measure is a business as usual responsibility for all directorates under the ACT's disability laws and frameworks.
Codesign and develop a new Heritage database and website to provide access to heritage.	Machinery of Government changes in 2025 formed the City and Environment Directorate through the amalgamation of Access Canberra, The Better Regulation Taskforce, Environment, Planning and Sustainable Development Directorate (EPSDD) and Transport Canberra and City Services Directorate (TCCS). Further to these changes, responsibility for administration of business systems including potential implementation of the new Heritage Database (subject to future budget decisions), is now co-ordinated by CED Corporate Services and may potentially transfer to Digital Canberra in the future. The Aboriginal and Torres Strait Islander Elected Body produced the Truth through Transparency Report in response to the 13th Elected Body Hearings held in August 2025. Recommendation 35 of this report relates to Share Cultural Heritage Data Under Community Control. CED continues to work to progress towards this goal. As a newly established agency, CED is piloting management of culturally sensitive records into its records and information management program, which will support this work. In addition, ACT Heritage is currently exploring improved methods for extracting cultural data from reports. Further progress relating to cultural heritage data will be reported against Recommendation 35 and this Phase 2 action is considered closed.



Action Plan Reporting

Action	Progress status update
Codesign and develop a new Heritage database and website to provide access to heritage.	Significant Difficulties Preliminary funding has been provided to progress procurement of a new Heritage Database in the 2024-25 budget. Significant progress has been made in cleansing data on First Nations cultural objects that is proposed to be made available on ACTMapi following consultation with First Nations representatives. As part of the ACT Budget 2025-26, the government will consider options for a new heritage database and decide whether further work is required to ensure solutions are cost effective and align with the ACT's digital policy. However, the government continues to invest in work to consolidate, increase the quality of, and protect cultural data.
Explore, in conjunction with Ngunnawal Traditional Custodians and other First Nation groups as appropriate, the feasibility and potential models for a co-managed agreement for lands and waters relating to Namadgi National Park.	No longer progressing The directorate does not intend to progress a co-management agreement for Namadgi National Park until such time the Traditional Custodians of the ACT are confirmed through a Native Title process. Until this occurs the directorate will continue to consult with Traditional Custodians and Registered Aboriginal Organisations in relation to environment and cultural matters in Namadgi National Park. This action is replaced by a new Action under Phase 3 to formalise shared governance for Namadgi and key cultural sites. While a legally binding co-management agreement will not be achieved in the short term, the City and Environment Directorate (CED) is committed to co-management through a formal partnership with apically connected Traditional Custodians in line with Priority Reform Area 1 and 2 through the reinstitution of the Dhawura Ngunnawal Caring for Country Committee (DNCCC). CED will also be guided by the prioritisation of the Traditional Custodian community as to the remit of the management scope of the DNCCC. This partnership mechanism will guide and assist in determining the steps for achieving a legally binding co-management agreement or Native Title negotiation process.
Codesign and implement a Cultural Resource Plan to enable the sustainable use of natural and cultural resources by Traditional Custodians and other Aboriginal and Torres Strait Islander peoples across the ACT.	No longer progressing Pursuant to the Nature Conservation Act 2014, The Conservator of Flora and Fauna may prepare a Cultural Resource Management Plan (CRMP) where appropriate. The purpose of a Cultural Resource CRMP is to support access to land and resources for cultural use. The Act provides that if a CRMP is developed, the Conservator must develop the plan in partnership with the Ngunnawal community and consult the United Ngunnawal Elders Council. Further work on the CRMP will not be progressing at this time.

Action	Progress status update
Codesign the preparation of a Cultural Heritage Management Plan to conserve and protect cultural heritage across the ACT for public land including health assessments for modified trees.	No longer progressin The preparation of Cultural Heritage Management Plans resides with the landowner or manager where a heritage place or object is located. ACT Heritage and Representative Aboriginal Organisations remain available to provide advice and guidance in relation to the requirements of the Heritage Act 2004 and any decisions made under it during the plan's development.
Prepare protocols in collaboration with the United Ngunnawal Elders Council for the naming of places in the ACT with Ngunnawal language to reflect 25,000 years of ongoing cultural connection to this place now known as Canberra and rename key sites as identified by community.	Ongoing/BAU The ACT Place Names Unit has embedded the interim protocol for place naming into business-as-usual practices under the Public Place Names Act 1989. No requests for naming of sites or locations were finalised through the ACT Place Names Unit during 2024-25. Any parks and reserves named with Ngunnawal language were not formally named under the Public Place Names Act 1989.

Data Reporting

Target 9:

There will be formal partnership arrangements 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.

Note: This is also a National Closing the Gap target.

Measure not yet defined



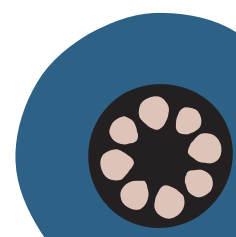
Likelihood of Achievement - Unknown, due to lack of available data.

Indicator 15: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > Proportion of Aboriginal and Torres Strait Islander Australians reporting they are able to have a say in their community on issues important to them
- > Proportion of Aboriginal and Torres Strait Islander Australians reporting improvements in their communities

Indicator 16: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > Partnerships reviewed (new or existing) meeting the 'strong partnership elements' (as defined in the National Agreement)
- > Number of partnerships by function, such as decision-making or strategic



Target 10:

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

Note: This is also a National Closing the Gap target.

Not on track



Likelihood of Achievement - Low, unless there is a significant increase in joint decision-making efforts.

Indicator 17: Increasing role in decision making on parks and reserves which make up 70% of the ACT land mass.

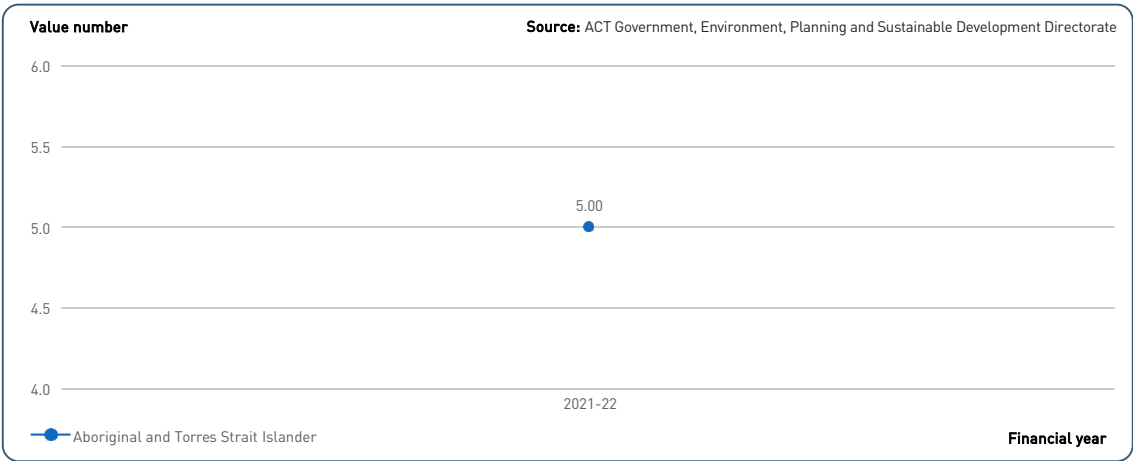
Chart 13:

Focus Area: Community Leadership

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

Indicator:
17. Increasing role in decision making on parks and reserves which make up 70% of the ACT land mass.

Measure:
17a. Number of joint decisions implemented in parks and reserves.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	not published	not published	not published	not published	5	not published	not published

Data notes:

- > The measure specifies “Number of joint decisions implemented in parks and reserves”. Although the DNCCC met regularly in 2023-24, there were no joint decisions made during this time. The committee largely provided advice and identified actions, rather than made joint decisions. Work is underway to review the measure and strengthen definitions and processes for capturing the data.

Key Trends and Observations:

- > The measure records the number of joint decisions implemented in parks and reserves, with data published for only one year across the reporting period
- > A value of five joint decisions is reported in 2021–22, while all other years are marked as not published
- > The absence of data in most years limits the ability to identify trends or assess consistency in joint decisionmaking
- > Data notes indicate that while the DNCCC met regularly in 2023–24, no joint decisions were made during this period, with activity focused on providing advice and identifying actions, rather than formal joint decisionmaking arrangements.



ACT Agreement Focus Area: **Connecting the Community**

Outcome: Aboriginal and Torres Strait Islander community members are connected to strong families, and social and support networks building upon the foundation of community leadership.

Recent Activities

During 2024–25, Connecting the Community has focused on strengthening culturally grounded places, services and systems that support connection to family, community and Country. Effort has centred on ensuring Aboriginal and Torres Strait Islander people can access support, engage with services and participate in community life through settings that are trusted, locally connected and culturally informed.

Community-controlled infrastructure continues to play a key role in anchoring connection. Construction progressed on the new Gudan Gulwan youth facility, which is a permanent, community-controlled space where Aboriginal and Torres Strait Islander young people and families can engage with services in a setting governed by the local Aboriginal community. The facility is positioned as a hub for cultural connection, youth engagement and wraparound support on Country, strengthening everyday access to community-led services.

Across the justice system, connection is being strengthened through partnership-based approaches to service design and delivery. The JACS Directorate confirms that commissioning is undertaken in partnership with the Aboriginal and Torres Strait Islander community, including during the development of reforms and programs affecting Aboriginal families. This is supported by a Directorate Cultural Advisor role and Aboriginal and Torres Strait Islander justice leadership embedded within the directorate's structure, ensuring cultural authority informs program and policy settings. These arrangements contribute to place-based service design and support pathways that enable communities to access services locally, rather than relying solely on court-based systems.

Connection to community is also reinforced through the way public spaces are planned, cared for and interpreted. The Environment, Planning and Sustainable Development Directorate reports continued collaboration with Ngunnawal Traditional Custodians to ensure Country informs planning, heritage activity and interpretive practice in parks, reserves and public places. Traditional Custodian input shapes how cultural stories are represented and experienced in the public realm, supporting ongoing connection to culture in everyday environments. This Country-led approach is described as standard practice rather than one-off consultation.

Cultural institutions also provide important spaces for connection. The Cultural Facilities Corporation's 2024–25 Annual Snapshot outlines Aboriginal and Torres Strait Islander programming across the Canberra Theatre Centre, Canberra Museum and Gallery and ACT historic places. By embedding this programming as a consistent feature across venues, these institutions act as regular meeting points where culture, stories and community connection are shared with both Aboriginal and Torres Strait Islander people and the broader community.

Large-scale civic events further strengthen connection between Aboriginal and Torres Strait Islander communities and the wider public. Hosting Reconciliation Day and other major engagement activities as part of its community support and engagement functions. These events provide opportunities for culture and leadership to be experienced in shared public settings, reinforcing connection, visibility and recognition beyond program-specific environments.

Completed Action Summary

Action	Completion Status
Identify training to support Aboriginal and Torres Strait Islander board members to perform effectively on government boards and committees. If suitable and appropriate training is not available, CMTEDD will work with CIT to explore development of new options.	From an ACTPS staffing perspective, two Aboriginal and/or Torres Strait Islander staff members are now fully enrolled in the AICD Company Directors' Course and have completed the in-person component of their courses in May and June in 2024.
The Office for LGBTIQ+ Affairs will actively encourage Aboriginal and Torres Strait Islander peoples to participate as members of the ACT LGBTIQ+ Ministerial Advisory Council, and to seek grant funding through the Capital of Equality grants program.	Council: There is one identified position for an LGBTIQ+ Aboriginal and Torres Strait Islander person on the LGBTIQ+ Ministerial Advisory Council that must be filled. Currently, there are 2 members who are Aboriginal and Torres Strait Islander: > the Chair (Aboriginal person) > the Deputy chair (Aboriginal and Torres Strait Islander person) > Any new recruitment actions are not due until early 2026. Capital of Equality Grants Program Across all streams of the Capital of Equality Grants Program (the Grants Program) applications led by or for the benefit of the LGBTIQ+ Aboriginal and Torres Strait Islander communities are prioritised.
The ACT Government will seek to ensure decision-making processes, including through Budget and Cabinet, are informed by the impact of policies, projects, and programs on the wellbeing of Aboriginal and Torres Strait Islander Canberrans including through seeking input from partners and the community.	This action has been closed off, noting that it is a continuation of effort rather than establishing a process. The Wellbeing Impact Assessment (WIA) template is reviewed annually (typically following the Budget process) to ensure that National and ACT Agreement issues are captured in the best way possible to encourage consideration of the Agreements when developing WIAs. The guidance notes that accompany the template are similarly reviewed. These tools have been supported in recent Budget processes by webinars for all staff conducted jointly by OATSIA, Aboriginal Service Development Branch, Treasury and the Wellbeing team - to further explain the need to consider the relevant issues (including use of ACCOs) in developing Budget business cases and WIAs.

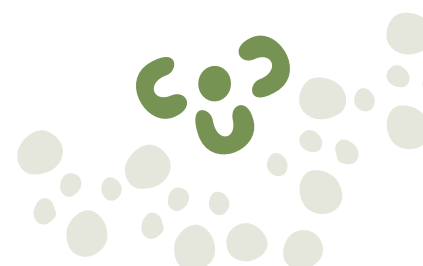
Action Plans Reporting

Action	Progress status update
Further develop the Strengthening Partnerships – Investing for Social Impact (Commissioning Framework) to support delivery of services and new initiatives, including communication with Aboriginal and Torres Strait Islander communities about these opportunities.	On track JACS, ACTHD and CSD are continuing to apply commissioning in a self-determined way to Aboriginal Community Controlled Organisations (ACCOs) and for culturally safe services across the human service system. Achievements included JACS working closely with the Aboriginal Justice Caucus, ACCOs and people with lived experience for their first discovery workshop held in July 2024 to develop appropriate and culturally sensitive participation opportunities. To better support and guide commissioners, the Aboriginal Service Development Branch will release in September 2024 a guide to strengthen understanding of impacts on the Aboriginal and Torres Strait Islander Community through each commissioning cycle. Commissioning cycles are continuing to target greater investment towards ACCOs and Aboriginal and Torres Strait Islander service provision such as those for the Housing and Homelessness sector.
Establish a cross directorate framework that will guide the development of the Aboriginal and Torres Strait Islander Community Controlled Sector within the ACT. The framework will demonstrate our commitment to genuinely partner with the Aboriginal and Torres Strait Islander Community to develop the capacity of current and future organisations in the Aboriginal and Torres Strait Islander Community Controlled Sector.	On track The Aboriginal Service Development Branch (ASD) has briefed the CSD ATSIEB Member as to the intent of this Action and desired Outcome to support this Action being considered a priority for the ATSIEB's work plan. CSD will aim to work with the ATSIEB to embed a genuine partnership approach and relationship with the ACT Aboriginal and Torres Strait Islander community and human services sector to finalise the Strategic Policy Framework.
Develop an engagement plan to increase awareness of the Aboriginal and Torres Strait Islander Procurement Policy across government and the community, to increase the level of Aboriginal and Torres Strait Islander businesses obtaining ACT Government contracts.	Completed Procurement ACT convened a committee to undertake a comprehensive review of the Aboriginal and Torres Strait Islander Procurement Policy. Procurement ACT is progressing work to give effect to the recommendations of the review, including through updating the policy itself and an action plan to implement the recommendations of the review. Procurement ACT has commenced communication and education activities under the action plan to increase awareness of the Aboriginal and Torres Strait Islander Procurement Policy across government and the community (including with Aboriginal and Torres Strait Islander enterprises) to encourage higher and more meaningful utilisation of the Policy and will continue to engage with relevant business areas across government to do so.

Action	Progress status update
Establish whole of government cultural standards and protocols, to build the cultural effectiveness of ACTPS staff to enable more impactful engagement with Aboriginal and Torres Strait Islander Community members.	On track In 2025, Terri Janke and Company finalised Respecting Indigenous Cultural and Intellectual Property: A best practice protocol for working with Aboriginal and Torres Strait Islander culture and art (the Protocol), in consultation with the ACT Government. artsACT has produced a guide document to accompany the protocol. This guide provides the required considerations for ACT Government staff when commissioning, purchasing or licencing Aboriginal and Torres Strait Islander artwork. artsACT will work with CMTEDD Communications & Engagement on the release of both documents across ACT Government.
Ensure that the voice of Aboriginal and Torres Strait Islander peoples is reflected in the operation of Yarramundi Cultural Centre and Boomanulla Oval, as we progress towards returning these assets to full community control.	On track Yerrabi Yurwang remain at the Yarramundi Cultural Centre where they continue to provide and support the Aboriginal and Torres Strait Islander Community to access the site for events and functions including Sorry Business. Burrunju Art Centre, an Aboriginal owned and run not for profit charity, run the Art Gallery at the Yarramundi Cultural Centre. CED remain the primary point of contact for Boomanulla Oval.
Incorporate Aboriginal and Torres Strait Islander cultural perspectives into ACT Government infrastructure projects.	Ongoing/BAU Aboriginal and Torres Strait Islander cultural perspectives are embedded in ACT Government infrastructure projects through active participation in design and delivery. Infrastructure Canberra (iCBR) sets financial and participation targets to promote economic empowerment and cultural inclusion, leading to stronger community outcomes. 2023–2024 Highlights: > Canberra Hospital Expansion: Cultural design elements included in the Aboriginal and Torres Strait Islander lounge and Welcome Hall; over \$25M in Aboriginal and Torres Strait Islander employment, business, education, and training. > Light Rail Stage 2: Design with Country Framework; exceeded 4% Aboriginal and Torres Strait Islander employment target. > CIT Woden & CIT Yurauna: Aboriginal consultancies guided culturally inclusive learning space designs. > Canberra Theatre: Community consultations informed cultural integration in redevelopment. > Gugan Gulwan Youth Facility: Achieved 18% Indigenous participation; cultural elements embedded in design. > Molonglo Valley Library: Ngunnawal values and heritage integrated into design. > Sullivans Creek to Creek: Indigenous artists engaged for bridge artwork. > Education Projects: Schools include cultural awareness training and Indigenous participation targets. > Sport & Recreation Facilities: Cultural art installations added, including at Ngunnawal District Playing Fields. > Road & Civil Projects: Local consultations ensure cultural heritage is respected. > Neighbourhood Projects: Increasing inclusion of Aboriginal and Torres Strait Islander artwork and landscaping. > General Infrastructure: Landscaping and artwork inspired by local Aboriginal and Torres Strait Islander artists featured across projects.



Action	Progress status update
	2024–2025 Focus: Ongoing Projects: > Light Rail Stage 2A & 2B: Exceeding workforce target and business spend target on track to be met; cultural design recommendations included in EIS. > CIT Woden & Yurauna: Continued engagement with Aboriginal consultants for inclusive design. > Canberra Theatre: Workshops and briefings with Aboriginal and Torres Strait Islander communities and networks. New Projects: > Northside Hospital, Gungahlin Second College, Molonglo Bridge, New City Police Station: Early engagement with iCBR Cultural and Pathways Advisors to embed cultural integrity. TCCS supported the integration of Aboriginal and Torres Strait Islander cultural perspectives across multiple infrastructure projects in 2024–25: > Playground Upgrades: Projects at Lyons, Kaleen, Banambila Street (Aranda), and Point Hut Pond (Gordon) incorporated Ngunnawal cultural themes and artwork by Aboriginal artists, developed in consultation with Bagariin Ngunnawal Cultural Consulting. > Sport and Recreation Facilities: Upgrades at Stirling, Ngunnawal, and Hawker sportsgrounds featured Indigenous artwork by Kristie Peters (Yarrudhamarra Creations), enhancing cultural representation and community connection. > Watermarks Project – Sullivans Creek Activation: Delivered in partnership with Buru Ngunnawal Aboriginal Corporation, embedding Ngunnawal language and cultural stories into stormwater infrastructure through murals and signage. > Street Art and Graffiti Program: TCCS commissioned murals across public spaces featuring Aboriginal and Torres Strait Islander themes, supported by the launch of the Street Artists Directory, aimed at increasing visibility and opportunities for Aboriginal and Torres Strait Islander creators. > Street Artists Directory: Launched in 2025, the directory showcases 43 artists, including several Aboriginal and Torres Strait Islander contributors. It is hosted on the Arts ACT website and includes a community toolkit to support mural commissioning. > Key mural locations: > Evatt Shopping Centre (Belconnen North) > Narrabundah Shopping Centre (Inner South) > Sullivans Creek Activation (Inner North) Strategic Implementation: iCBR is co-designing an Aboriginal and Torres Strait Islander Cultural Integrity Framework with community input to guide consistent and meaningful cultural integration across all infrastructure projects.



Data Reporting

Target 11:

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.

Note: This is also a National Closing the Gap priority.

Measure not yet defined



Likelihood of Achievement - Uncertain, due to lack of data.

Indicator 18: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > Proportion of Aboriginal and Torres Strait Islander people reporting fewer barriers in accessing services

Indicator 19: ACT Indicators require further work and may be informed by the National Closing the Gap Indicators:

- > 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 (etc)
- > Number of sectors with elements of a strong sector, by element (etc)



ACT Agreement Focus Area:

Life-long Learning

Outcome: Respect is given to preserving the world's oldest living cultures which enhances social inclusion and empowers Aboriginal and Torres Strait Islander peoples to fully engage in life-long learning and positive generational experiences.

Recent Activities

As of June 2025, the Lifelong Learning outcome reflects consolidation and continuity across six focus actions, with two completed, one progressing as planned, and three embedded as ongoing business-as-usual activity. This represents an increase since the 2022–23 Impact Statement and indicates a shift from discrete initiatives toward more sustained and coordinated delivery.

During 2023–24, activity under this focus area continued to support learning across all life stages, recognising that educational outcomes are shaped by early childhood development, engagement with schooling, and access to further education, training and employment pathways. This approach acknowledges that learning is influenced by broader social and cultural factors, including connection to family, community and culture, and is supported by whole-of-government settings that promote cultural capability and inclusion across learning environments.

In the early years, investment remained focused on strengthening participation in early childhood education and care. Programs such as the three-year-old early childhood initiative continued to expand access to quality learning, supporting improved developmental outcomes for Aboriginal and Torres Strait Islander children. Efforts also focused on improving service accessibility and coordination, alongside strengthening educator capability through culturally responsive practice, including professional learning informed by Aboriginal and Torres Strait Islander frameworks.

Across schooling, activity centred on supporting attendance, participation and engagement. Targeted supports were directed at reducing barriers to learning and responding to factors that contribute to disengagement, with a continued emphasis on culturally responsive approaches developed in partnership with community and service providers. These efforts are supported by broader cultural capability settings across the ACT Public Service, helping to ensure that learning environments are consistent with cultural integrity principles.

Beyond compulsory education, initiatives continued to support transitions into further education, training and employment. Territory-level pathways, including apprenticeships, traineeships and identified recruitment pathways into the ACT Public Service, support Aboriginal and Torres Strait Islander young people and adults to move between learning and employment. These pathways recognise the importance of flexible and culturally appropriate approaches, particularly for those who have experienced disruption in their education.

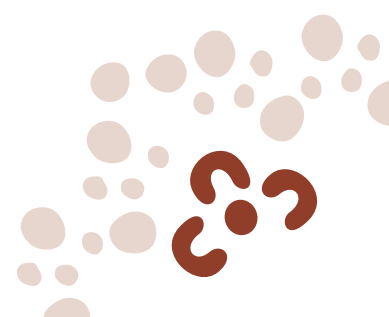
Lifelong learning is also supported through health and community settings, where learning and professional development occur within culturally informed environments. Within Canberra Health Services, supervised placements and early career development are supported through governance structures such as the Aboriginal and Torres Strait Islander Steering Committee and consumer and carer advisory mechanisms. This ensures that learning in clinical and community settings is shaped by Aboriginal governance and lived experience, reinforcing culturally safe practice.

Cultural institutions also contribute to lifelong learning by embedding Aboriginal and Torres Strait Islander knowledge and perspectives within public programming. Through ongoing exhibitions, performances and place-based interpretation across ACT cultural venues, opportunities are created for both students and the broader community to engage with culture, language and history as part of everyday learning.

Across all stages, there has been a continued emphasis on strengthening cultural safety and responsiveness within learning environments. Whole-of-government cultural capability initiatives support this approach, reinforcing that learning is most effective when it is grounded in identity, community and connection to Country, and when cultural knowledge is recognised as central to lifelong learning.

Completed Action Summary

Action	Completion Status
Review subsidy loadings for Aboriginal and Torres Strait Islander traineeships and apprenticeships.	Skills Canberra provides a loading of \$500 to registered training organisations (RTOs) for learners identifying as Aboriginal and/or Torres Strait Islander and an additional \$500 loading if the learner also identifies as a person with a disability. The loadings are a contribution towards the cost of RTOs delivering learning support tailored to the specific needs of Aboriginal and Torres Strait Islander learners. They are intended to facilitate learner satisfaction and successful outcomes. Under the National Skills Agreement (NSA), the ACT will seek to evaluate initiatives including learner loadings, strengthen the evidence base and refine supports that improve training outcomes. Aboriginal and Torres Strait Islanders are a priority learner cohort under the NSA. The number of Aboriginal and Torres Strait Islander students in-training in trades occupations has been increasing steadily.
Strengthen the Aboriginal and Torres Strait Islander Secondary and Tertiary Scholarship Programs to support Year 12 retention and attainment and to extend support for Aboriginal and Torres Strait Islander students undertaking a teaching degree.	The Aboriginal and Torres Strait Islander tertiary and secondary scholarships undergo a process of review at the conclusion of each scholarship year. Work is being undertaken within the Directorate to increase the uptake of the Tertiary Scholarship opportunities. This work will include a revision of the eligibility requirements and an exploration of options that will increase the likelihood of graduates pursuing a teaching career.



Action Plans Reporting

Action	Progress status update
Increase community awareness of post school pathways and lifelong learning opportunities available to Aboriginal and Torres Strait Islander Canberrans.	Complete/ongoing In 2024, the ACT published its Industry Action Plans. Consultation to develop these Plans highlighted a need for greater information access and availability, particularly for vulnerable or disadvantaged community groups. The recent upcoming Skilled Capital training release has promoted will promote training opportunities across ACT registered training organisations. Through the National Skills Agreement, the ACT is proposing measures that will support an increased understanding of lifelong learning opportunities and commencement and completion of in-demand skills and training, with a focus on priority cohorts, through the Increasing Completions policy initiative. Aboriginal and Torres Strait Islander students are identified as a key priority learner cohort. Skills Canberra will continue to increase community awareness of post school pathways and lifelong learning opportunities available to Aboriginal and Torres Strait Islander Canberrans through business as usual pathways and through Skills Canberra Field Officers.
Develop, implement, and promote quality pathways to tertiary qualifications for Aboriginal and Torres Strait Islander students in the ACT.	On track Skills Canberra provides a student loading in addition to subsidies paid for both User Choice (Australian Apprenticeships) and Skilled Capital programs. The ACT Free TAFE initiative includes Aboriginal and Torres Strait Islander as a priority learner cohort. Free TAFE The ACT signed on to deliver the Fee Free Construction initiative, in addition to Free TAFE Tranches 1 and 2, through the Canberra Institute of Technology. Aboriginal and Torres Strait Islander learners are identified as a priority cohort eligible to access fee free training through these initiatives, meaning they, among other priority learners, have priority placement over other students applying. National Skills Agreement Through the National Skills Agreement, signed in October 2023, there is a special policy initiative on Closing the Gap. The ACT is working closely with the Commonwealth Aboriginal Services Development, OATSIA and the Elected Body to finalise a range of plans that can contribute to improved outcomes and pathways 1. Closing the Gap Policy Initiative Following consultation with OATSIA and Aboriginal Service Development in CSD, the ACT is proposing an initial program of works: > Funding to address immediate workforce issues and support capability development identified by the ACCO and Aboriginal and Torres Strait Islander owned training sector. > Initial consultation, scoping and research through engagement of an Aboriginal and/or Torres Strait Islander consultant, to inform a further implementation plan and allocation of funding to achieve intended Closing the Gap initiative outcomes. Economic Development will work closely with relevant agencies, including the Elected Body to ensure success for community on this.

Action	Progress status update
	2. Adult Community Education (ACE) Grant program Skills Canberra has engaged with the ACT Government Aboriginal Service Development team to review ACE Program guidelines, with the intention of increasing accessibility and participation of Aboriginal and Torres Strait Islander training providers and organisations.
Monitor the uptake and breadth of Australian School-based Apprenticeship opportunities for Aboriginal and Torres Strait Islander school students to inform future planning.	Complete/ongoing Skills Canberra continues to monitor the uptake and trends in Australian School-based Apprenticeship opportunities for Aboriginal and Torres Strait Islander school students. Through the National Skills Agreement, the ACT will support increased career planning and information accessibility for priority cohorts. Anecdotal evidence from industry has identified that this must commence with school-aged children, ensuring they are provided with the opportunity to identify career and training options relevant and available to them. Implementation of this initiative will involve analysis of this and other data, to ensure sound and evidence-based policies. ASBA numbers are tracking well at 56 (in training). A significantly higher proportion of Aboriginal and Torres Strait Islander ASBAs (i.e. 97%) report being employed and/or in further study after training than non-Indigenous ASBAs (i.e. 84%).
Identify opportunities to develop capability and leadership within Aboriginal and Torres Strait Islander communities, including women and on content that has a strong impact on women (gender-based violence)-consistent with We Don't Soot Our Wounded report, recommendation 6.	On track The ACT Government has provided grant funding to support the establishment of 5 Aboriginal Community Controlled Organisations (ACCOs) to provide a range of services to Aboriginal and Torres Strait Islander women impacted by domestic, family and sexual violence (DFSV). Four of these services are women-led and focus specifically on responses for women and children. In 2024 the Domestic, Family and Sexual Violence Office (DFSVO) completed a key community consultation project with Aboriginal and Torres Strait Islander community members on upcoming projects and programs which address DFSV. To facilitate a culturally safe, responsive and meaningful consultation process the DFSVO engaged Curiyo, a 100% Aboriginal and female owned business. The project included consultation on DFSV training to build capability for Aboriginal and Torres Strait Islander staff working in the DFSV sector. Outcomes from this consultation continue to inform and influence the development of a strategic approach to support DFSV workforce development and mechanisms to continuously build capability for both specialist and non-specialist DFSV sectors from 2024-25 onwards.

Data Reporting

Target 12:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander students (aged 20–24) attaining year 12 or equivalent qualification to 96%.

Note: This is also a National Closing the Gap target.

On track



Likelihood of Achievement - Based on the current trends and data, it appears that the target of increasing the proportion of Aboriginal and Torres Strait Islander students (aged 20–24) attaining a Year 12 or equivalent qualification to 96% by 2031 is on track to be achieved.

Chart 14:

Data notes:

Focus Area: Lifelong Learning

Target:

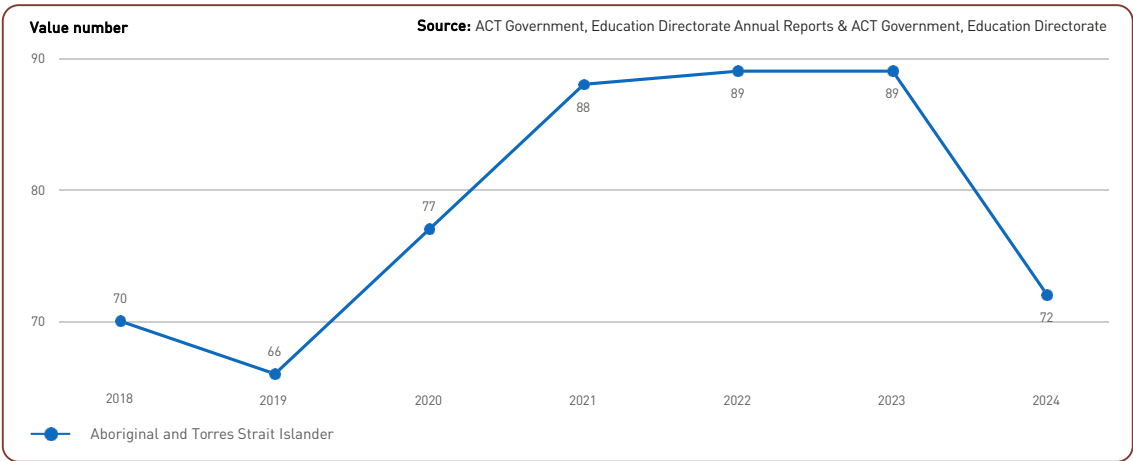
12. By 2031, increase the proportion of Aboriginal and Torres Strait Islander students (aged 20–24) attaining year 12 or equivalent qualification to 96%.

Indicator:

20. Increasing number of young people complete year 12 or equivalent qualification.

Measure:

20a. Number of students in public schools attaining a Senior Secondary Certificate.



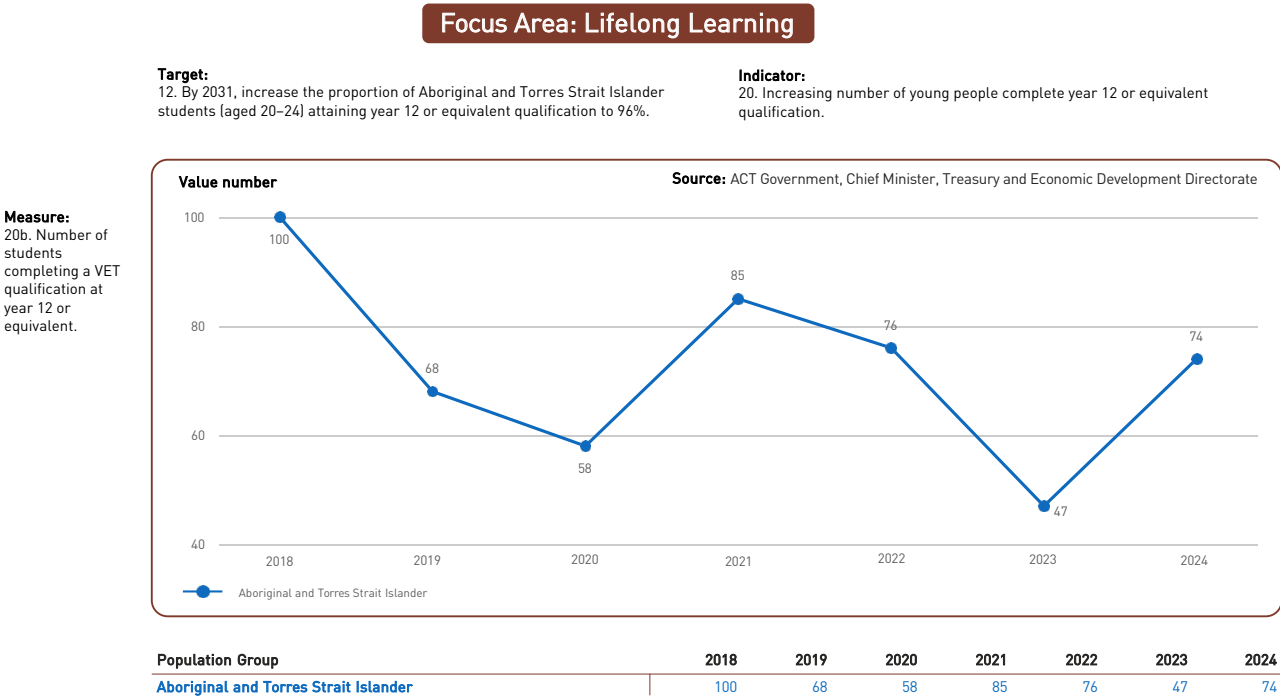
Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	70	66	77	88	89	89	72

- > Data should be interpreted with caution: The number of students who are eligible/studying to attain their Senior Secondary Certificate will affect the data and trend.

Key Trends and Observations:

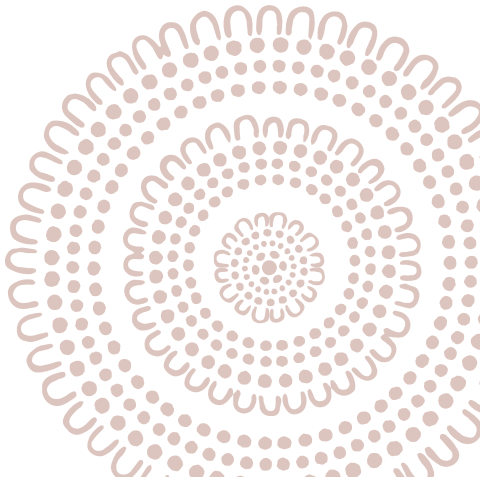
- > The number of Aboriginal and Torres Strait Islander students attaining a Senior Secondary Certificate in public schools has shown a positive upward trend from 2018 to 2023, however a decline in numbers was recorded in 2024 from 89 students in 2023 to 72 students in 2024
- > There was a slight decline in attainment between 2018 (70 students) and 2019 (66 students)
- > From 2019 onwards, the numbers increased significantly, reaching 77 in 2020, followed by a steeper rise in 2021 (88 students)
- > The trend then stabilises in 2022 and 2023, then declines significantly in 2024
- > If the early trend (2019-2021 growth rate) resumes, the target could be met before 2031
- > However, if the recent plateau persists, noting there has been a significant decline in 2024, the target will not be met

Chart 15:



Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander young people completing Year 12 or an equivalent qualification shows substantial fluctuation across the period
- > Completions are highest in 2018 at 100, before declining to 68 in 2019 and further to 58 in 2020, representing the lowest point in the early part of the series
- > A strong increase occurs in 2021, with completions rising to 85, followed by a decline to 76 in 2022
- > Numbers drop sharply again in 2023 to 47, the lowest value across the series
- > The most recent year, 2024, shows a rebound to 74, indicating partial recovery from the previous year
- > Overall, the pattern reflects considerable year-to-year variability, rather than a stable upward trend



Target 13:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (aged 25–34) who have completed a tertiary qualification (Certificate III and above) to 70%.

Note: This is also a National Closing the Gap target.

Not on track



Likelihood of Achievement - Based on the current trends and data, it appears unlikely that the target of increasing the proportion of Aboriginal and Torres Strait Islander people (aged 25–34) who have completed a tertiary qualification (Certificate III and above) to 70% by 2031 will be achieved without significant and sustained efforts.

Chart 16:

Focus Area: Lifelong Learning

Target:

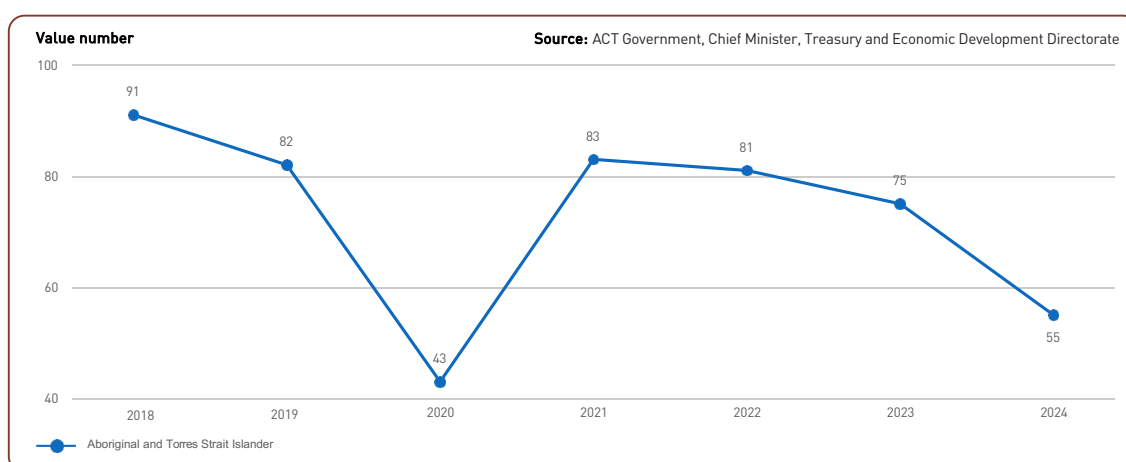
13. By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (aged 25–34) who have completed a tertiary qualification (Certificate III and above) to 70%.

Indicator:

21. Increasing number of adults complete a tertiary qualification.

Measure:

21a. Number of students completing a VET qualification at Certificate III and above level.



Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	91	82	43	83	81	75	55

Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander adults completing a tertiary qualification fluctuates across the reporting period
- > Completions are highest in 2018 at 91, before declining to 82 in 2019 and dropping sharply to 43 in 2020, the lowest point in the series
- > A strong increase occurs in 2021, with completions rising to 83, followed by a slight decrease to 81 in 2022
- > Numbers continue to decline in the most recent years, falling to 75 in 2023 and 55 in 2024
- > Overall, the data shows significant year-to-year variability, with no sustained upward trend and a noticeable decline from the post-2021 peak



ACT Agreement Focus Area: Economic Participation

Outcome: Equality of access to employment and growth in Aboriginal and Torres Strait Islander businesses and community services organisations which drives economic development across their communities.

Recent Activities

During 2023–25, Economic Participation has been progressed through strengthening procurement, workforce pathways and program delivery settings that support Aboriginal and Torres Strait Islander employment and business growth. Effort has focused on embedding participation within core government systems, ensuring opportunities are created through routine purchasing, service delivery and infrastructure investment rather than through isolated initiatives.

At a whole-of-government level, procurement settings continue to act as a key lever for economic participation. The CMTEDD reported ongoing implementation of the ACT Aboriginal and Torres Strait Islander Procurement Policy, alongside actions to strengthen supplier engagement, capability and visibility across government purchasing. These efforts are supported through central governance and coordination mechanisms, reinforcing Aboriginal procurement priorities across directorates and supporting increased participation of Aboriginal businesses in government contracts and panels.

Within the justice portfolio, commissioning and workforce pathways are contributing to economic participation outcomes. JACS Directorate reports that commissioning is undertaken in partnership with the Aboriginal and Torres Strait Islander community, supported by Aboriginal leadership embedded within the directorate's structure to ensure cultural authority informs program design and procurement decisions. Workforce pathways across emergency services, corrections, courts and legal services continue to support increased Aboriginal and Torres Strait Islander employment in both frontline and corporate roles.

In the health system, employment and career development are supported through targeted workforce initiatives and culturally safe workplaces. CHS reports actions focused on attraction, retention and leadership development for Aboriginal and Torres Strait Islander staff, alongside governance structures such as the Aboriginal and Torres Strait Islander Steering Committee and consumer advisory structures. Together, these support pathways for employment and progression across clinical and corporate roles within the health network.

Economic participation is also supported through the Territory's capital works program. Infrastructure Canberra's role in overseeing infrastructure delivery, procurement and program governance creates opportunities to embed Aboriginal participation requirements into major projects. This includes structuring contracts and delivery approaches to support supplier development, cultural design and engagement outcomes across the infrastructure pipeline, positioning participation as a consistent expectation rather than a project-specific consideration.

At a local level, estate development and placemaking activities generate ongoing economic opportunities. The Suburban Land Agency's work in delivering estates, built form programs and place-based activation contributes to demand for local suppliers and professional services. Where cultural design, engagement and interpretation are required, this also creates opportunities for Aboriginal and Torres Strait Islander practitioners to participate in planning, design and activation linked to land release and community development.

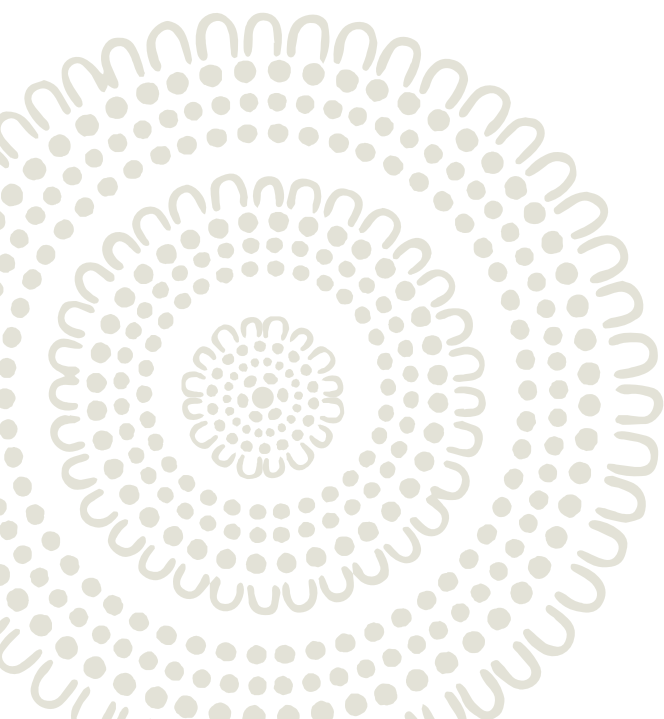
The cultural sector also contributes to economic participation through paid creative and professional opportunities. The Cultural Facilities Corporation reports Aboriginal and Torres Strait Islander programming across major venues, including the Canberra Theatre Centre, Canberra Museum and Gallery and ACT historic places. Embedding this programming as a consistent part of the annual program supports ongoing employment and contracting opportunities for Aboriginal and Torres Strait Islander artists, curators, educators and cultural workers.

Completed Action Summary

Action	Completion Status
Review the Aboriginal and Torres Strait Islander Procurement Policy in consultation with the Aboriginal and Torres Strait Islander Community to ensure its cultural effectiveness and capacity to maximise opportunities for Aboriginal and Torres Strait Islander enterprises and workers.	Procurement ACT convened a committee to undertake a comprehensive review of the Aboriginal and Torres Strait Islander Procurement Policy. The committee has now finalised the review, including its final report. Importantly, this review centred Aboriginal and Torres Strait Islander voices through collaboration with the Aboriginal and Torres Strait Islander Elected Body, and OATSIA. The Chair of the Elected Body was the Deputy Chair of the committee undertaking the comprehensive review, with an OATSIA representative one of the committee members. The review also facilitated the inclusion of other Aboriginal and Torres Strait Islander voices, such as Supply Nation and an Aboriginal and Torres Strait Islander supplier.
Provide information sessions, guidance and engagement opportunities to Aboriginal and Torres Strait Islander businesses that may wish to tender for Territory procurements such as workshops, supplier guides and supplier connect events.	Procurement ACT's website provides training and support for suppliers wanting to work with the Territory. This guidance is updated, regularly to ensure it remains accurate and an effective source of information for suppliers. Procurement ACT also engages with Aboriginal and Torres Strait Islander businesses, in collaboration with Economic Development and the Badji program. Several opportunities for engagement and updated guidance will also be progressed under an action plan to implement the findings of the Comprehensive Review of the Aboriginal and Torres Strait Islander Procurement Policy. Further, Procurement ACT regularly engages with Aboriginal Service Development within the Community Services Directorate to consider opportunities to raise awareness and uplift capability within the Aboriginal Community Controlled Organisations sector.
Establish a whole of government Inclusion key performance indicator to ensure the ACT Public Service is consistently building and maintaining inclusive workplace cultures. Progress against this target will be measured objectively through All Staff Surveys.	KPI has been set and will be utilised following the 2025 all staff survey.



Action	Completion Status
Incorporate the voices of Aboriginal and Torres Strait Islander Canberrans through conducting Wellbeing Impact Assessments for new budget, projects, and programs, with input from partners and community.	Complete The ACT Government uses Wellbeing Impact Assessments (WIAs) to ensure that proposals before Government consider the wellbeing impacts of decisions, which can support the development of policies and programs that lead to better outcomes for Aboriginal and Torres Strait Islander people and deliver on our commitments to Closing the Gap. WIAs have been a requirement for business cases since the 2021-22 Budget, and a requirement for all Cabinet submissions from the beginning of 2022. The WIA template includes questions to prompt consideration of a proposal's impact on Aboriginal and Torres Strait Islander people, as well as how the proposal supports commitments under the National Agreement on Closing the Gap and the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028. The template encourages appropriate engagement with the Office for Aboriginal and Torres Strait Islander Affairs, the Aboriginal Service Development Branch, the Aboriginal and Torres Strait Islander Elected Body and the Aboriginal and Torres Strait Islander community. Since 2023, collaborative work between Policy and Cabinet, Treasury, the Aboriginal Service Development Branch and the Office for Aboriginal and Torres Strait Islander Affairs has supported staff across the service to identify the impact of proposals on Aboriginal and Torres Strait Islander people and whether proposals will contribute to Closing the Gap targets and outcomes. This work has included information sessions, drop-in sessions for one-to-one support, and developing comprehensive resources for staff involved in drafting new proposals or developing business cases. As part of the Budget process, the Aboriginal and Torres Strait Islander Elected Body is invited to share their insights on the issues impacting the community through Budget consultation.



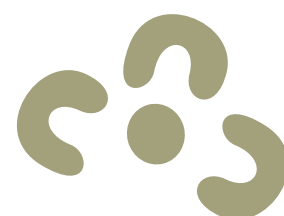
Action Plan Reporting

Action	Progress status update
Business and Innovation branch to deliver the Aboriginal and Torres Strait Islander business support Program with Coolamon Advisors, providing: Mentoring and Coaching advice; Concierge connections to business support providers; and access to Accelerator programs for businesses looking to grow.	Complete Ongoing funding for an Aboriginal and Torres Strait Islander business support program was secured in the 2021–22 ACT Budget with funding of \$225,000 per annum (indexed). Business, Communications and Engagement (BCE, formerly Business and Innovation) within Economic Development has been delivering the ACT Government's Aboriginal and Torres Strait Islander business support program Badji since May 2022. Badji is currently delivered under contract with Coolamon Advisors, a Canberra-based Aboriginal and Torres Strait Islander majority-owned and managed company. The Badji Services Agreement with Coolamon Advisors is valued at \$235,186 ex GST in 2024-25. BCE and Coolamon Advisors meet on a monthly basis to discuss program progress and deliverable activities. Since program commencement in May 2022 through to June 2025 Badji supported 96 unique businesses with a range of services, advice and referrals. Business types included consultancies, food, arts and recreation, construction, retail, and healthcare and social assistance. Over 40 per cent of clients have engaged with the Badji program on repeat occasions, indicating they have gained value from the program and are continuing to make use of the service. Badji has experienced consistent year-on-year client growth as awareness of the program has increased within the community: > In Year 1 (2022-23) Badji worked with 18 unique clients. > In Year 2 (2023-24) Badji worked with 23 unique clients. > In Year 3 (2024-25) Badji worked with 55 unique clients. The Badji Program is well integrated into the ACT's business and innovation ecosystem, including engagement with the Canberra Innovation Network (CBRIN), CBASS, artsACT, Indigenous Business Australia, the Australian Taxation Office, the Department of Industry, Science and Resources, and the Australian National University.

Action	Progress status update
Facilitate business development workshops, for current business owners and prospective Aboriginal and Torres Strait Islander persons and businesses, to increase the number of cost-competitive Aboriginal and Torres Strait Islander businesses that meet the Territory's requirements.	Complete During Indigenous Business Month in October 2024 the Badji program ran a series of workshops to support Aboriginal and Torres Strait Islander businesses. These included: > Tax Implications of Business Structures, presented by the ANU Tax Clinic > Introduction to Grants presented by Katrina Fanning > ACT Government Procurement basics delivered by Procurement ACT These were attended by 11 people. They were informal and allowed participants to ask questions. Badji's Pitch on a Page grant program commenced in Quarter 2 2024-25, enabling local Aboriginal and Torres Strait Islander businesses to participate in program delivery and engage in learning and mentoring activities to enhance competitiveness. Some of the applicants awarded grant funding are delivering workshops aimed strengthening business opportunities for local Aboriginal and Torres Strait Islander people. In February 2025 Badji supported several clients to participate at the Supply Nation Indigenous Business Trade Fair. Seven Badji clients secured spaces at the Trade Fair enabling them to promote their businesses to buyers who may not have accessed them before. In March 2025 Badji supported clients to participate in Indigenous Business Australia's (IBA) 'Marketing Fundamentals' and 'Creating a Lean Business Plan' workshops. One Badji client business was able to use the business plan they created in this session to successfully secure an IBA loan. In May 2025 Badji worked with the Arts Law Centre of Australia and Burrunju Aboriginal Art Gallery to co-design an Aboriginal and Torres Strait Islander Cultural Intellectual Property Rights Workshop, aimed developing awareness and providing guidance for Aboriginal and Torres Strait Islander Canberra region artists in safeguarding their Indigenous Cultural Intellectual Property (ICIP). In the March to May 2025 last reporting quarter, Badji assisted three businesses who went on to supply to government. The service also supported businesses to be listed on Supply Nation and Enterprise lists. According to the ABS 2021 Census Data released in March 2025 - there were 267 businesses managed by Aboriginal and Torres Strait Islander people in the ACT. Source: Aboriginal and Torres Strait Islander people who managed their own business in 2021 Australian Bureau of Statistics



Action	Progress status update
Maximise opportunities to attract and retain Aboriginal and Torres Strait Islander employees with the ACT Public Service workforce, to achieve the employment target of 3% Aboriginal and Torres Strait Islander People employed across the Service by 2026.	On track The Cultural Transformation Group (CTG) has finalised the development of the ACT Public Service Aboriginal and Torres Strait Islander identified recruitment guide. The guide has been developed through an Aboriginal and Torres Strait Islander-led codesign and consultation process to ensure authenticity, cultural integrity, and practical relevance across the ACTPS. The guide provides clear, culturally informed advice to support managers and HR practitioners to design and deliver consistent, respectful, and effective identified recruitment and onboarding processes. It addresses current capability gaps and responds to the high volume of requests for assistance received from directorates regarding identified recruitment. The CTG's ongoing work in uplifting cultural capability and efforts to strengthen cultural capability and embed culturally safe practice across the service, through Senior Leadership cultural capability workshops, targeted educational resources, and the implementation of Cultural Safety Care Plans, support the ACTPS in positioning itself as an employer of choice. The CTG is currently working with JACS to scale the Directorate-level Cultural Safety Tool. Expanding this resource to a whole-of-government model will enable the ACTPS to demonstrate its commitment to embedding cultural safety across the service, with values that reflect and respect the community we serve, enhancing our attractiveness as an employer.
Implement the Aboriginal and Torres Strait Islander Employment Action and Retention Plan, to increase Aboriginal and Torres Strait Islander recruitment, retention, and professional development. This will in turn provide greater opportunities for Aboriginal and Torres Strait Islander voices to form and influence policy development and service delivery.	On track The Cultural Transformation Group (CTG) has finalised the development of the ACT Public Service Aboriginal and Torres Strait Islander identified recruitment guide. The guide has been developed through an Aboriginal and Torres Strait Islander-led codesign and consultation process to ensure authenticity, cultural integrity, and practical relevance across the ACTPS. The guide provides clear, culturally informed advice to support managers and HR practitioners to design and deliver consistent, respectful, and effective identified recruitment and onboarding processes. It addresses current capability gaps and responds to the high volume of requests for assistance received from directorates regarding identified recruitment. The CTG's ongoing work in uplifting cultural capability and efforts to strengthen cultural capability and embed culturally safe practice across the service, through Senior Leadership cultural capability workshops, targeted educational resources, and the implementation of Cultural Safety Care Plans, support the ACTPS in positioning itself as an employer of choice. The CTG is currently working with JACS to scale the Directorate-level Cultural Safety Tool. Expanding this resource to a whole-of-government model will enable the ACTPS to demonstrate its commitment to embedding cultural safety across the service, with values that reflect and respect the community we serve, enhancing our attractiveness as an employer.



Data Reporting

Target 14:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (aged 15–24) who are in employment, education, or training to achieve parity with non-Indigenous Australian youth.

Note: This is also a National Closing the Gap target.

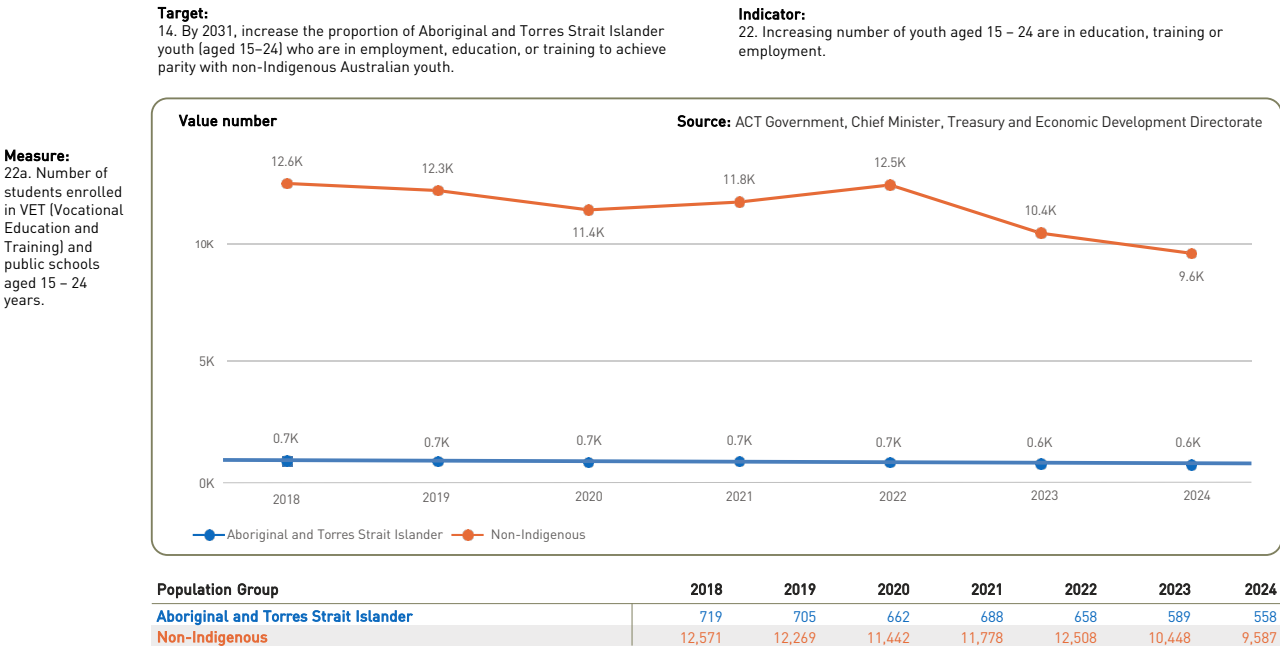
Status
Unknown

?

Likelihood of Achievement - Unknown. While the indicator data on training and employment provides valuable insights, it is not sufficient on its own to fully indicate the likelihood of achieving the target.

Chart 17:

Focus Area: Economic Participation



Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander youth aged 15–24 who are in education, training or employment remains relatively stable across the period.
- > Counts decline slightly from 719 in 2018 to 705 in 2020, increase modestly to 725 in 2022, and then decrease again to 685 in 2023–24
- > Overall, changes for Aboriginal and Torres Strait Islander youth are gradual and limited in scale, indicating little year-to-year volatility
- > In contrast, the number of non-Indigenous youth in education, training or employment is substantially higher and shows greater movement over time. Non-Indigenous counts decline from around 12,371 in 2018 to 9,873 in 2024, with a peak in 2022 followed by consecutive decreases
- > While both groups show declines in the most recent years, the gap in scale between the two populations remains pronounced across all reporting years.

Chart 18:

Focus Area: Economic Participation

Target:

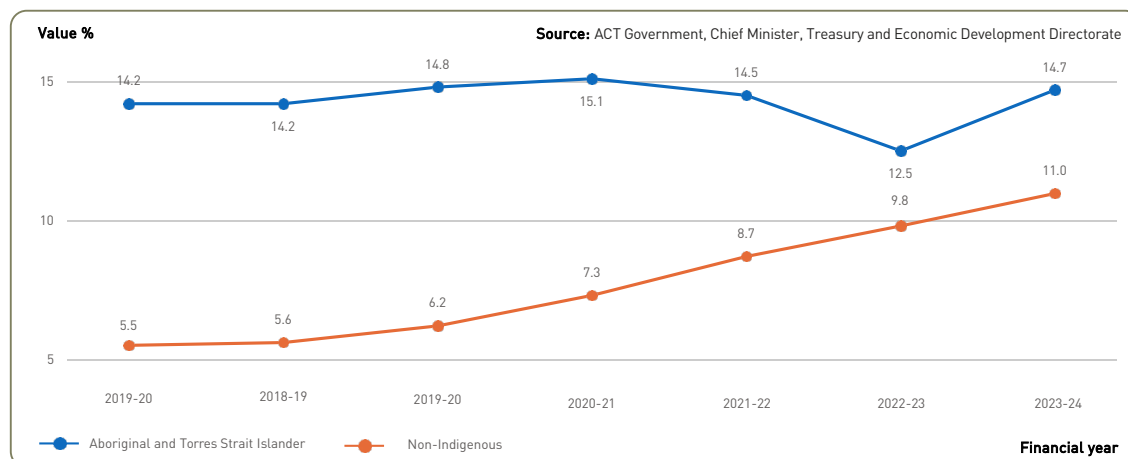
14. By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (aged 15–24) who are in employment, education, or training to achieve parity with non-Indigenous Australian youth.

Indicator:

22. Increasing number of youth aged 15 – 24 are in education, training or employment.

Measure:

22b. Percentage of people aged 15–24 years employed in the ACT by the Australian Public Service and ACT Public Service.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	14.2%	14.2%	14.8%	15.1%	14.5%	12.5%	14.7%
Non-Indigenous	5.5%	5.6%	6.2%	7.3%	8.7%	9.8%	11.0%

Key Trends and Observations:

- > The percentage of Aboriginal and Torres Strait Islander youth aged 15–24 employed in the Australian Public Service and ACT Public Service remains consistently higher than the non-Indigenous proportion across the years shown
- > Aboriginal and Torres Strait Islander representation is relatively stable from 2017–18 to 2021–22, ranging between 14.2% and 15.1%, with a peak in 2020–21
- > A noticeable decline occurs in 2022–23, where the proportion falls to 12.5%, before rebounding in 2023–24 to 14.7%, close to earlier levels
- > In contrast, the proportion of non-Indigenous youth employed in the public sector shows a steady upward trend, increasing each year from 5.5% in 2017–18 to 11.0% in 2023–24
- > While the gap between the two groups narrows over time, Aboriginal and Torres Strait Islander youth continue to have a higher level of representation in public sector employment throughout the period.

Target 15:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25–64 years who are employed to achieve parity with non-Indigenous Australians.

Note: This is also a National Closing the Gap target.

Status
Unknown



Likelihood of Achievement - Unknown. While the data on training and employment provides valuable insights, it is not sufficient on its own to fully indicate the likelihood of achieving the target. The available data reflects only public sector employment and does not capture employment across all sectors, which is necessary to assess true progress toward parity.

Chart 19:

Focus Area: Economic Participation

Target:

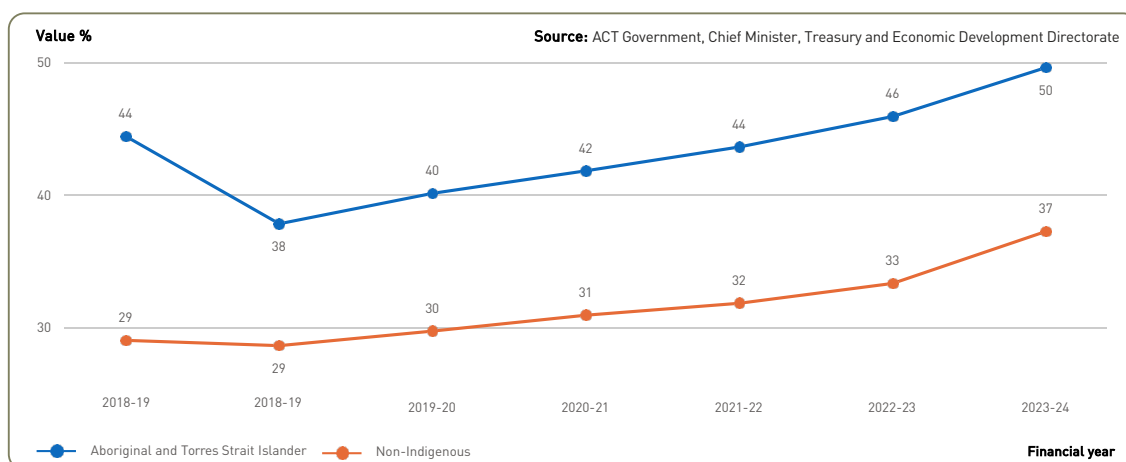
15. By 2031, increase the proportion of Aboriginal and Torres Strait Islander people (aged 25–64) years who are employed to achieve parity with non-Indigenous Australians.

Indicator:

23. Increase the proportion of people employed in the ACT by the Public Service.

Measure:

23a. Percentage of people aged 25–64 years employed in the ACT by the Australian Public Service and ACT Public Service.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	44.4%	37.8%	40.1%	41.8%	43.6%	45.9%	49.6%
Non-Indigenous	29.0%	28.6%	29.7%	30.9%	31.8%	33.3%	37.2%

Key Trends and Observations:

- > The number of Aboriginal and Torres Strait Islander people aged 25–64 employed in the Australian Public Service and ACT Public Service shows a generally upward trend across the period
- > Employment decreases from 44 in 2017–18 to 38 in 2018–19, before increasing steadily over subsequent years
- > Numbers rise from 40 in 2019–20 to 42 in 2020–21, continuing upward to 44 in 2021–22 and 46 in 2022–23
- > The most recent year, 2023–24, records the highest value at 50, indicating sustained growth in employment over time
- > In comparison, non-Indigenous employment also increases gradually across the period, but remains consistently lower in absolute numbers than Aboriginal and Torres Strait Islander employment in the public sector.

Target 16:

On track

Increase the proportion of high value contracts awarded to Aboriginal and Torres Strait Islander businesses.



Likelihood of Achievement - Based on the current trends and data, it appears that the target of increasing the proportion of high-value contracts awarded to Aboriginal and Torres Strait Islander businesses is on track to be achieved by 2031.

Chart 20:

Focus Area: Economic Participation

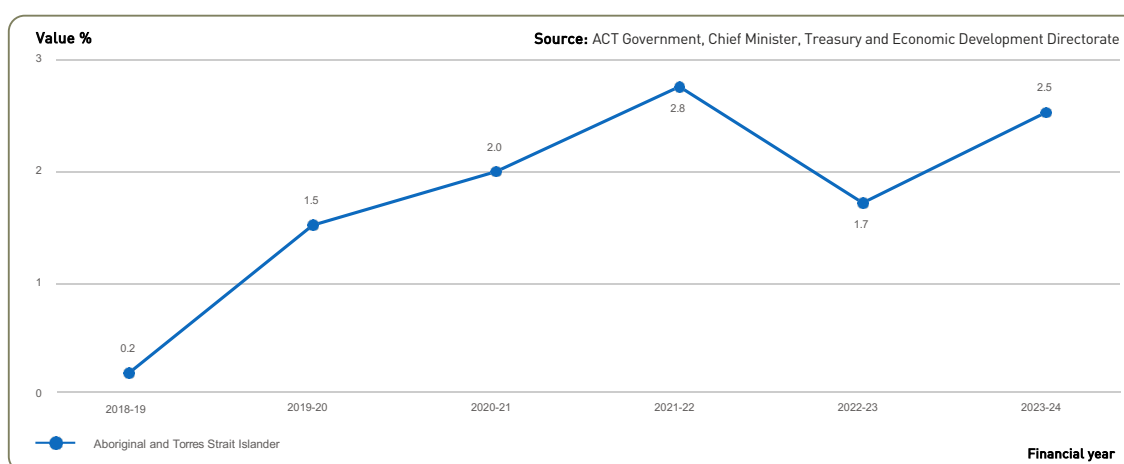
Target:

16. Increase the proportion of high value contracts awarded to Aboriginal and Torres Strait Islander businesses.

Indicator:

24. Increase in the percentage of Addressable Spend that is spent with Aboriginal and Torres Strait Islander Enterprises.

Measure:
24a. Percentage of financial year's Addressable Spend that is spent with Aboriginal and Torres Strait Islander Enterprises.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	not published	0.2%	1.5%	2.0%	2.8%	1.7%	2.5%

Key Trends and Observations:

- > The percentage of addressable spend awarded to Aboriginal and Torres Strait Islander enterprises increases overall across the period, despite some year-to-year variation
- > Reported spend begins at 0.2% in 2018–19, rising sharply to 1.5% in 2019–20 and continuing upward to 2.0% in 2020–21
- > The series reaches a peak of 2.8% in 2021–22, representing the highest proportion recorded
- > A decline occurs in 2022–23, where the percentage falls to 1.7%
- > The most recent year, 2023–24, shows a rebound to 2.5%, indicating renewed growth following the previous year's decrease
- > Overall, the data shows a strong upward shift from early years, with recent data points suggesting the gains are broadly being maintained despite some fluctuation.

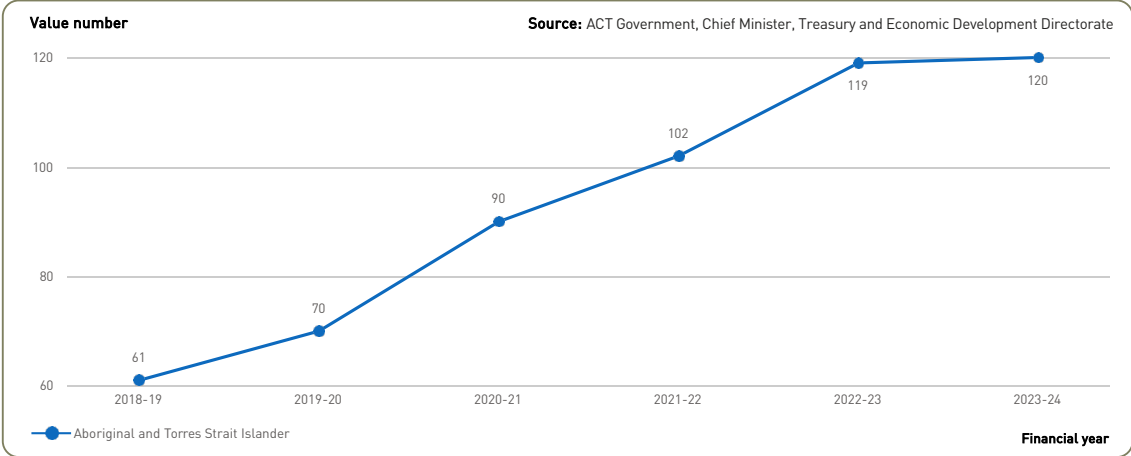
Chart 21:

Focus Area: Economic Participation

Target:
16. Increase the proportion of high value contracts awarded to Aboriginal and Torres Strait Islander businesses.

Indicator:
25. Increase in the number of unique Aboriginal and Torres Strait Islander Enterprises attributed a value of Addressable Spend in financial year.

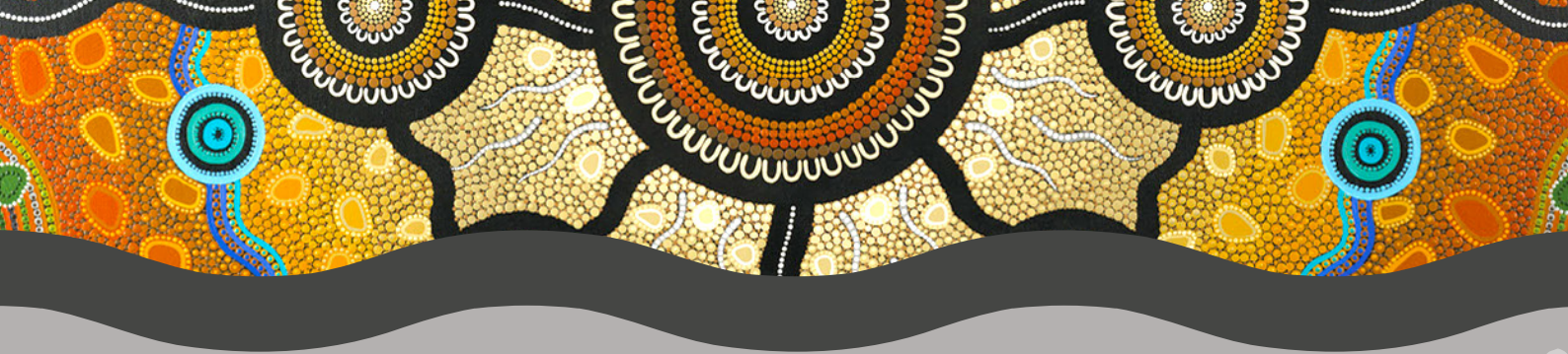
Measure:
25a. Number of unique Aboriginal and Torres Strait Islander Enterprises attributed a value of Addressable Spend in the financial year.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	not published	61	70	90	102	119	120

Key Trends and Observations:

- > The number of unique Aboriginal and Torres Strait Islander enterprises receiving addressable spend increases steadily across the period shown
- > Following nonpublication in earlier years, the count rises from 61 in 2018–19 to 70 in 2019–20 and increases further to 90 in 2020–21
- > Growth continues in 2021–22, with the number increasing to 102
- > The series shows a further rise to 119 in 2022–23, indicating a substantial expansion in the number of enterprises engaged
- > In 2023–24, the number increases slightly again to 120, representing the highest value across the period
- > Overall, the data shows a consistent upward trajectory, with strong growth over time and signs of stabilisation in the most recent year.



ACT Agreement Focus Area: Health and Wellbeing

Outcome: Aboriginal and Torres Strait Islander peoples have equity in health and wellbeing outcomes as any other members of the community.

Recent Activities

During 2023–24, activity under Health and Wellbeing has focused on strengthening culturally safe care, improving access to services and embedding Aboriginal and Torres Strait Islander leadership within health system governance. Progress reflects continued effort to improve both service delivery and system coordination, recognising that sustained improvement in health outcomes requires consistent effort across multiple parts of the health system.

Across the Health and Community Services Directorate, work remained centred on embedding culturally safe practice, supporting Aboriginal and Torres Strait Islander staff, and strengthening governance arrangements that ensure Aboriginal and Torres Strait Islander perspectives inform service design and delivery. While four focus areas across Phases 1 and 2 are progressing as planned, three focus areas have experienced delays, reflecting the complexity of implementation and the need for sustained effort over time.

System-wide coordination continued to strengthen through the ACT Health System Council, which provides strategic advice on priority areas including mental health, after-hours primary care, older persons' health and virtual care approaches. This work has supported development of the ACT Mental Health and Suicide Prevention Regional Plan 2025–2030, progressed in partnership with Capital Health Network. The Plan emphasises prevention, early intervention and the inclusion of community and lived experience voices, with cultural safety identified as a core condition for access and quality.

At the service level, governance structures within Canberra Health Services continue to embed Aboriginal and Torres Strait Islander leadership in decision-making. The Aboriginal and Torres Strait Islander Steering Committee and the consumer advisory structure provide ongoing input into service design, access pathways and patient experience across hospital and community settings. These governance mechanisms are complemented by workforce initiatives focused on recruitment, retention and leadership development, supporting culturally safe care at the point of delivery.

Investment in culturally appropriate infrastructure also progressed during the year. Construction advanced on the dedicated Aboriginal and Torres Strait Islander residential rehabilitation facility within the Watson Health Precinct, to be operated by Winnunga Nimmityjah Aboriginal Health and Community Services. The facility is designed to provide culturally safe alcohol and other drug rehabilitation services, with connection to Country recognised as central to recovery, and addresses a critical gap in residential care options for the community.

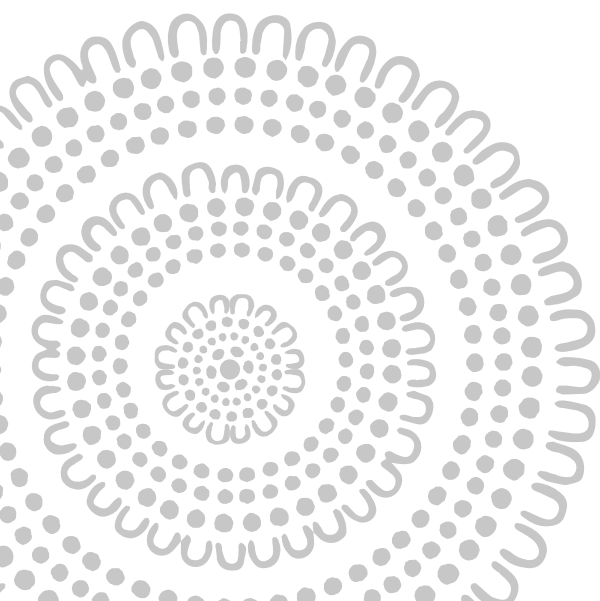
At a whole-of-government level, governance arrangements were strengthened through the establishment of the Select Policy Subcommittee of Cabinet on Closing the Gap. This provides a formal mechanism to guide implementation, respond to emerging challenges and ensure Aboriginal and Torres Strait Islander perspectives remain central to decision-making across the ACT Government.

Across the system, these initiatives reflect a continued shift toward stronger Aboriginal and Torres Strait Islander leadership and participation in health governance, service delivery and planning. This includes increasing incorporation of community and lived experience voices in priority setting, particularly in areas such as mental health and social and emotional wellbeing.

Collectively, these efforts demonstrate steady progress toward improving health and wellbeing outcomes, while recognising areas where further focus is required to maintain momentum and achieve equitable outcomes for Aboriginal and Torres Strait Islander people.

Completed Action Summary

Action	Completion Status
Develop systems and mechanisms that support the adoption of healing aware and Trauma Informed Care and Practice (TICP) in health, justice, and education service delivery.	The ACT Government is integrating Trauma Informed Care and Practice (TICP) across health, justice, and education sectors to support trauma survivors. This approach involves training providers to recognise and respond to trauma, creating safe environments, and implementing supportive policies. By adopting TICP, the ACT Government aims to promote healing, resilience, and a compassionate service delivery system that enhances the wellbeing of individuals across these sectors.
Develop a Disability Health Strategy that includes a focus on Aboriginal and Torres Strait Islander peoples with a disability.	The ACT Disability Health Strategy 2024–2033 and the First Action Plan 2024–2026 was launched on 7 December 2023. The ACT Disability Health Strategy supports Aboriginal and Torres Strait Islander people with disabilities by ensuring culturally appropriate services, forming strategic partnerships with local health services, improving equitable access to healthcare, and engaging with communities to co-design effective solutions.
ACTHD will work towards equity in health and wellbeing outcomes for Aboriginal and Torres Strait Islander peoples through establishing and evaluating a pilot Aboriginal and Torres Strait Islander specific stand-alone Suicide Prevention, Postvention and Aftercare Service in the ACT	The ACT’s culturally appropriate Aboriginal and Torres Strait Islander suicide prevention, aftercare, and postvention service continues to be operated by Thirrili Ltd, from premises in Parramatta Street in Philip.

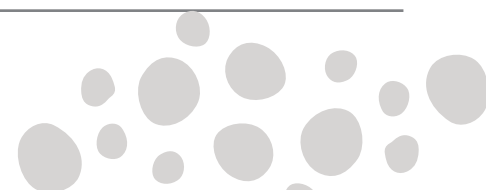


Action Plans Reporting

Action	Progress status update
Develop an ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan, including the use of appropriately collated data to create pathways to increase the Aboriginal and Torres Strait Islander health and wellbeing workforce in the ACT. This plan will be iterated to ensure alignment with local responses to national implementation plans when they become available. This includes the National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031 and the Health Sector Strengthening Plan.	On track A procurement process has been undertaken to procure an Aboriginal and Torres Strait Islander provider to develop the ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan. Contract negotiations are currently underway with the preferred provider. Subject to their commencement, it is anticipated that the draft ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan will be ready for consultation by the end of 2026.
Increase cultural responsiveness for the whole of the ACT health system to reduce systemic racism and bias to improve culturally responsive design and delivery of all health services in collaboration with Aboriginal and Torres Strait Islander community-controlled organisations and the Capital Health Network.	On track A whole-of-directorate Closing the Gap and ACT Agreement Roadshow (63% overall directorate attendance) was delivered, providing activity audit supporting Phase 3 planning and transformation of businesses approaches and planning. ‘Cultural clauses’ now included in service contracts, requiring delivery of non-discriminatory, culturally safe and trauma-informed services. Development of the ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan engaged First Nations health workforce and leaders across ACCO, public and non-government health sectors to identify workforce barriers and priorities. Key themes were eliminating racism and supporting culturally responsive career pathways. The First Nations Health Workforce Collaborative met in August to discuss outcomes and priority actions. Addressing racism consistently identified as a critical theme and priority. Actions include researching effective anti-racism practices in other jurisdictions, specifically Queensland. OCAHO met with Metro North, Queensland Health; the learnings will be shared with the Collaborative and CHS as an example of health system reform through Community collaboration.



Action	Progress status update
Through co-design with the Ngunnawal Bush Healing Farm (NBHF) Board, transition to the delivery of a residential program, as well as community-based service delivery.	On track The ACT Government remains committed to realising the vision of Ngunnawal Elders for the NBHF. That is, a vision of residential services that provide Aboriginal and Torres Strait Islander peoples in the ACT, healing through connection (or reconnection) to Country, culture and Community. While there has been a change in approach from the original wording in this action item, the intended outcomes remain the same. After several reviews and listening to Community it was clear that the NBHF transition to Community-control must occur prior to the establishment of a residential service. HCSD opened the Stage 1 Partnership and Readiness Grant to support transitioning the NBHF to Community-control on 13 November 2025 and it closed 27 February 2026. HCSD is committed to a fair, respectful and culturally appropriate process and will provide further information once this process is finalised. The Stage 1 Grant is the first of a multi-stage process intended to support the transition to Community control of the NBHF, and the later transition to a residential service: > Stage 1: Partnership and readiness > Stage 2: Community-control of NBHF operations (subject to ACCO readiness and ACT Government funding decisions) > Stage 3: A residential service (subject to ACCO readiness and ACT Government funding decisions).
Continue to work with Winnunga Nimmityjah Aboriginal Health and Community Services and the Aboriginal and Torres Strait Islander community on the establishment of an Aboriginal and Torres Strait Islander alcohol and other drug residential rehabilitation service.	On track Construction at the Watson Health Precinct is progressing, including the new Aboriginal and Torres Strait Islander alcohol and other drug (AOD) residential rehabilitation facility, which is being delivered by Winnunga Nimmityjah Aboriginal Health and Community Services. The AOD facility is expected to be completed in mid-2026. In April 2025, HCSD executed a Licence Agreement and Second Deed of Grant with Winnunga Nimmityjah, securing the remaining funding for construction of the AOD facility and enabling use of the land while site subdivision and the direct sale process progressed. The ACT Government has completed subdivision of the Watson Health Precinct site, and transferred the land occupied by the AOD facility to Winnunga Nimmityjah at zero cost via a community crown lease in May 2026.
Increase the number and/or reach of culturally responsive preventive health and 'Healthy Lifestyle' and wellbeing programs that incorporate cultural models that connect with Country.	On track The ACT Health Directorate engaged Curijo, an Aboriginal and Torres Strait Islander enterprise, to facilitate culturally safe and strengths-based community engagement. The purpose was to gain a deeper understanding of the locally determined health priorities, and cultural and social determinants that support health, to identify how ACT Government programs, activities and policies can create supportive environments that enable First Nations people to exercise self-determination. The report is currently being reviewed and will provide future guidance on culturally responsive preventive health and 'Healthy Lifestyle' and wellbeing programs in the ACT.



Action	Progress status update
Ensure reasonable adjustments are provided to Aboriginal and Torres Strait Islander peoples with disability as part of the Canberra Health Services (CHS) Disability Action and Inclusion Plan (DAIP).	Delayed or Delays Anticipated Canberra Health Services (CHS) Disability Action and Inclusion Plan (DAIP) Implementation Steering Group (ISG) has been convened to facilitate and monitor progress and implementation of the DAIP. Membership includes CHS Executives (or their nominated representative) with responsibilities identified under the DAIP, and CHS team member's and consumer's with lived experience of disability. One of the priority areas underway is a standardised way to capture data in relation to reasonable adjustments for all consumers accessing the service. There are some limitations to functionality in the Digital Health Record (DHR) to allow this, which CHS is working through. As implementation progresses, ISG will engage with the CHS Aboriginal and Torres Strait Islander Consumer Reference Group to ensure it is appropriately informed by and considers cultural considerations, and the lived experiences of Aboriginal and Torres Strait Islander consumers. A limited time working group has commenced to work through the requirements in DHR to allow the recording of reasonable adjustments.
Improved Aboriginal and Torres Strait Islander Health Related Research and Data	Delays Anticipated HCSD progress against this action is ongoing, with a focus on strengthening local data capability and governance arrangements in the context of persistent national data gaps. At the national level, key limitations remain. The Australian Bureau of Statistics (ABS) does not currently have the Aboriginal and Torres Strait Islander Health Survey or Social Survey on its forward work program due to a lack of funding, constraining the availability of current, nationally representative data. In response, HCSD is progressing work to develop and use local data sources to help address the First Nations health data gap and support improved service planning and outcomes monitoring. CMTEDD is leading work on the Governance of Indigenous Data (GID), aligned with the National Indigenous Australians Agency (NIAA) Framework for Governance of Indigenous Data. HCSD is coordinating closely with this work through its Indigenous Data Sovereignty and Governance (IDS-G) project to ensure alignment and complementarity action across initiatives. Together, these activities reflect steady progress toward improving the governance, access, and use of Aboriginal and Torres Strait Islander health-related data at the Territory level, while broader national data gaps remain unresolved.



Data Reporting

Target 17:

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

Note: This is also a National Closing the Gap target.

Status
Unknown



Likelihood of Achievement – Unknown. While the indicator data on healthcare access and delivery provides valuable insights, it is not sufficient on its own to fully indicate the likelihood of achieving the target.

Chart 22:

Focus Area: Health and Wellbeing

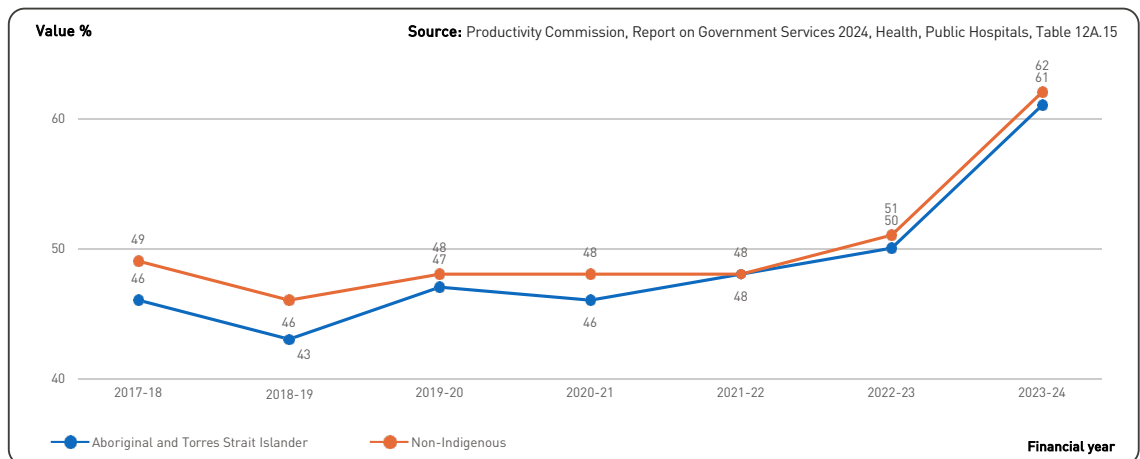
Target:

17. Close the Gap in life expectancy within a generation, by 2031.

Indicator:

26. Increasing proportion of patients being seen on time.

Measure:
26a. Percentage of people presenting to Emergency Department who are treated within national benchmarks for waiting time.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	46.0%	43.0%	47.0%	46.0%	48.0%	50.0%	61.0%
Non-Indigenous	49.0%	46.0%	48.0%	48.0%	48.0%	51.0%	62.0%

Key Trends and Observations:

- > The proportion of Aboriginal and Torres Strait Islander people presenting to Emergency Departments who are treated within recommended waiting time benchmarks shows overall improvement across the period
- > Performance declines between 2017-18 (46.0%) and 2018-19 (43.0%), before improving to 47.0% in 2019-20
- > A slight drop is observed in 2020-21 (46.0%), followed by steady increases in 2021-22 (48.0%) and 2022-23 (50.0%).
- > A substantial rise occurs in 2023-24, with the proportion increasing to 61.0%, the highest value recorded in the series
- > Non-Indigenous patients consistently record higher proportions than Aboriginal and Torres Strait Islander patients across all years
- > Both population groups show a similar upward trend in the most recent years, with the gap narrowing slightly in 2023-24.

Chart 23:

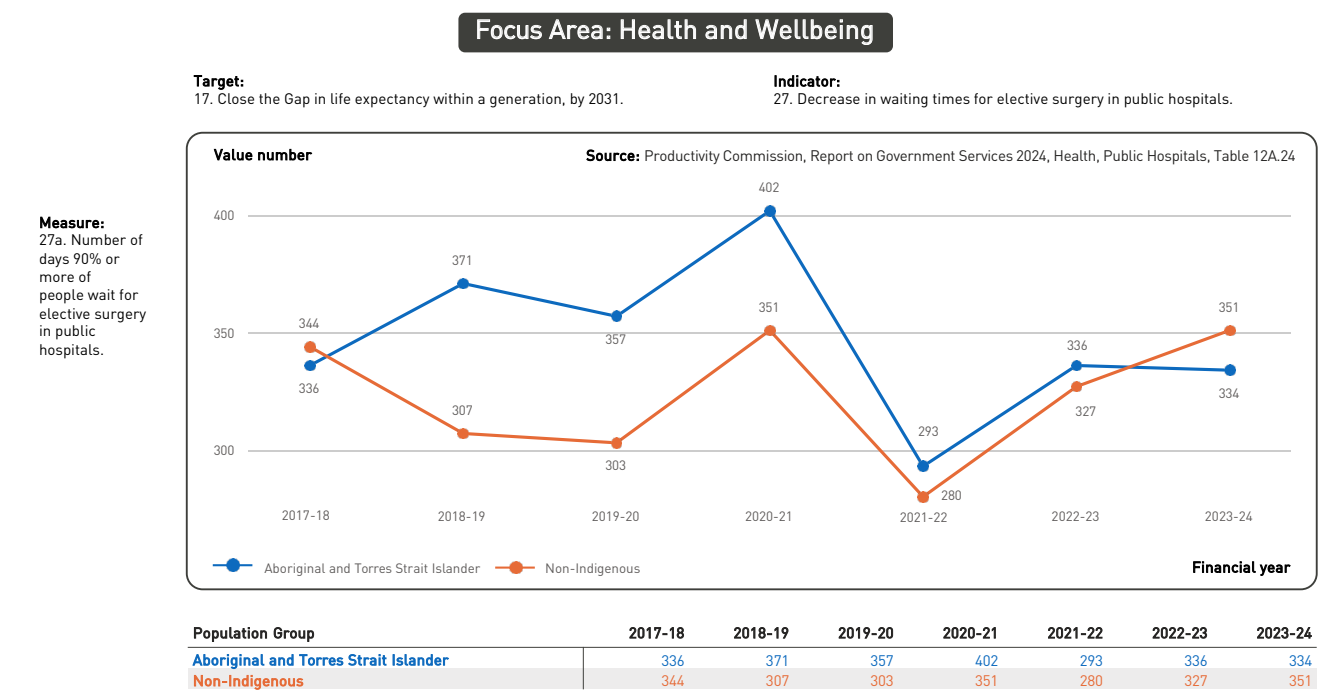
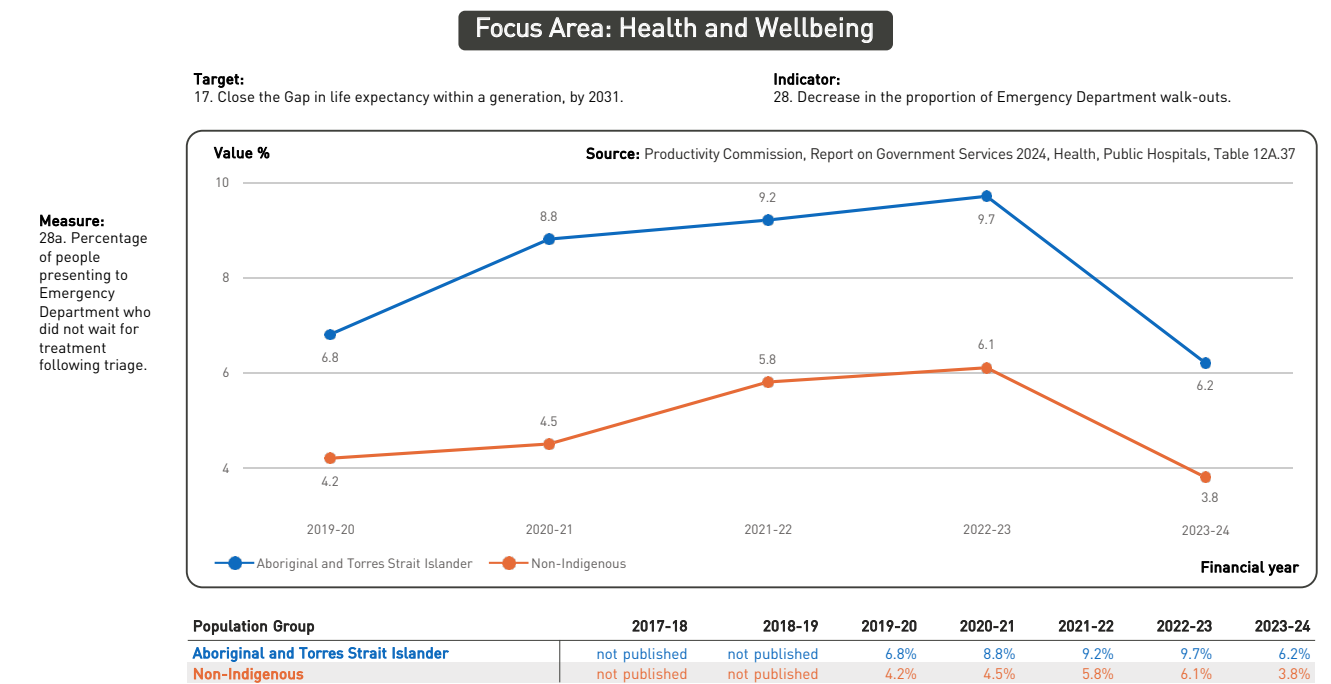


Chart 24:



Target 18:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91%.

Note: This is also a National Closing the Gap target.

Not on track



Likelihood of Achievement - Based on the current trends and available data, achieving the target of increasing the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91% by 2031 remains challenging. However, recent improvements suggest that with continued and strengthened efforts in maternal and infant health services progress toward the target is still possible.

Chart 25:

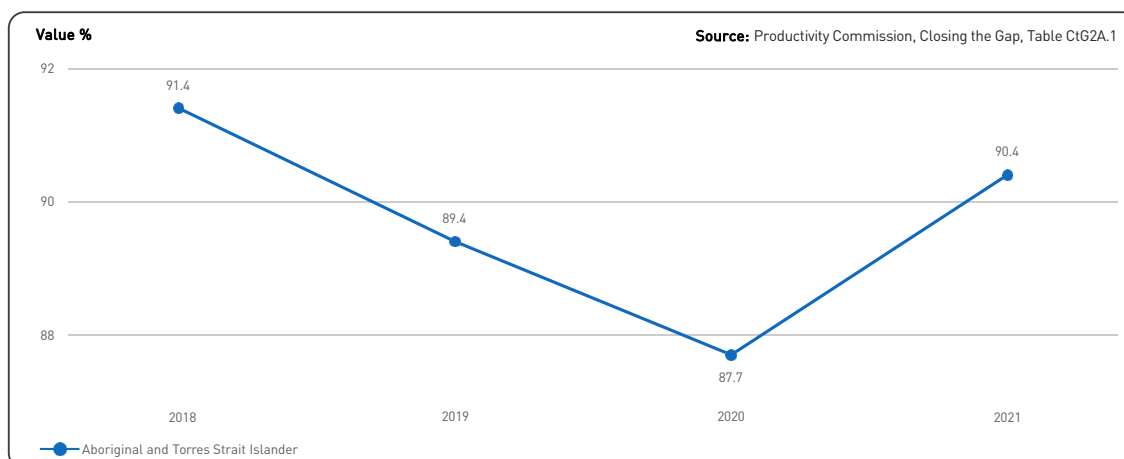
Focus Area: Health and Wellbeing

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

Indicator:
29. Increasing numbers of babies have a healthy birthweight.

Measure:
29a. Percentage of babies born each year with a healthy birthweight.

Notes:
Between 2010 and 2022, 13–16% of women who gave birth in the ACT were non-ACT residents (proportion calculated after excluding records where state/territory of usual residence).



Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	91.4%	89.4%	87.7%	90.4%	not published	not published	not published

Data Notes:

- > Between 2010 and 2022, 13–16% of women who gave birth in the ACT were non-ACT residents (proportion calculated after excluding records where state/territory of usual residence).

Key Trends and Observations:

- > The proportion of Aboriginal and Torres Strait Islander babies born with a healthy birthweight varies across the reporting period
- > In 2018, the proportion is 91.4%, the highest value recorded in the series
- > This declines in 2019 to 89.4%, followed by a further drop in 2020 to 87.7%, representing the lowest point in the period
- > A notable improvement occurs in 2021, with the proportion increasing to 90.4%, nearing the level seen in 2018
- > Data for subsequent years are not published, limiting visibility of trends beyond 2021
- > The available data indicates a decline followed by partial recovery, rather than a consistent upward or downward pattern over time

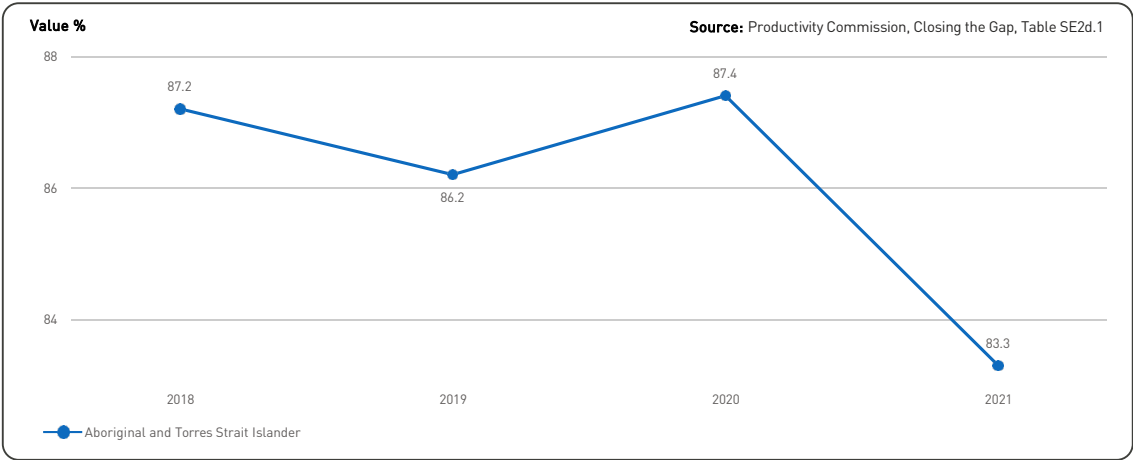
Chart 26:

Focus Area: Health and Wellbeing

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

Indicator:
30. Increasing numbers of pregnant women attending five or more antenatal visits.

Measure:
30a. Percentage of women who gave birth at 32 weeks or more gestation and who attended five or more antenatal visits.



Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	87.2%	86.2%	87.4%	83.3%	not published	not published	not published

Key Trends and Observations:

- > The proportion of Aboriginal and Torres Strait Islander women attending five or more antenatal visits shows variability across the period for which data are available
- > In 2018, the proportion is 67.2%, followed by a decline in 2019 to 66.2%
- > A notable increase is recorded in 2020, with attendance rising to 67.4%, the highest point in the series
- > In 2021, the proportion falls sharply to 63.3%, representing the lowest value observed
- > Data for subsequent years are not published, limiting insight into more recent trends
- > Overall, the available data indicates fluctuating antenatal attendance, with a marked decrease in the most recent year reported

Target 19:

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

Note: This is also a National Closing the Gap target

Not on track



Likelihood of Achievement - Based on the current trends and available data, progress towards the target of a significant and sustained reduction in suicide rates remains challenging. However, due to COVID-19 impacts and limited data available, progress against the target should be interpreted with caution.

Chart 27:

Focus Area: Health and Wellbeing

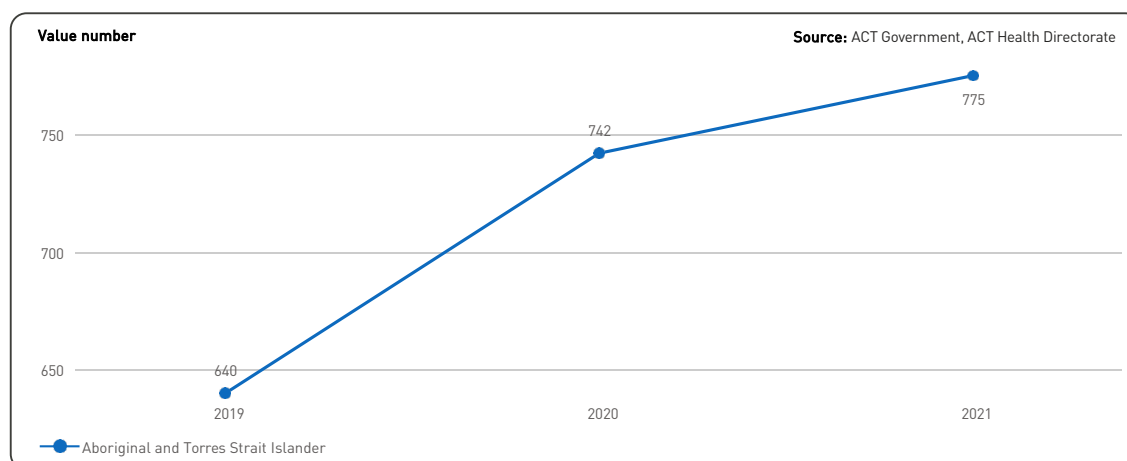
Target:

19. Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.

Indicator:

31. Reducing number of overnight bed days for mental health patients.

Measure:
31a. Average number per year of overnight bed days for mental health patients.



Population Group	2018	2019	2020	2021	2022	2023	2024
Aboriginal and Torres Strait Islander	not published	640	742	775	not published	not published	not published

Data notes:

- > No data is available for from 2022, the metric for total mental health overnight bed days of care was replaced by mental health accrued care days.

Key Trends and Observations:

- > The number of overnight bed days for Aboriginal and Torres Strait Islander mental health patients increases across the reporting period for which data are available
- > In 2019, the number of overnight bed days is 640, representing the lowest value observed
- > A substantial increase occurs in 2020, with overnight bed days rising to 742
- > The upward trend continues in 2021, reaching 775, the highest value in the series
- > Overall, the available data show a clear upward movement in overnight bed days over the three reported years

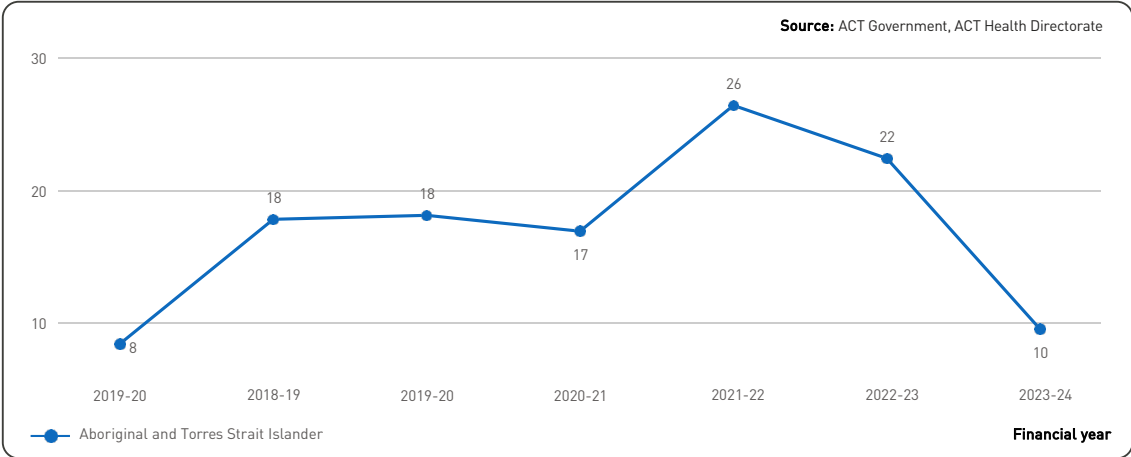
Chart 28:

Focus Area: Health and Wellbeing

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

Indicator:
32. Reducing number of average length of stay (ALOS) for overnight patients.

Measure:
32a. Number of average length of stay (ALOS) for overnight mental health patients.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	8.4	17.8	18.1	16.9	26.4	22.4	9.5

Key Trends and Observations:

- > The average length of stay (ALOS) for Aboriginal and Torres Strait Islander overnight mental health patients varies considerably across the reporting period
- > ALOS increases from 8.4 days in 2017–18 to 17.8 days in 2018–19, before stabilising at 18.1 days in 2019–20
- > A slight reduction is observed in 2020–21, with ALOS decreasing to 16.9 days
- > A sharp increase occurs in 2021–22, where ALOS peaks at 26.4 days, the highest value in the series
- > This is followed by a decrease to 22.4 days in 2022–23, and a substantial reduction in 2023–24 to 9.5 days, the lowest value recorded since 2017–18
- > Overall, the data shows significant volatility, with periods of extended hospital stays followed by a marked shortening in the most recent year



ACT Agreement Focus Area: Housing

Outcome: Aboriginal and Torres Strait Islander peoples have equitable access to affordable, secure and appropriate housing suitable to their needs.

Recent Activities

During 2023–24, the ACT Government continued to progress commitments under the Housing focus area to improve housing security and reduce homelessness for Aboriginal and Torres Strait Islander peoples, with all identified focus area actions tracking as planned. Activity during the year focused on strengthening early intervention, improving access to housing assistance and embedding culturally safe, coordinated service delivery across housing and community systems.

HCSD continued to prioritise Aboriginal and Torres Strait Islander households experiencing housing stress, with a stronger focus on earlier identification of risk, assertive outreach and coordinated case planning. This approach supports faster access to practical assistance, including brokerage and tenancy supports, and improves transitions between crisis, transitional and longer-term housing options, helping to reduce pathways into homelessness and stabilise tenancies.

Culturally safe engagement is increasingly embedded as standard practice across housing and homelessness services. Frontline approaches recognise kinship structures, cultural obligations and the importance of place, ensuring that assessments, offers and support plans reflect family composition and cultural preferences. Ongoing engagement with Aboriginal community leaders and practitioners continues to inform how services are delivered, including how people are welcomed, how information is gathered and how decisions are communicated.

Access to housing assistance has also been strengthened through clearer and more consistent service pathways. Efforts to reduce handoffs between services and maintain continuity of care mean that individuals and families experience more coordinated support as they move through the system. This includes ensuring that plans follow the person, reducing the need to retell their story and improving the likelihood of sustained housing outcomes.

Prevention and tenancy sustainment activities are now embedded as business-as-usual practice. Early intervention measures, including rent arrears triggers, maintenance and safety supports, and connections to health, alcohol and other drug, and family services, are increasingly standard components of service delivery. This reflects a shift toward longer-term approaches that support households to maintain tenancies and avoid repeat crisis.

Housing responses are also more closely aligned with broader social and community supports. Coordination across housing, health, justice and family services enables more integrated responses, ensuring that contact with one part of the system can connect individuals and families to additional supports. For Aboriginal and Torres Strait Islander households, this reduces the burden of navigating multiple services and supports more stable, long-term housing outcomes.

Partnerships with Aboriginal community-controlled organisations continued to strengthen during the reporting period. These partnerships support culturally informed homelessness responses, improve tenancy sustainment outcomes and build sector capability for Aboriginal-led housing solutions. Commissioning approaches increasingly recognise the role of Aboriginal organisations in leading service design and delivery where this best meet community needs.

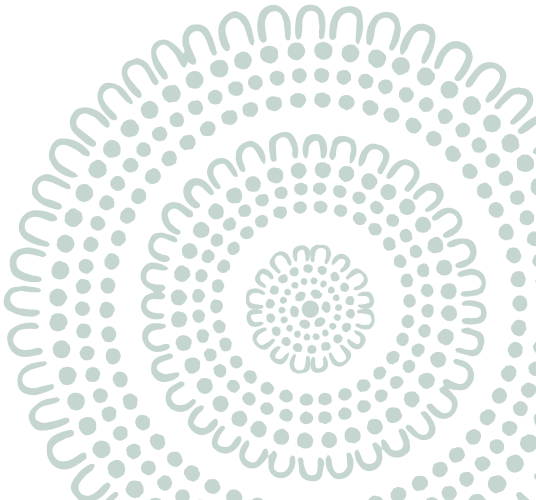
Investment in housing supply and portfolio renewal also contributes to improved outcomes. Ongoing renewal activity supports better alignment between housing stock and household needs, including access to appropriate, accessible dwellings located closer to family, services and community supports. Energy efficiency upgrades also improve thermal comfort and reduce running costs, supporting both tenancy sustainment and household wellbeing.

Planning and neighbourhood development activities continue to recognise the importance of Country and place in supporting long-term housing stability. Engagement with Traditional Custodians informs design and interpretation in public spaces, while place-based activation in new and existing communities supports connection, cultural visibility and a sense of belonging for Aboriginal and Torres Strait Islander families.

While steady progress has been made, housing need remains complex, including pressures related to supply and system capacity. Continued effort is required to strengthen partnerships, improve coordination and support safe, secure and culturally appropriate housing outcomes for Aboriginal and Torres Strait Islander peoples.

Completed Action Summary

Action	Completion Status
Finalise the recruitment of two identified positions to facilitate the development of a community-controlled housing provider, in consultation with the Aboriginal and Torres Strait Islander Community.	The ACT Government has finalised the recruitment of these positions to support the development of a community-controlled housing provider as part of the Aboriginal Service Development Branch.
As part of the development of the ACT Disability Strategy, focus on strengthening the linkages between Aboriginal and Torres Strait Islander housing policy and disability housing policy. This should be considered key platforms for a refreshed ACT Housing Strategy.	Development of the ACT Disability Strategy has been completed. The Strategy and First Action Plan 2024–2026 was released on 11 April 2024. In preparing the ACT Housing Strategy 5 Year Snapshot, consideration was given to housing for people with disability and Aboriginal and Torres Strait Islander people. Both the Aboriginal and Torres Strait Islander Agreement and the ACT Disability Strategy were featured as policies which had been developed since the ACT Housing Strategy was published in 2018. The ACT Housing Strategy is also supported by an Implementation Plan. A range of updates to the Implementation Plan were proposed in early 2024, including identifying housing-related actions from the Aboriginal and Torres Strait Islander Agreement and the ACT Disability Strategy. However, the draft updated Implementation Plan was not able to be finalised before caretaker period. Further updates to the Implementation Plan will be considered in the next term of Government.



Action Plans Reporting

Action	Progress status update
Establish a baseline and regular reporting against the Aboriginal and Torres Strait Islander Housing Sector Strengthening Plan.	On track In line with the strong sector elements, the ACT Government is ensuring Aboriginal and Torres Strait Islander Community Controlled Housing Organisations are in a position of strength and able to provide a viable, culturally appropriate community housing sector that meets the housing needs of tenants, families and communities while providing assurance for government and stakeholders. CSD is the jurisdictional representative on the Housing Policy Partnership (HPP) and has two representatives on the HPP Interdepartmental Committee. By being involved in both partnerships, it allows the ACT to highlight and advocate its priorities for the threeyear priorities plan and ultimately the Housing Sector Strengthening Plan.
Develop a culturally appropriate engagement approach with the community to enable cultural co- design service principles to be incorporated into housing policy.	On track Housing Assistance took a Community Participation and Partnership approach to engage with the Aboriginal and Torres Strait Islander community to better understand the community's views on housing. Learnings from this work are guiding Housing ACT's approach to cultural maturity.
Develop the ACT Disability Strategy, with a focus on housing for Aboriginal and Torres Strait Islander peoples with a disability.	On track Housing Assistance has engaged with community via a local Aboriginal owned and controlled consultancy on public housing and the establishment of an Aboriginal Controlled Community Organisations. This engagement with community has driven Housing Assistance's development of a Strategy for Culturally Safe and Responsive Public Housing in the ACT (2024–2028) (draft).
Invest in cultural competency training to support the housing sector to respond to Aboriginal and Torres Strait Islander people's needs.	On track Housing Assistance is building on the high staff attendance (above 70%) previously achieved in 2023–24 to undertake Aboriginal and Torres Strait Islander Awareness (SBS) training and other relevant training attendance. Housing Assistance's focus in 2025–26 will be on cultural safety and improvements in the daytoday delivery of housing services to Aboriginal and Torres Strait Islander applicants and tenants.



Action	Progress status update
Build strong governance across the housing and homelessness sector, as well as improving the capacity and skill of board members and senior staff. Support Aboriginal and Torres Strait Islander Housing providers with dedicated and skilled workers to drive success across the sector.	On track Housing Assistance has developed internal governance structures to enhance and support maturity levels across its three branches, with robust reporting and communication lines that align with ACT and national targets for Aboriginal and Torres Strait Islander peoples within communities. Housing Assistance, as the largest housing provider in the ACT, is continuing work to develop its cultural maturity to ensure it is able to attract and retain Aboriginal and Torres Strait Islander staff. Funding of \$256,000 was received in the 2023–24 Budget to deliver sector training to the specialist homelessness sector. Included in the package of training being delivered across 2025 is training on de-escalation, Aboriginal and Torres Strait Islander cultural responsiveness, Cultural and Linguistically Diverse cultural responsiveness, and trauma informed care. Training has been available to frontline staff in the specialist homelessness sector. In addition, work has been undertaken to upskill and transition resourcing to Aboriginal Controlled Community Organisations within the specialist homelessness sector. This included the transition of services and assets to Aboriginal Controlled Community Organisations to deliver tenancy and property management support services for Aboriginal and Torres Strait Islander people.
Support Aboriginal and Torres Strait Islander Housing providers with dedicated and skilled workers to drive success across the sector.	On track Housing Assistance, as the largest housing provider in the ACT, is continuing work to develop its cultural maturity to ensure it is able to attract and retain Aboriginal and Torres Strait Islander staff. Funding of \$256,000 was received in the 2023–24 Budget to deliver sector training to the specialist homelessness sector. Included in the package of training being delivered across 2025 is training on de-escalation, Aboriginal and Torres Strait Islander cultural responsiveness, Cultural and Linguistically Diverse cultural responsiveness, and trauma informed care. Training has been available to frontline staff in the specialist homelessness sector. In addition, there has been work undertaken to upskill and transition resourcing to Aboriginal Controlled Community Organisations within the specialist homelessness sector. This included the transition of services and assets to Aboriginal Controlled Community Organisations to deliver tenancy and property management support services for Aboriginal and Torres Strait Islander people.



Data Reporting

Target 20:

By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to achieve parity with non-Indigenous Australians.

Not on track



Likelihood of Achievement - Based on the current trends and data, it appears unlikely that the target of increasing the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to achieve parity with non-Indigenous Australians by 2031 will be achieved without significant and sustained efforts.

Chart 29:

Focus Area: Housing

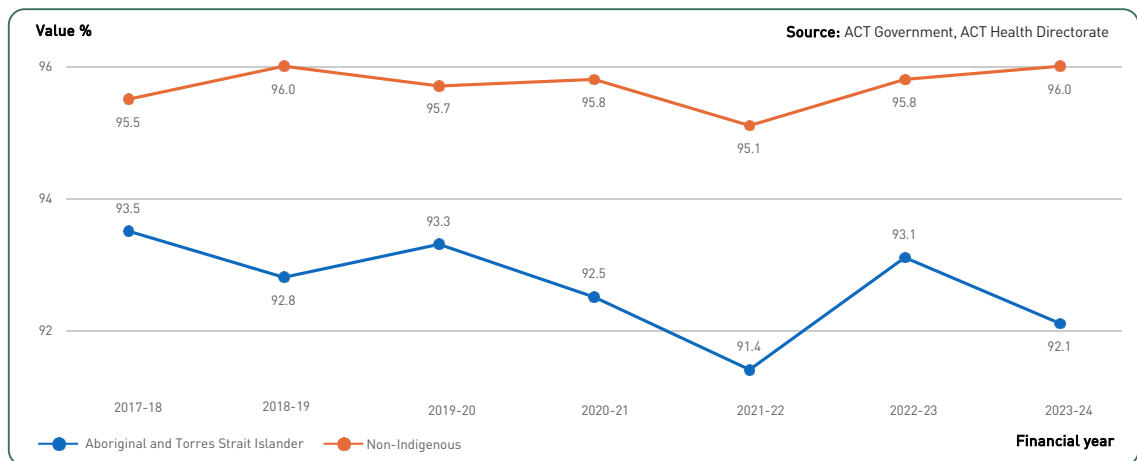
Target:

20. By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to achieve parity with non-Indigenous Australians.

Indicator:

33. Increase the proportion of people living in appropriately sized (not overcrowded) housing.

Measure:
33a. Percentage of households in appropriately sized (not overcrowded) public housing dwellings (with bedroom details known).



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	93.5%	92.8%	93.3%	92.5%	91.4%	93.1%	92.1%
Non-Indigenous	95.5%	96.0%	95.7%	95.8%	95.1%	95.8%	96.0%

Key Trends and Observations:

- > The proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing fluctuates across the reporting period
- > The proportion declines from 93.5% in 2017-18 to 92.8% in 2018-19, before increasing to 93.3% in 2019-20
- > A further decrease is observed in 2020-21, with the proportion falling to 92.5%, followed by a more pronounced decline to 91.4% in 2021-22, the lowest point in the series
- > A recovery occurs in 2022-23, where the proportion rises to 93.1%, before decreasing again to 92.1% in 2023-24
- > Across all years, the proportion of non-Indigenous people living in appropriately sized housing remains consistently higher, generally above 95%
- > While both population groups show some year-to-year variation, the Aboriginal and Torres Strait Islander proportion exhibits greater fluctuation over time



ACT Agreement Focus Area: Justice

Outcome: Aboriginal and Torres Strait Islander peoples, their families and communities thrive in a safe environment and have equitable access to justice and culturally safe restorative justice, prevention and diversion programs.

Recent Activities

During 2023–24, the ACT Government continued to progress justice outcomes for Aboriginal and Torres Strait Islander peoples through coordinated, system-wide efforts to strengthen rehabilitation pathways and embed culturally responsive practice across the justice system. Work across Corrective Services, courts administration and emergency management remained focused on community safety, human rights and improved access to justice.

Across Phases 1 and 2, progress accelerated during this reporting period, with nine of the eleven justice actions completed, an increase compared to the 2022–23 Impact Statement. One action is progressing as planned and one has been embedded as ongoing business-as-usual practice. This reflects sustained effort to reduce the overrepresentation of Aboriginal and Torres Strait Islander peoples in the criminal justice system, including through culturally safe pathways, reduced reliance on incarceration where appropriate, and stronger support for reintegration.

Justice initiatives were complemented by expanded community engagement and targeted support programs, supporting more responsive and culturally appropriate justice processes for Aboriginal and Torres Strait Islander peoples, families and communities. These activities have improved access to information, strengthened service navigation and ensured that culturally informed options are available at key decision points across the justice system.

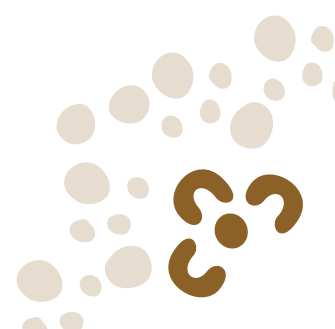
Within this context, the Community Services Directorate continued to support youth justice initiatives, including the delivery of care for young people in detention and programs that promote connection, stability and preparation for reintegration into the community. This includes maintaining access to education and therapeutic supports and supporting young people to retain meaningful connections to family and culture during custody and transition.

ACT Policing maintained a focus on preventing harm, reducing victimisation and strengthening relationships with Aboriginal and Torres Strait Islander communities. This included culturally informed policing approaches, proactive engagement and targeted responses to domestic and family violence, supported by continued investment in workforce capability, visibility and cross-system collaboration.

Collectively, these efforts reflect ongoing progress toward a justice system that is more culturally responsive, accountable and equitable for Aboriginal and Torres Strait Islander peoples.

Completed Action Summary

Action	Completion Status
Increase the accessibility of Aboriginal and Torres Strait Islander crime and justice data for use by the local community and other interested persons, to provide evidence for informing programs and facilitate monitoring of outcomes for the local Aboriginal and Torres Strait Islander community.	This item was completed on 31 July 2025 through the inclusion of justice data sets and documents specific to the Aboriginal and Torres Strait Islander Community to the existing public facing JACS webpage Finding data on crime.
Provide early support to deliver more timely access to justice diversion services for young people before crisis intervention is required.	The Yurwan Ghuda program for 9–11 year olds has been running very successfully in ACT school terms since February 2024. It has funding to continue until June 2027 and ongoing funding will be sought. Additional age groups to 14 may be funded through HCSD.
Deliver an Evaluation Framework of the impact of Justice Reinvestment /Reducing Recidivism by 25% by 2025 (RR25by25) programs; with a focus on programs to reduce overrepresentation of Aboriginal and Torres Strait Islander peoples in the criminal justice system.	ANU delivered a completed Evaluation Framework for the RR25by25 Plan in June 2022. ANU is currently developing a set of data collection tools and an outcomes framework to support program evaluation - this is additional to the evaluation framework. These products are being refined and are expected to be finalised by the middle of 2025 at the latest.
Implement Intensive Case Management to support Aboriginal and Torres Strait Islander peoples' post-release; to increase successful rehabilitation and reintegration into their community and enable access to appropriate housing, healthcare, education, and employment.	An Intensive Case Management Program has commenced through ACT Corrective Services. Yeddung Mura is delivering the new service as a trial for 12 months following a procurement process. The program will then be evaluated to determine whether further funding will be sought to continue.
Consult with the Aboriginal and Torres Strait Islander community on the development of actions for inclusion in the Second Action Plan (2023-2027) for the ACT Disability Justice Strategy.	Consultation with First Nations communities in relation to the development of the Disability Justice Strategy Phase 2 Action Plan has been completed. The Second Action Plan was publicly launched in August 2024.
Introduce legislation and identify the scope of services required to support raising the minimum age of criminal responsibility for young people from 10 years of age, to reduce the engagement of Aboriginal and Torres Strait Islander young people in the criminal justice system and provide better support services.	Legislation has been introduced and has commenced.



Action	Completion Status
Implement agreed recommendations from the Ombudsman report on ACT Policing's administrative framework for engagement with the ACT Aboriginal and Torres Strait Islander community that relate to Aboriginal and Torres Strait Islander peoples.	ACT Policing has accepted 6, partially accepted 2 and noted 1 of the 9 recommendations. ETM Perspectives was engaged to deliver a strategic and training package of work, the first comprising an engagement strategy, a monitoring and evaluation framework and a review of the ACT Policing First Nations Liaison Officer role. This is complete and the engagement strategy will be socialised with ACT First Nations communities and the broader community once the cultural literacy training is complete. The training package is a First Nations Cultural Literacy program which is mandatory for all ACT Policing members and for professional members with public-facing roles. 754 members have been trained to date. Recommendation 9 is to seek First Nations community members to identify themselves when making a complaint about police. After consultation with community, ACT Policing implemented this by involving AFP Professional Standards and WICR members who investigate complaints about ACT Policing, to attend the cultural literacy program. The final implementation report was provided to the Ombudsman on 4 November 2024.
Engage with Aboriginal and Torres Strait Islander community-controlled organisations regarding the delivery of a suite of justice programs to reduce overrepresentation of Aboriginal and Torres Strait Islander people in the ACT criminal justice system.	This item is marked complete as it reflects all of the programs managed through the First Nations Justice Branch (FNJB) and other parts of JACS and is ongoing. Multiple programs are running and known to the Elected Body. New programs will continue to evolve as core business for FNJB.
Increase the capacity for Aboriginal and Torres Strait Islander offenders to adhere to their Court-appointed Community Based Orders.	ACT Corrective Services has partnered with Yeddung Mura Aboriginal Corporation, Winnunga Nimmityjah Aboriginal Health and Community Services and the Canberra Alliance for Harm Minimisation and Advocacy (CAHMA) to establish alternative reporting sites for people who are subject to community-based sentences. While the reporting sites were initially established to provide a culturally supportive environment for Aboriginal and Torres Strait Islander people and help establish their linkages with other important support services, their function has expanded in January 2024 to include bailees currently supervised by ACTCS. Further expansion of the program through a pilot program which commenced on 1 July 2024, permits accused persons with requirements to report to ACT Policing multiple times per week, to report to one of the external reporting sites as an alternative on at least one reporting occasion.

Action Plans Reporting

Action	Progress status update
Increase access to Health Care Services for Aboriginal and Torres Strait Islander detainees in Alexander Maconochie Centre.	Completed As of 30 March 2026, all Annual Community 715-Health Checks for eligible Justice Health Service clients and young people have been completed. These 715 health checks are conducted in partnership with the MHJHADS Aboriginal & Torres Strait Islander Cultural Specialist Service aboriginal cultural team. These health checks continue to be offered on an ongoing basis to all eligible clients and young people after three months in custody, with subsequent annual checks thereafter. The Justice Health Services self-referral form was approved by the Canberra Health Services (CHS) forms committee following consultation with the MHJHADS Aboriginal & Torres Strait Islander Cultural Specialist Service aboriginal cultural team and other stakeholders, including Aboriginal and Torres Strait Islander clients and young people. This form was implemented as of 11 November 2025.
The Domestic, Family and Sexual Violence Office to establish a service for Aboriginal and Torres Strait Islander women where a range of legal, advocacy, practical and healing activities can be delivered (consistent with We Don't Shoot Our Wounded report, recommendation 4).	On track Since April 2023, the ACT Government has committed \$4 million to 5 Aboriginal Community Controlled Organisations (ACCOs) to support Aboriginal and Torres Strait Islander led domestic, family and sexual violence (DFSV) initiatives. This includes: > Yerrabi Yurwang Child and Family Aboriginal Corporation – funded from June 2023 to January 2026 to deliver the NaraGanaWali Strengthening Families Program. This is a communityled Aboriginal initiative to support Aboriginal and Torres Strait Islander people, particularly women and children affected by DFSV with legal, advocacy, practical and healing activities, and intensive case management. > Sisters in Spirit Aboriginal Corporation – funded from April 2023 to December 2024 to deliver advocacy and support services for Aboriginal and Torres Strait Islander women and children in the ACT. The Domestic, Family and Sexual Violence Office is currently working with Sisters in Spirit to finalise funding arrangements until June 2026. > Yhurwun Bullan (auspiced by Yerrabi Yurwang) – funded from May 2023 to June 2026 to deliver crisis and case management supports to Aboriginal and Torres Strait Islander women impacted by domestic, family and sexual violence. > WhISPers Aboriginal and Torres Strait Islander Softball Corporation – funded from April 2023 to June 2025 to deliver Community Healing Our Way, improving access to services and safety for Aboriginal and Torres Strait Islander women and children. The Domestic, Family and Sexual Violence Office is currently working with WhISPers to finalise funding arrangements until June 2026. > Yeddung Mura Aboriginal Corporation – funded from April 2023 to June 2026 to support Aboriginal and Torres Strait Islander families affected by family, domestic and sexual violence. Activities include early intervention and diversion for Aboriginal and Torres Strait Islander people at risk of perpetrating domestic and family violence, healing camps and yarning activities for Aboriginal and Torres Strait Islander people.

Data Reporting

Target 21:

Not on track

By 2031, reduce the rate of incarceration of Aboriginal and Torres Strait Islander people to achieve parity with the rate of incarceration of non-Indigenous people.



Likelihood of Achievement – Despite some positive results, based on the current trends and data, it appears unlikely that the target of reducing the rate of incarceration of Aboriginal and Torres Strait Islander people to achieve parity with non-Indigenous people by 2031 will be achieved without significant and sustained efforts.

Chart 30:

Focus Area: Justice

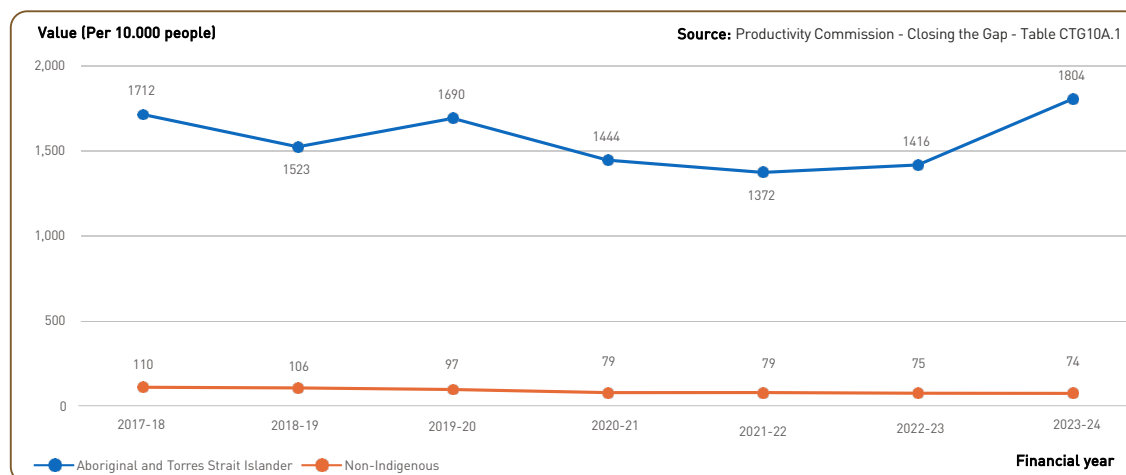
Target:

21. By 2031, reduce the rate of incarceration of Aboriginal and Torres Strait Islander people to achieve parity with the rate of incarceration of non-Indigenous people.

Indicator:

34. Reduction in the rate of adult imprisonment.

Measure:
34a. Rate of adult imprisonment per 100,000 population.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	1,712.4	1,522.5	1,689.6	1,443.9	1,371.9	1,415.8	1,804.0
Non-Indigenous	110.0	106.1	96.8	78.5	78.9	75.0	74.0

Data Notes:

- All imprisonment rates reported in source data have been revised, including historical data from 2017-18 to 2022-23. These revisions reflect updated population estimates and finalised prisoner counts from the ABS, consistent with standard statistical revision practices.
- The inclusion of 2023-24 data and the refinement of earlier years ensure more accurate and reliable reporting of imprisonment trends for both Aboriginal and Torres Strait Islander people and non-Indigenous people.

Key Trends and Observations

- > The rate of adult imprisonment for Aboriginal and Torres Strait Islander people remains substantially higher than the non-Indigenous rate across all years shown (approximately 20+ times higher each year).
- > The Aboriginal and Torres Strait Islander imprisonment rate fluctuates across the series, decreasing from 1,712.4 in 2017-18 to 1,523.5 in 2018-19, then rising to 1,689.6 in 2019-20.
- > A sustained decline follows, with the rate falling to 1,443.9 in 2020-21 and reaching a low point of 1,371.9 in 2021-22.
- > After reaching the low in 2021-22, the Aboriginal and Torres Strait Islander imprisonment rate increases again to 1,415.8 in 2022-23 and then rises sharply to 1,804.0 in 2023-24, indicating a reversal of the earlier decline.

- > Non-Indigenous imprisonment rates remain much lower and show a consistent downward trend over time, declining from 110.0 in 2017–18 to 74.0 in 2023–24.
- > While non-Indigenous rates trend steadily downward, Aboriginal and Torres Strait Islander rates show greater volatility, with periods of decline followed by renewed increases, culminating in the highest rate in the series in 2023–24.

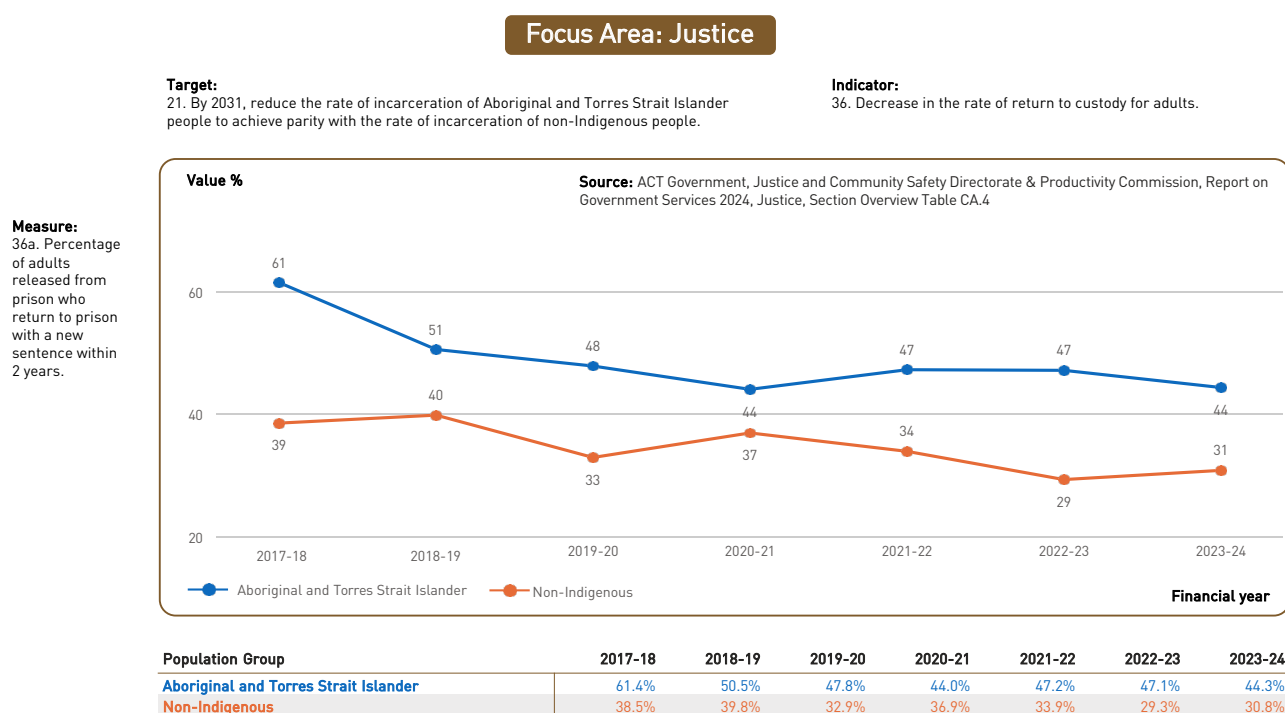
Chart 31:

Not published.

Data Notes:

- > Due to data capture and quality issues and small numbers this data is not available. Alternative data on restorative justice referrals and ACT Policing diversions is available in the ACT Policing Annual Reports.

Chart 32:



Key Trends and Observations

- > The proportion of Aboriginal and Torres Strait Islander adults returning to prison within two years shows a general downward trend across the reporting period, followed by some recent stabilisation
- > The rate decreases from 61.4% in 2017–18 to 50.5% in 2018–19, and continues to decline to 47.6% in 2019–20
- > A further reduction is observed in 2020–21, reaching 44.0%, the lowest point in the series
- > After this low point, the rate increases slightly to 47.2% in 2021–22 and remains at 47.3% in 2022–23
- > In 2023–24, the proportion decreases again to 44.2%, returning close to the previous low
- > Across all years, return-to-custody rates for Aboriginal and Torres Strait Islander adults remain consistently higher than for non-Indigenous adults
- > Non-Indigenous rates show a clearer downward trajectory overall, declining from 38.5% in 2017–18 to 31.3% in 2023–24



Target 22:

By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17) in detention by at least 30%.

Note: This is also a National Closing the Gap target.

Not on track



Likelihood of Achievement - Based on the current trends and data, it appears unlikely that the target of reducing the rate of Aboriginal and Torres Strait Islander young people (10-17) in detention by at least 30% by 2031 will be achieved without significant and sustained efforts.

Chart 33:

Focus Area: Justice

Target:

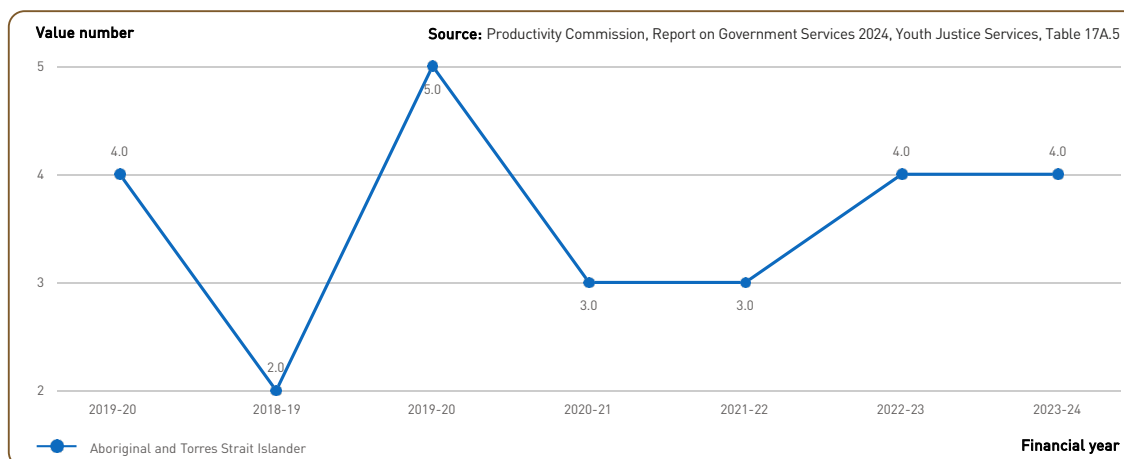
22. By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17) in detention by at least 30%.

Indicator:

37. Reduction in the detention of young people (10-17 years old).

Measure:
37a. Average daily number of young people (10-17 years old) in detention.

Notes:
Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	4	2	5	3	3	4	4

Data Notes:

- > Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.

Key Trends and Observations:

- > The average daily number of Aboriginal and Torres Strait Islander young people aged 10-17 in detention remains low in absolute terms, but fluctuates across the reporting period
- > The number starts at 4 in 2017-18, before dropping to 2 in 2018-19
- > A sharp increase occurs in 2019-20, where the number rises to 5, the highest value in the series
- > This is followed by a decline to 3 in 2020-21, with the number remaining at 3 in 2021-22
- > An increase is observed in 2022-23, where the number rises again to 4, and this level is maintained in 2023-24
- > The data shows year-to-year volatility, with changes of one to two young people having a visible impact on the overall pattern

Chart 34:

Focus Area: Justice

Target:

22. By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17) in detention by at least 30%.

Indicator:

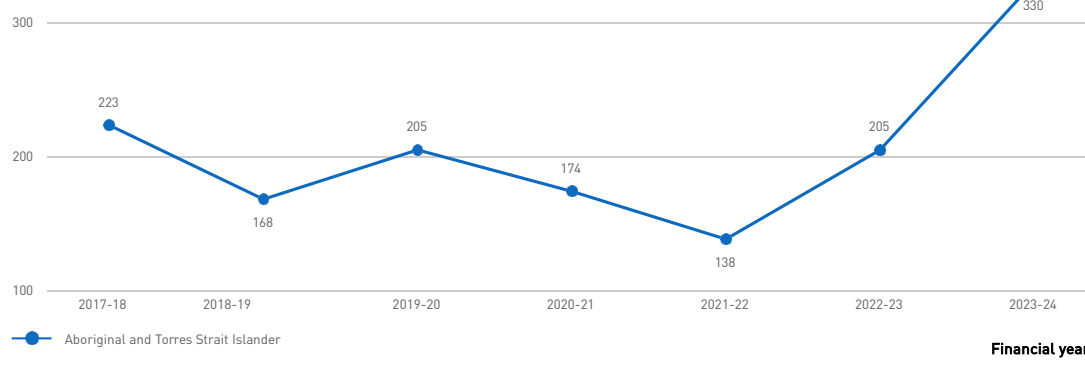
37. Reduction in the detention of young people (10-17 years old).

Measure:
37b. Rate of young people (aged 10-17 years old) in detention during the year per 10,000 population.

Notes:
Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.

Value (Per 10,000 people)

Source: Australian Institute of Health and Welfare, Youth Justice, S72 to S125, Data Tables S83



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	223.4	168.2	205.0	174.1	138.4	204.9	330.1

Data Notes:

- Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.
- Trend data may differ from those previously published due to data revisions.
- In November 2023, the ACT raised the minimum age of criminal responsibility from 10 to 12. The rates for the ACT in 2023-24 are for young people aged 12-17.

Key Trends and Observations:

- > The rate of detention for Aboriginal and Torres Strait Islander young people aged 10-17 per 10,000 population shows considerable fluctuation across the reporting period
- > The rate is highest in 2017-18 at 223.4, before declining sharply to 168.2 in 2018-19
- > An increase follows in 2019-20, with the rate rising to 205.0, before declining again to 174.1 in 2020-21
- > The lowest rate in the series occurs in 2021-22 at 138.4, indicating a temporary reduction in youth detention
- > In the most recent years, the rate rises again to 204.9 in 2022-23 and then increases sharply to 330.1 in 2023-24, the highest value recorded across the period
- > Overall, the pattern reflects high volatility, with periods of decline followed by substantial increases rather than a sustained downward trend

Chart 35:



Data Notes:

- a. Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.
- b. Data has been revised for 2021-22 and 2022-23 due to data quality improvements which have enabled more accurate methods for the 2023-24 Youth Justice National Minimum Data Set detention file.
- c. The term young people is defined as the minimum age of criminal responsibility (MACR) in the relevant state or territory government legislation up to 17 years old. In November 2023, the MACR in the ACT increased from 10 years to 12 years. From 2023-24, data is not comparable to previous years due to increases in the MACR.

Key Trends and Observations:

- > The total number of custody nights for Aboriginal and Torres Strait Islander young people aged 10–17 varies substantially across the reporting period
- > Custody nights decrease from 1,374 in 2017–18 to 1,073 in 2018–19, before rising sharply to 1,877 in 2019–20, the highest value in the series
- > A significant reduction follows in 2020–21, where custody nights fall to 908, the lowest point observed
- > From 2021–22 onwards, custody nights increase each year, rising to 1,064, then to 1,692 in 2022–23
- > The most recent year, 2023–24, records 1,835 custody nights, approaching the peak level seen in 2019–20
- > Overall, the data shows high volatility, with large year-to-year movements reflecting changes in both the number of young people in detention and the length of time spent in custody

Chart 36:

Focus Area: Justice

Target:

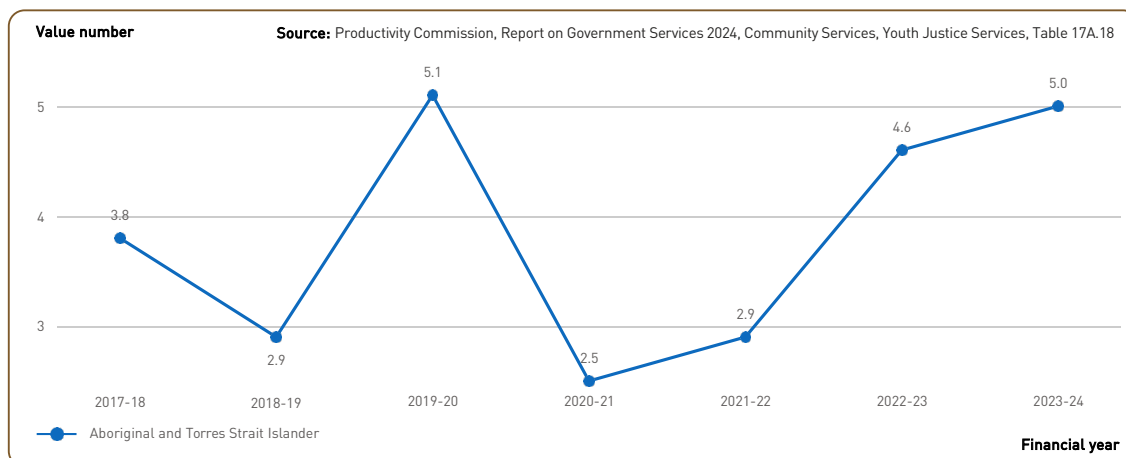
22. By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17) in detention by at least 30%.

Indicator:

37. Reduction in the detention of young people (10-17 years old).

Measure:
37d. Average nightly population of young people (10-17 years old) in detention centres.

Measure:
Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.



Population Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Aboriginal and Torres Strait Islander	3.8	2.9	5.1	2.5	2.9	4.6	5

Data Notes:

- Trend information should be interpreted with caution. There is only one youth justice detention centre with relatively small numbers in detention and under supervision.
- Data has been revised for 2021-22 and 2022-23 due to data quality improvements which have enabled more accurate methods for the 2023-24 Youth Justice National Minimum Data Set detention file.
- The term young people is defined as the minimum age of criminal responsibility (MACR) in the relevant state or territory government legislation up to 17 years old. In November 2023, the MACR in the ACT increased from 10 years to 12 years. From 2023-24, data is not comparable to previous years due to increases in the MACR.

Key Trends and Observations:

- > The average nightly population of Aboriginal and Torres Strait Islander young people aged 10-17 in detention centres shows significant fluctuation across the reporting period
- > The average nightly population is 3.8 in 2017-18, before declining to 2.9 in 2018-19
- > A sharp increase occurs in 2019-20, where the average nightly population peaks at 5.1, the highest value in the series
- > This is followed by a substantial decrease in 2020-21, with the average falling to 2.5, the lowest level observed
- > Gradual increases are recorded in subsequent years, rising to 2.9 in 2021-22, 4.6 in 2022-23, and reaching 5.0 in 2023-24
- > Overall, the chart demonstrates high volatility, with small changes in the number of young people resulting in pronounced shifts in the average nightly population from year to year

Conclusion

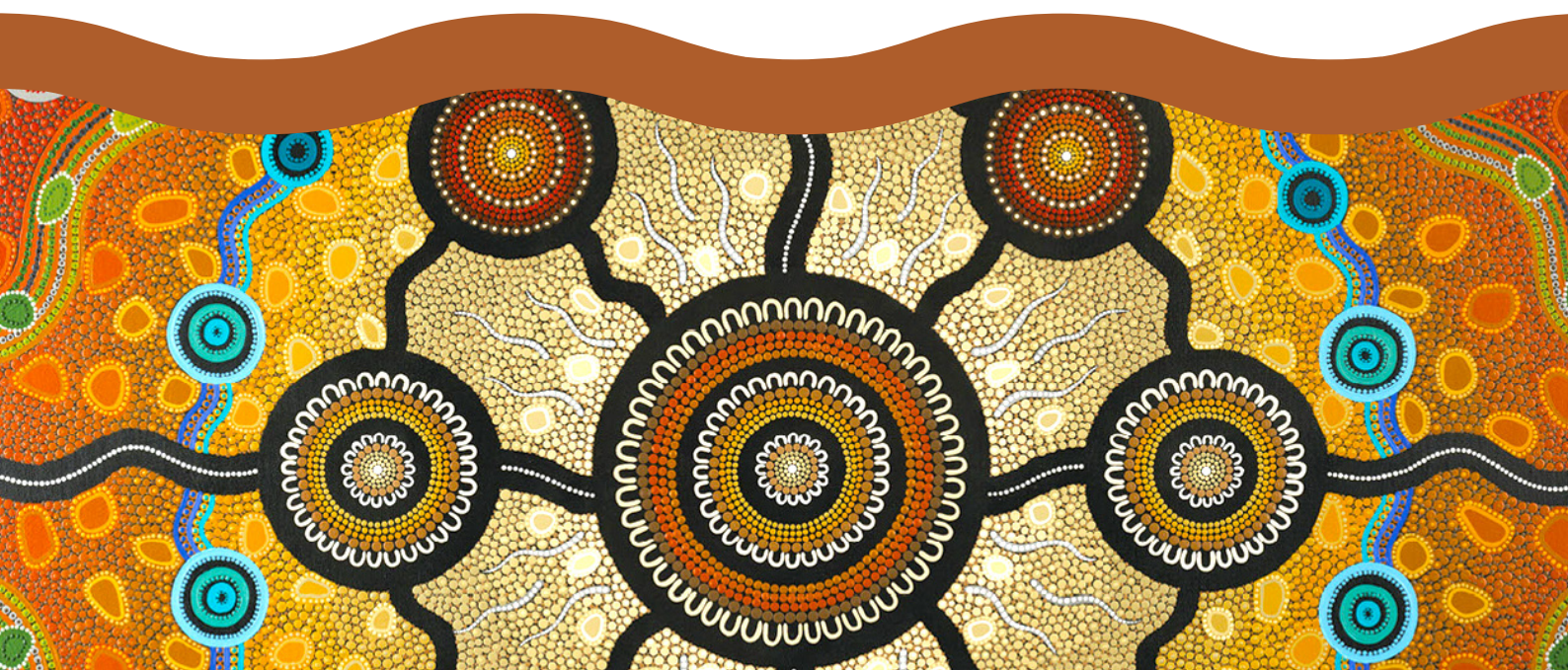
The 2025 Annual Impact Statement under the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028 highlights our progress in enhancing the lives of Aboriginal and Torres Strait Islander people in the ACT. This Statement demonstrates our commitment to addressing the community's unique needs through culturally responsive initiatives.

Advancements have been made across various Focus Areas, including Children and Young People, Cultural Integrity, Inclusive Community, Community Leadership, Connecting the Community, Life-long Learning, Economic Participation, Health and Wellbeing, Housing, and Justice. These efforts have promoted empowerment, cultural safety, and self-determination within the community.

While we celebrate these achievements, we recognise that challenges remain. The data in this Statement provides valuable insights to further refine our strategies and continue our efforts.

We extend our gratitude to all contributors, including partners, community members, and government staff. Together, we are working towards a more inclusive, equitable, and prosperous future for all.

As we move forward, we remain dedicated to our vision of a society where Aboriginal and Torres Strait Islander peoples thrive, have equitable access to opportunities, and are empowered to lead fulfilling lives. We will continue to collaborate with the community to achieve these aspirations and uphold the principles of cultural integrity, respect, and self-determination.



Data Source

The information presented in this report has been sourced from various ACT Government Annual Reports and directly from ACT Government Directorates and agencies. These reports and direct contributions provide comprehensive insights into the activities, initiatives, and achievements of government directorates and agencies.

Chart 1 - [Productivity Commission, Closing the Gap, Table CtG3A.1](#)

Chart 2 - ACT Government, Education Directorate

Chart 3 - ACT Government, Community Services Directorate

Chart 4 - ACT Government, ACT Health Directorate

Chart 5 - [Productivity Commission, Report on Government Services 2024, Child Protection Services, Table 16A.2](#)

Chart 6 - [Productivity Commission, Report on Government Services 2024, Child Protection Services, Table 16A.4](#)

Chart 7 - [Productivity Commission, Report on Government Services 2024, Child Protection Services, Table 16A.4](#)

Chart 8 - ACT Government, Community Services Directorate

Chart 9 - ACT Government, Community Services Directorate

Chart 10 - ACT Government, Community Services Directorate

Chart 11 - [Australian Bureau of Statistics, Recorded Crime - Offenders, Family and Domestic Violence, Table 42](#)

Chart 12 - [Australian Institute of Health and Welfare, SHSC demographics \(2011-12 to 2021-22\) & \(2022-23 to 2023-24\) Data Cubes](#)

Chart 13 - ACT Government, Environment, Planning and Sustainable Development Directorate

Chart 14 - ACT Government, [Education Directorate, Annual Report 2023-24](#) & ACT Government, Education Directorate

Chart 15 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 16 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 17 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 18 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 19 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 20 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 21 - ACT Government, Chief Minister, Treasury and Economic Development Directorate

Chart 22 - [Productivity Commission, Report on Government Services 2024, Health, Public Hospitals, Table 12A.15](#)

Chart 23 - [Productivity Commission, Report on Government Services 2024, Health, Public Hospitals, Table 12A.24](#)

Chart 24 - [Productivity Commission, Report on Government Services 2024, Health, Public Hospitals, Table 12A.37](#)

Chart 25 - [Productivity Commission, Closing the Gap, Table CtG2A.1](#)

Chart 26 - [Productivity Commission, Closing the Gap, Table SE2d.1](#)

Chart 27 - ACT Government, ACT Health Directorate

Chart 28 - ACT Government, ACT Health Directorate

Chart 29 - [Productivity Commission, Report on Government Services 2024, Housing and Homelessness, Housing, Table 18A.34](#) & [Australian Institute of Health and Welfare](#)

Chart 30 - [Productivity Commission - Closing the Gap - Table CTG10A.1](#)

Chart 31 - ACT Government, Justice and Community Safety Directorate

Chart 32 - ACT Government, Justice and Community Safety Directorate & [Productivity Commission, Report on Government Services 2024, Justice, Section Overview Table CA.4](#)

Chart 33 - [Productivity Commission, Report on Government Services 2024, Youth Justice Services, Table 17A.5](#)

Chart 34 - [Australian Institute of Health and Welfare, Youth Justice, S72 to S125, Data Tables S83](#)

Chart 35 - [Productivity Commission, Report on Government Services 2024, Community Services, Youth Justice Services, Table 17A.18](#)

Chart 36 - [Productivity Commission, Report on Government Services 2024, Community Services, Youth Justice Services, Table 17A.18](#)

