

2020

**THE LEGISLATIVE ASSEMBLY FOR THE
AUSTRALIAN CAPITAL TERRITORY**

ACT Aboriginal and Torres Strait Islander Agreement 2019-2028
- 2019 Annual Report

Presented by
Rachel Stephen-Smith MLA
Minister for Aboriginal and Torres Strait Islander Affairs



ACT ABORIGINAL AND TORRES STRAIT ISLANDER AGREEMENT 2019—2028

Delivering equitable outcomes for Aboriginal and Torres Strait Islander peoples

ANNUAL REPORT 2019

ACKNOWLEDGEMENT OF COUNTRY

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



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GPO Box 158, Canberra ACT 2601.

Enquiries about this publication should be directed to:

The Office for Aboriginal and Torres Strait Islander Affairs

Community Services Directorate

GPO Box 158 Canberra City, ACT 2601

Phone (02) 6207 9784

Website: www.communityservices.act.gov.au

Phone: Access Canberra 13 22 81

Terminology

The ACT Aboriginal and Torres Strait Islander Agreement 2019-2028 Annual Report 2019 provides outcome reporting, and describes ACT Government funded initiatives, for people who identify as Aboriginal and/or Torres Strait Islander in the ACT. The ACT Government generally describes Australia's first peoples as 'Aboriginal and/or Torres Strait Islander' and in this report describes Australians of other backgrounds as 'non-Indigenous'. This report also uses the terms 'Indigenous' when discussing data in text or in tables, when quoting other sources, specific program or policy titles, or third-party data. The term 'Indigenous' is understood to refer to both Aboriginal and Torres Strait Islander peoples, in the understanding that they are not a homogenous group.





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FOREWORD

MINISTER FOR ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS

It gives me great pleasure to introduce the first Annual Report for the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028.

The Agreement sets the long-term direction in Aboriginal and Torres Strait Islander affairs in the ACT, outlining our joint priorities to enable equitable outcomes for Aboriginal and Torres Strait Islander peoples.

This Annual Report demonstrates the genuine efforts of the ACT Government to partner with the Aboriginal and Torres Strait Islander community to harness cultural knowledge and build a respectful, fair and inclusive Canberra community.

The Report highlights progress and some early achievements against the objectives and outcomes set out in the Focus Areas of the Agreement. Some highlights include:

- The ACT Government has worked with the community to revitalise the main building, community area and Garden of Achievement at Boomanulla Oval to restore it as a focal point for cultural and community activities.
- The commitment of \$4.488 million to build ten new culturally safe and responsive homes for older Aboriginal and Torres Strait Islander Canberrans at a new housing complex. The new homes will build on the success of Mura Gunya, a five-unit complex that opened in November 2016.
- The ACT Government has heard loud and clear that treaty is an important issue for the traditional custodians and is continuing the conversation to support a joint understanding of the opportunity for and implications of a treaty process. This process will pave the way to achieving greater self-determination.
- The establishment of the independent and Aboriginal-led *Our Booris, Our Way* review to investigate the overrepresentation of Aboriginal and Torres Strait Islander children in the child protection system. The ACT Government is now considering the recommendations. Action is being taken on a number of interim recommendations made throughout the Review.
- Investment was committed to support Winnunga Nimmityjah Aboriginal Health and Community Service to build a modern new health facility so they can continue to deliver high quality healthcare for Aboriginal and Torres Strait Islander peoples across the Canberra region.

By working together, much can be achieved. The new Agreement is a benchmark for a genuine partnership between Aboriginal and Torres Strait Islander peoples and government. Together we can deliver the outcomes the community expects.



Rachel Stephen-Smith MLA
Minister for Aboriginal and Torres Strait
Islander Affairs



HEAD OF SERVICE, KATHY LEIGH

ACT GOVERNMENT

In 2019 the ACT Public Service, through the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028, recommitted to reconciliation and the principle of self-determination for Aboriginal and Torres Strait Islander peoples. As part of this commitment we are improving our supports for Aboriginal and Torres Strait Islander members of the public service and our community as a whole.

The ACT Public Service is committed to building an inclusive and welcoming workforce that reflects the diverse composition of the community we serve. To do this we have built multiple pathways and programs to support and encourage employment opportunities for Aboriginal and Torres Strait Islander peoples in the ACT Public Service.

In 2018-19, the number of ACT public servants identifying as an Aboriginal or Torres Strait Islander increased by more than ten per cent compared to the previous year. Compared to five years ago, the number of ACT public servants identifying as Aboriginal and Torres Strait Islander is up by more than 40 per cent.

Through the Agreement we have also committed to celebrating the Aboriginal and Torres Strait Islander culture across the city. The ACT Public Service proudly supports Reconciliation Day in the ACT, which continues to go from strength to strength, and connects the community with information, activities and opportunities to learn about the culture and history of the Aboriginal and Torres Strait Islander communities in the ACT.

The first annual report under the new Agreement highlights the breadth of work underway and the significant progress that is already being made against the Core and Significant Areas of the Agreement. We look forward to continuing our close work with the Aboriginal and Torres Strait Islander Elected Body to deliver against the outcomes in the Agreement over the next 10 years.





INTRODUCTION

The ACT Government recognises the need for a shared and collective approach to achieving quality life outcomes for the Aboriginal and Torres Strait Islander community. This report is the first for the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028 on progress in achieving the quality life outcomes outlined in the Agreement.

The Agreement was signed on 26 February 2019 by Chief Minister, Mr Andrew Barr MLA, Chair of the Aboriginal and Torres Strait Islander Elected Body, Ms Katrina Fanning, the Minister for Aboriginal and Torres Strait Islander Affairs, Ms Rachel Stephen-Smith MLA, and the Head of Service, Ms Kathy Leigh. The Agreement is vital to advancing Aboriginal and Torres Strait Islander aspirations and strengthening 'Strong Families' through sustained quality life outcomes.

The Agreement sets out the commitment of the ACT Government and ACT Aboriginal and Torres Strait Islander Elected Body to work together to recognise and respond to the needs of Aboriginal and Torres Strait Islander peoples living in the ACT and surrounding region. It identifies core and significant areas to achieve the quality life outcomes, and these areas provide a framework for this report.

Self-determination is the underlying principle of the Agreement, which is an ongoing process of choice to ensure the Aboriginal and Torres Strait Islander community can meet their social, cultural and economic needs.

This Annual Report provides an opportunity to reflect on the progress and activities undertaken by the ACT Government and its service delivery partners to deliver culturally appropriate and responsive services. Engaging with, collaborating and understanding the lived experience of individuals, families and communities in the ACT is essential to bring perspective to the intent of policies and programs. This report seeks to find the linkages between lived experience, policy intent and service outcomes.

GOVERNANCE

The ACT Government has established an Aboriginal and Torres Strait Islander Sub-Committee of the ACT Public Service Strategic Board. The Sub-Committee is responsible for enhancing the performance and accountability of the ACT Government in improving the services and program delivery to support achieving positive outcomes for Aboriginal and Torres Strait Islander peoples.

The high-level Sub-Committee is supported by the Aboriginal and Torres Strait Islander Inter-Directorate Committee. The representatives of the Inter-Directorate Committee are intentionally broad to include all directorates and the ACT Human Rights Commission.

Since the signing of the Agreement, governance groups have been focused on implementation of the Phase One Action Plans and the development of an Outcomes Framework to measure progress against the Agreement's implementation. The governance groups have worked to ensure the Agreement was developed in parallel with the refresh of the Council of Australian Government Closing the Gap agenda.



CORE FOCUS AREAS

CHILDREN AND YOUNG PEOPLE

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

Our Commitment and Focus

As outlined in the Agreement, the ACT Government has a commitment to doing all it can to keep families strong and together. Because of this commitment, a concerted effort is being made to invest in new approaches that support families to stay strong, safe, healthy and well.

Children and young people of the ACT are the future of our community. Aboriginal and Torres Strait Islander children and young people of Canberra should be given every opportunity to thrive in their health, learning and family – to reach their full potential. To support improved life outcomes for children and young people, the ACT Government's Human Services Cluster, which brings together the directorates of Health, Education, Justice and Community Safety, and Community Services, work together to devise strategies and policy positions to support children and young people to have the best start to life.

To help in the achievement of the Quality Life Outcome, the ACT Government is taking a multipronged approach to working with families and providing supports that build strength and resilience.

Our Progress and Achievements

For children and young people to grow up safely in their families and community, the ACT Government is investing in a range of family-centred initiatives to support families to be strong.

One such initiative is the Dhunlung Yarra Service, a dedicated Aboriginal and Torres Strait Islander therapeutic service staffed by Aboriginal and Torres Strait Islander professionals. Members of the Dhunlung Yarra Service work across multiple programs to deliver a range of culturally safe and responsive services, including: counselling, family dispute resolution, relationship support services and special group programs. The service assists in dealing with grief and loss and intergenerational trauma.

Through a flexible outreach model, the Dhunlung Yarra Service delivers culturally informed therapeutic services to Aboriginal and Torres Strait Islander children and young people. Interventions are delivered through art, storytelling, cultural connections, education and role modelling. The outreach service includes meeting clients where they feel comfortable.

Another new initiative that is seeing positive results is the Functional Family Therapy – Child Welfare program pilot being implemented through a partnership with Gudan Gulwan Youth Aboriginal Corporation and OzChild. The aim of the pilot is to reduce the number of Aboriginal and Torres Strait Islander children and young people entering, or remaining in, out of home care through interventions that strengthen families and communities. Due to the success of this initiative, the ACT Government has committed to ongoing funding subject to an evaluation of the program to ensure the program can continue to support families.





In 2018, the ACT Government established the independent Steering Committee for the *Our Booris, Our Way Review*. The Review sought to investigate and understand the over-representation of Aboriginal and Torres Strait Islander children and young people in the ACT Child and Youth Protection Services.

The Steering Committee handed down its final report in December 2019. The Report included 28 recommendations. The formal response of the ACT Government to the Review is currently underway. The recommendations highlight more work is needed in the ACT Child and Youth Protection Services for services to be culturally safe and responsive and that the practice of workers is consistent when working with Aboriginal and Torres Strait Islander families.

Since the release of the Agreement and in response to early findings of the Review, the ACT Child and Youth Protection Services has developed the Working with Aboriginal and Torres Strait Islander Children Practice Guide in partnership with Curijo, an Aboriginal owned and controlled organisation. The Guide supports the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle with practice and offers strategies and information about the active efforts required to achieve improved outcomes.

In addition, the ACT Child and Youth Protection Services has engaged the Secretariat for the National Aboriginal and Islander Child Care (SNAICC) to deliver training for staff in the effective implementation of the Aboriginal and Torres Strait Islander Child Placement Principle. SNAICC provided a total of nine sessions with 124 participants attending over a period of four months. The success of this training was outlined in a report received by SNAICC in August 2019. The report by SNAICC summarised the training undertaken to date, their experience of working with CYPS staff and reflects positively on the progress made by CYPS since the training commenced.

The Steering Committee recommended to Government that an Implementation Oversight Committee be established to continue momentum for change following the Review and monitor implementation of the recommendations. The ACT Government agrees the importance of an independent, Aboriginal led Implementation Oversight Committee.

Case Study: Linking families in with supports to keep them strong when they need them

An Aboriginal grandmother accessing a group program at the Tuggeranong Child and Family Centre, heard the Early Years Engagement Officer from the Child Development Service was also at the centre. She approached the officer seeking developmental assistance for her grandchildren. She also wanted help for her daughter who was experiencing domestic violence.

After listening to the grandmother's concerns, the officer organised occupational therapy and speech pathology assessment appointments for the children and contacted Community Health Intake to arrange hearing assessments and dietician appointments. Community transport was arranged to help the family attend the appointments. Support was also provided to help the family engage with Housing ACT and apply for priority housing, as well as Safer Families Assistance.

The family is now linked with a range of services that can provide supports around the children's development, and the safety and wellbeing of the family as a whole.



CULTURAL INTEGRITY

Quality Life 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.

Our Commitment and Focus

The ACT Government values and recognises the cultural knowledge, history and contribution of Aboriginal and Torres Strait Islander peoples to the Canberra community. The ACT Government seeks to improve ways of harnessing this knowledge to support our community becoming more inclusive and that services to meet the needs of Aboriginal and Torres Strait Islander families and community members.



Our Progress and Achievements

The sharing of cultural knowledge and a commitment to learning more culturally appropriate and responsive ways of working are central to improving the delivery of government services that support the building of strong and sustainable communities. The ACT Government is implementing a range of initiatives that seek to listen, learn and improve their approaches to service delivery.

One approach being led by the Community Services Directorate is the establishment of mechanisms that enable community-led solutions to issues identified by people seeking to access supports through the human services system. These mechanisms are:

- the creation of an Aboriginal and Torres Strait Islander Co-Production Network (the Network), focussed on bringing together the expertise of those with lived experience of the service system. The Network will use the co-production approach to enable lived experience to be heard and influence Early Support policy, program, and practice reform; and
- an Aboriginal and Torres Strait Islander Policy and Practice Co-Design Forum (the Forum), whose members include local Aboriginal and Torres Strait Islander peoples. Core membership includes representatives from the ACT Aboriginal and Torres Strait Islander Elected Body (Elected Body), the United Ngunnawal Elders Council (UNEC), key service providers, community members and people with lived experience. The Forum will deliberate on solutions to human services issues taking into consideration social policy research by leading researchers and practitioners. Government has provided in-principle agreement to accept the policy and practice advice agreed by Forum members.

The Network held two meetings in May and June 2019. Members also participated in one-on-one conversations with a facilitator about the intent of the Network. These initial meetings were focussed on relationship building, establishing trust, and starting the conversation about co-production.

The Directorate also undertook consultation with members of the Aboriginal and Torres Strait Islander community to shape the design of the Forum and develop an approach to recruit and engage Forum members and a facilitator. The Forum convened in late 2019 for the first time.

In addition to the work of the Community Services Directorate, the Education Directorate has developed a Cultural Integrity Policy that allows issues such as racism, low expectations, racialised assumptions and deficit discourse to be raised in strategic and collaborative ways. In early 2019, a forum was held with a small group of Aboriginal high school students who were disengaging from



mainstream schooling to hear firsthand of their individual and collective experiences and the impact of the Cultural Integrity Policy intent. The students gave permission for their comments and feedback to be made into a “Readers Theatre” and be used as a tool to engage Education Directorate staff in processes to discuss the impact of racism. Three audio tools based on the conversations with students, staff and families have been developed to highlight the current lived experiences, embedded assumptions and deficit discourse.

A guide to support the use of the audio resources has been developed and is being used by Principals as part of a reflection process during ‘*Cultural Integrity 18 months On*’ to engage in robust conversations to challenge deficit discourse. The resource has also been used with the Education Governance Committee and two Education Support Office Branches. Following on from these sessions, 42 schools have requested to use the resource in their own schools.

In August 2019, a feedback session was held with the young people who participated in the original forum, to acknowledge their courage and trust in sharing their stories and to share with them the impact of their stories.

Case study: Engaging Custodians to reinvigorate traditional practices in the ACT

During the review of the *Fisheries Act 2000* it was recognised that the Act did not include cultural fishing access for Aboriginal people. The ACT Government sought to address this issue during the review of the Act. Changing the Act would also ensure compliance with Section 27 (2) of the ACT *Human Rights Act* to provide for the cultural and other rights of Aboriginal and Torres Strait Islander peoples and other minorities.

When consulting with the Ngunnawal community on proposed changes, it became evident that access to Country and cultural resources more broadly, not only fishing, was important to the community.

In order to address this issue, a new chapter of the *Nature Conservation Act* was developed to allow the Conservator to write a Cultural Resource Management Plan in consultation with the Ngunnawal traditional custodians. Once complete, the plan will enable access to land and resources for cultural use. The Plan will allow, for example, access to certain areas or to traditional cultural resources.

These new provisions aim to empower the Ngunnawal traditional custodians to develop provisions for cultural resource use to reinvigorate traditional practices on Country.

The ACT Government is committed to supporting the Traditional Custodians, the Ngunnawal people and the broader community to undertake conversations about a Treaty process for the ACT. In 2019 the ACT Government, in partnership with the ACT Aboriginal and Torres Strait Islander Elected Body hosted its second ACT NAIDOC Luncheon on 9 July 2019. In the spirit of the 2019 NAIDOC theme - *Voice. Treaty. Truth*. Jeff McMullen AM, award winning journalist, author and film maker hosted a conversation about recognising Aboriginal and Torres Strait Islander peoples and their aspirations for self-determination with Aunty Roslyn Brown, Co-Chair of the United Ngunnawal Elders Council, and Dr Richard Frankland MA, CEO of Kooreen Enterprises and an Associate Professor at the University of Melbourne.





INCLUSIVE COMMUNITY

Quality Life 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.

Our Commitment and Focus

The ACT Government is committed to building a more inclusive community where all Canberrans are respected, valued, heard and empowered to meet their full potential. Aboriginal and Torres Strait Islander peoples, as First Nations People and the Ngunnawal people as traditional custodians of this Country are recognised as being central to an inclusive community. First Nations People have the right to self-determination, which is an ongoing process of choice to ensure the Aboriginal and Torres Strait Islander community are able to meet their social, cultural and economic needs.

The Agreement Relationship Principles and the self-determination principle guide how the ACT Public Service (ACTPS) work to deliver policy, programs and services that creates generational change impacting on Aboriginal and Torres Strait Islander community and the wider Canberra community.

Our Progress and Achievements

In 2019, the ACT Government focused its attention on building cultural integrity within the ACTPS and establishing the foundations to work in collaboration with the Aboriginal and Torres Strait Islander community.

2019 was the International Year of Indigenous Languages. In response there was an increased demand and interest for Ngunnawal words to be used and shared across the ACT Government and Canberra. The United Ngunnawal Elders and a core group of Ngunnawal people are working with the ACT Government to incorporate language into the cultural protocols used across the public service, in particular when undertaking acknowledgement of country. The work of embedding Aboriginal and Torres Strait Islander culture and language into ACT Government policy and practice will continue.

Across the ACT Government, directorates have incorporated commitments to Reconciliation and services and systems that are free from institutional racism and inclusive of Aboriginal and Torres Strait Islander peoples into strategic frameworks. For instance, ACT Health Directorate (ACTHD) is working towards a health system that is accessible, culturally safe and competent, and inclusive of all Aboriginal and Torres Strait Islander peoples. The directorate recognises the importance of First Australians and outlines its commitment to Aboriginal and Torres Strait Islander peoples in the Strategic Plan 2019-2025. Work has progressed to establish an Aboriginal and Torres Strait Islander staff network which provides opportunities for Aboriginal and Torres Strait Islander staff to contribute, communicate and improve programs. The development of an ACTHD Cultural Proficiency Charter is underway and will focus on relationships, respect and opportunities.

Directorates are providing opportunities to build cultural integrity within their organisations. One example includes ACT Policing's Aboriginal and Torres Strait Islander Liaison Officers developing specialised Cultural Connections Training. The Cultural Connections Training teaches the importance of respect and covers the following topics:

1. Police and cultural protocols when attending the Aboriginal Tent Embassy.
2. The importance of using appropriate terminology.
3. The roles of the Aboriginal and Torres Strait Islander Liaison Officers.



- 
4. How to achieve effective communication with community.
 5. Interviews and Discussions (Interview Friends).

In addition, Legal Aid ACT has appointed two Aboriginal and Torres Strait Islander Client Support Officers (CSOs) including a trainee, who assist Aboriginal and Torres Strait Islander peoples in their legal matters. An integral support which is unique to the CSOs is their ability to identify and communicate with ACT Aboriginal and Torres Strait Islander community members in their own language.

Case study: Supporting a young mother to receive supports and navigate the system

Through the combined skills of solicitors, client support officers, legal educators and social workers, Legal Aid ACT offers cultural and socio-legal services to Aboriginal and Torres Strait Islander peoples. Services include legal advice and outreach clinics at Canberra Hospital, Winnunga Nimmityjah Aboriginal Health and Community Services and the CCCares campus of Canberra College to reach pregnant teenagers and young parents.

A young Aboriginal mother studying at CCCares was assisted in relation to issues of family violence, family law and care and protection matters. This young woman was provided with legal advice and casework and offered support in relation to the care of her children during the delivery of her baby. This young woman required intensive support across multiple legal and social issues to enable her to navigate a personal situation that had the potential to put her in breach of court orders.

This was a vulnerable client who felt overwhelmed by the issues confronting her. She did not want to be overwhelmed by legal, cultural and social professionals despite the need for this expertise. The solicitor assisting, with the client's consent, was able to receive ongoing cultural advice from the Client Support Officer that informed the approach to the matter. This meant that the Client Support Officer did not always have to be present at interviews, limiting the number of people involved in face to face meetings with the young woman. It also ensured that the solicitor could receive advice and assistance from the Client Support Officer to better support the young woman.

Reconciliation continues to be an important priority for Canberra to be a fully inclusive community. In 2019 the Chief Minister, Treasury and Economic Development Directorate, EPSDD, Canberra Health Services and Transport Canberra and City Services launched Reconciliation Action Plans (RAPs). All directorates with RAPs have delivered on a range of initiatives under the Reconciliation Australia framework of 'Relationships', 'Respect' and 'Opportunities'. The ACT community also marks the beginning of National Reconciliation Week with a public holiday, Reconciliation Day, the first such initiative nationally. It is a chance for the whole community to learn about Aboriginal and Torres Strait Islander cultures, histories and take part in truth telling. The ACT Reconciliation Council plays an integral role working across the Canberra community as champions of reconciliation to lead conversations that 'reconciliation matters'.



COMMUNITY LEADERSHIP

Quality Life 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.

Our Commitment and Focus

As outlined in the Agreement, the ACT Government has a strong commitment towards ensuring Aboriginal and Torres Strait Islander peoples have a strong voice within government decision-making, including through the Elected Body, the United Ngunnawal Elders Council and other representative bodies. The ACT Government is committed to strengthening its partnership with the Ngunnawal people as traditional custodians of the land, and to working with the wider ACT Aboriginal and Torres Strait Islander community to develop community-led solutions, advice and guidance to government.

Our Progress and Achievements

The ACT was the first jurisdiction to establish an Aboriginal and Torres Strait Islander Elected Body to strengthen self-determination representation and decision making on issues that impact on the community. To strengthen this voice, the ACT Government has progressed a range of initiatives to ensure a shared decision-making approach is maintained.

During 2019, the Elected Body, the United Ngunnawal Elders Council, and the wider ACT Aboriginal and Torres Strait Islander community were instrumental in the development of a range of initiatives and decisions on matters of importance. For example, the design of accommodation for older persons, land management activities, Place Names Committee initiatives and the development of a new special purpose reserve in the Molonglo. The Ngunnawal Bush Healing Farm Advisory Board has also been re-established.

The Dhawura Ngunnawal Committee has been successfully established based on the principles of self-determination and is improving ACT Government's capacity to recognise and support joint management of Ngunnawal Country. The committee has held two quorum meetings, finalised its Terms of Reference, elected Ngunnawal and ACT Government Co-Chairs and has youth representation in its membership. The committee has been briefed on a number of matters relating to management of Country including amendments to the Heritage Act, a proposal for the upgrade of Tidbinbilla to increase the Ngunnawal cultural footprint, the review of the Canberra Nature Park Plan, the ACT Water Resource Plan, the Best of Canberra Mountain Bike Experience and has provided feedback and cultural perspectives to ACT Government on these matters.

ACT Policing has conducted several community events and forums to support and increase engagement with the Aboriginal and Torres Strait Islander community. These events and forums allow the Aboriginal and Torres Strait Islander community to engage directly with ACT Policing, including its leadership. In late 2018, the Chief Police Officers' Aboriginal and Torres Strait Islander Advisory Board was established. The Advisory Board meets regularly to provide advice to the Chief Police Officer and provide oversight of ongoing initiatives. It aims to strengthen the relationship between police and the Aboriginal and Torres Strait Islander community, based on mutual respect and trust. The Board also provides expert advice and perspectives on ACT Policing strategic initiatives to improve outcomes for Aboriginal and Torres Strait Islander peoples in the ACT.





The ACT was the first jurisdiction to sign a new Partnership Agreement on Closing the Gap with the Commonwealth Government and the Coalition of Aboriginal and Torres Strait Islander Peak Organisations. The Partnership Agreement, signed by the Chief Minister on 22 March 2019, is the first time that Aboriginal and Torres Strait Islander representatives share in decision making with governments on Closing the Gap.

The ACT Government Policy and Cabinet division has created a new Aboriginal and Torres Strait Islander identified position to improve the diversity of views providing policy advice to the Chief Minister and Cabinet. This post has been filled since September 2019. Similarly, changes will be made to Cabinet processes as part of the ACT Government's Wellbeing Indicators work, that will help to understand the possible impacts of policy proposals on the Aboriginal and Torres Strait Islander community.

Case Study: Future Leaders-Future Elders Program

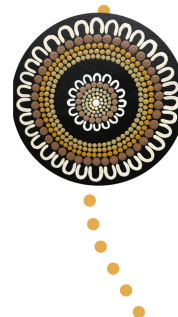
The Future Leaders-Future Elders program aims to connect youth with Elders to build the capacity of youth and Elders in governance and leadership.

A series of workshops were held and facilitated by Aboriginal businesses, selected for their expertise in the workshop theme to assist participants' learning and development of their leadership capacity, to enable them to contribute in community forums and meetings. Ten sessions have been delivered to 15 participants - Seven Elders/leaders and Eight youth (average age 25)

One of the workshops was a camp held at Birrigai where several sessions were facilitated on Public Speaking and Aboriginal and Torres Strait Islander Leadership. Participants learnt how Aboriginal and Torres Strait Islander leadership differs from mainstream leadership and how to apply these skills when working with community, as well as the general public. The camp included training to build the participants' skills toolkit and their confidence in public speaking. These public speaking skills have since been applied by most of the participants in their workplace as well during community events.

Feedback from the participants has been positive, indicating their increased confidence, and many of them would like to run community workshops next year as an expansion of the program.

The ACT Government continues to support building leadership within the Aboriginal and Torres Strait Islander community through the Aboriginal and Torres Strait Islander Grants Program. Leadership Grants aim to support Aboriginal and Torres Strait Islander people or Community Organisations to undertake learning activities (locally, nationally or internationally) in leadership development. In 2018-19 a grant recipient received funding to contribute to their study fees, as well as flights and accommodation to attend the National Indigenous Health Conference.





CONNECTING THE COMMUNITY

Quality Life 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.

Our Commitment and Focus

The ACT Government recognises and respects the important contribution Aboriginal and Torres Strait Islander peoples living in the ACT make to our community. The ACT Government is committed to a community that is socially inclusive for all Canberrans, including Aboriginal and Torres Strait Islander peoples.

In demonstration of this commitment, and to the achievement of the Connecting the Community outcome, the ACT Government has invested in a range of community-led organisations and specialist services, while also strengthening recognition of Canberra's Aboriginal and Torres Strait Islander cultures and heritage.

Our Progress and Achievements

Creating places for Aboriginal and Torres Strait Islander peoples to gather as a community is important to enable stronger cultural and community connections. In 2019, Boomanulla Oval was reopened as a place for the Aboriginal and Torres Strait Islander community to gather. Several upgrades were made to the oval to make it fit for the community, including a revitalisation to the main building, community area and Garden of Achievement.

In May 2019, a *Back to Boomanulla Family and Community Day* was held to celebrate the reopening of the oval. The event was a great success and enabled the community to gather, participate in activities and celebrate the return of the oval as a usable space for facilitating community connection.



The community launch of the Agreement in March 2019 at Namadgi School was another opportunity bring the Aboriginal and Torres Strait Islander community together to connect with government directorates and hear and learn more about the programs, policies and services available to support the needs of Aboriginal and Torres Strait Islander peoples living in the ACT.





In addition to the re-opening of Boomanulla Oval as a physical place to foster community connections, the ACT Government also worked closely with the ACT Reconciliation Council to deliver Canberra's second Reconciliation in the Park event to mark the Reconciliation Day Public Holiday. Despite the cold and wet weather the event was a success with over 3,500 attendees.

The 2019 Reconciliation Week theme 'Grounded in Truth, Walk Together with Courage' aimed to encourage the community to continue our conversation about Reconciliation and take part in truth telling by learning more about the impact of past policies and practices. Attendees had an opportunity to talk with Ngunnawal elders and hear their stories and participate in a range of Aboriginal and Torres Strait Islander cultural activities, including the King Brown Walking Trail.

The ACT Government, through the work of EPSDD, continues to build and develop a strong and mutually beneficial relationship with the Ngunnawal people which is important as the directorate's role as land managers of 70 per cent of Ngunnawal Country in the ACT. It is important to have a reciprocal relationship for the development of programs and initiatives to better manage Country in a culturally supportive, collaborative and innovative way. An example of this reciprocal relationship is the ongoing engagement with the Ngunnawal people to ensure the community's aspirations and cultural values associated with waterways are recognised and incorporated in Part 14 of the Water Resource Plan.

The Murumbung Yurung Network continues to engage with and support community with on-ground actions including Cultural Burns, site management, land management activities and cultural education activities for the broader community, schools and universities. This network will be

Acknowledging a place of cultural gathering: Throsby Scar Tree

The Throsby Tree is known as a gathering place for the Ngunnawal People. In 2019 the Throsby Scar Tree sign was unveiled. It is expected the Throsby Tree was used for manufacturing shields, canoes, containers or shelters, and also as a place for gathering.

Noting the significance of the tree to Ngunnawal People, the signage carries the words of Tyrone Bell, a Ngunnawal descendant, in the Ngunnawal language, reading:

Ngulla Nin Buronaga Dhawra (trees are the spirit of Country)

Ngulla Yunggi Mulinggari (trees give us life)

The Throsby Tree brings community together over time, while allowing us to understand what has happened before. Scarred trees are of high cultural significance to the Aboriginal community, providing physical evidence of past Aboriginal occupation. Scarred trees are a relatively rare cultural site type in the ACT.

Publicly acknowledging culturally significant sites, such as the Throsby Scar Tree, connects the whole community to aspects of Ngunnawal history and culture. In doing so it brings the community together and raises our awareness of our regions long and unique history. The unveiling was timely celebration after NAIDOC Week, whose theme in 2019 was Voice Treaty Truth: Let's work together for a shared future.





reviewing its terms of reference and purpose to incorporate outcomes related to improved understanding and awareness of the Ngunnawal people's needs to better inform network activities on Ngunnawal Country, and its engagement with the Ngunnawal and broader Aboriginal and Torres Strait Islander community, other Directorates, agencies and community organisations and businesses.





LIFE LONG LEARNING

Quality Life 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.

Our Commitment and Focus

The ACT Government acknowledges and respects the world's oldest living culture and ensures education and cultural learning is prioritised to preserve cultural knowledge. In 2018, the ACT Government launched *The Future of Education: An ACT Education Strategy for the Next Ten Years*. The Strategy outlines key principles for implementation, with Inclusion as a key principle where diversity is embraced and valued. In a thriving and inclusive education community, all students and their families feel welcomed and valued for who they are and what they can contribute. Schools have culturally aware environments that welcome Aboriginal and Torres Strait Islander students and their families. Diversity of background, culture, gender, class, religion, sexuality, wealth and ability, all contribute depth and richness to the learning experiences of all.

Our Progress and Achievements

The ACT Government is working in partnership with the Aboriginal and Torres Strait Islander community to implement a range of initiatives which seek to initiate or promote life-long learning opportunities. Initiatives have also been implemented to build the cultural knowledge of the wider Canberra community.

The Canberra Institute of Technology seeks to provide dedicated cultural assistance for Aboriginal and Torres Strait Islander students studying to achieve their full potential. The Yurauna Centre is the Institute's dedicated Aboriginal and Torres Strait Islander Educational Centre of Excellence. Yurauna helps students and other members of the community grow their knowledge, abilities and confidence. Yurauna also reaches out to the community and hosts Ngunnawal Language Group Meetings to record Indigenous language, stories and songs that can be used in radio, TV and online content. For example, organisations like Canberra Airport are using the content to greet visitors to Canberra with a Welcome to Country recorded in Ngunnawal language and the ABC Canberra News has incorporated an Acknowledgement of Country into its nightly news bulletins.

In addition, the Health Directorate is reviewing its relevant e-Learning course to include Ngunnawal content, Aboriginal and Torres Strait Islander histories and cultural awareness advice. This education package will improve the cultural awareness of health staff when supporting members of the Aboriginal and Torres Strait Islander community.

The e-Learning package also has a focus on key health sector information, social and cultural determinants of health, key mainstream health and historical circumstances leading health inequalities between Aboriginal and Torres Strait Islander peoples and other Australians.

The Aboriginal and Torres Strait Islander community are able to access several grants programs in order to support individuals' life-long learning. The Scholarship Grant aims to encourage Aboriginal and Torres Strait Islander peoples (or Community Organisations auspicing Aboriginal and Torres Strait Islander individuals) to undertake study and training that will further develop their skills and qualifications to increase their employment prospects within the ACT. In 2018-19, a scholarship grant recipient in 2019 said, "The grant helped me at an important time when I really needed a laptop to take into the field for my PHD, titled Rummaging for stories through memories, archives and places."





Providing funding for projects like this provides to community members access to a range of initiatives and activities that support life-long learning.

In addition to the initiatives outlined above, there are several other initiatives being progressed that encourage life long learning for Aboriginal and Torres Strait Islander students including:

- **Broaden Your Horizons** – an annual careers event for Aboriginal and Torres Strait Islander students in Year 9 to Year 12. These events provide students with opportunities to learn about different careers from Aboriginal and Torres Strait Islander staff.
- **Secondary Scholarship Program** - for students in Year 11 and 12 who are interested in pursuing a post-year 12 education and/or training pathway. Each scholarship is valued at \$4,000. There are currently 15 Aboriginal and Torres Strait Islander Secondary Scholarship holders (including 11 who commenced in term 1, 2019). Seven students are interested in teaching, five students are interested in undertaking a trade qualification or other vocational pathway and three students are interested in a career in health.
- **Tertiary Scholarship Program** - for students enrolled in teaching or an approved health course at a local ACT university. Tertiary scholarships are valued at up to \$20,000. In 2019, five Tertiary Scholarships were awarded: three for health and two for teaching. All recipients attend the University of Canberra. In the future, the Tertiary Scholarship Program will have a broader focus to support students in a diverse range of courses.

Case study: Promoting Ngunnawal language through Libraries ACT

Libraries ACT conducts 20 Giggle and Wiggle and Story Time programs each week promoting early literacy for 0-5 year olds. These events are attended by children and their caregivers. Sessions include a version of the song “If You’re Happy and You Know It” with Ngunnawal body parts. This year we have also included the Ngunnawal words for ‘hello’ (yumma) and goodbye (yerrabi) at the opening and closing of our early childhood programs and include them in our welcome songs.

“Hi, yumma and how are you, how are you, how are you (waving hands). Hi, yumma and how are you, how are you today? (waving hands).”

An acknowledgement of country suitable for young children has been developed this year and is being used before all children’s programs.

“We say thank you to the Ngunnawal people, past and present, and to our Aboriginal and Torres Strait Islander friends here today, for letting us share your land. We promise to look after the land and the people and animals too. Hello land (touch the land). Hello sky (arms to sky). Hello me (hug me). Hello you (open arms).”

The feedback has been universally positive for these initiatives.





ECONOMIC PARTICIPATION

Quality Life 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.

Our Commitment and Focus

Economic participation is important for Aboriginal and Torres Strait Islander families to achieve their aspirations. Together, the ACT Government and the Elected Body are committed to increasing economic participation through creating opportunities for employment and fostering private enterprise. This commitment is reaffirmed under the Agreement.

The ACTPSs Aboriginal and Torres Strait Islander Employment Strategy and Aboriginal and Torres Strait Islander Procurement Policy provide the frameworks to generate opportunities and realise economic benefit within the community. Aboriginal and Torres Strait Islander enterprise development is also a key focus, and the ACT Government seeks to improve pathways for achieving greater financial independence through new enterprise development.

Our Progress and Achievements

Employment

An important aim of the ACT Government is to provide prosperity and quality of life to all Canberrans. Education and a steady regular income are two of the basic ingredients of a fulfilling and fruitful life. The ACT PS's Employment Strategy facilitates the realisation of this aim through real actions that are being implemented across the service to reach the commitment to employing 407 Aboriginal and Torres Strait Islander peoples by 30 June 2019. Recent data demonstrates that the ACT PS has achieved this goal, as outlined in the data below:

ACT Public Service Aboriginal and Torres Strait Islander Employees (June 2015 – June 2019)					
	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19
Headcount	299	313	350	380	423
Percentage of total workforce	1.4%	1.5%	1.6%	1.7%	1.8%

Another initiative being implemented that seeks to improve employment in the ACT is the Aboriginal and Torres Strait Islander Employment Pathways Program. This program provides opportunities to transition to the workforce through earning while learning through an Australian School-based Apprenticeship (ASBA). ASBAs can be undertaken in occupational areas such as: horticulture, business, information technology and events management. In the first half of 2019, four students commenced in the Employment Pathways Program and there are six positions yet to commence. Students undertaking an ASBA are generally enrolled in a Certificate II or Certificate III qualification and upon completion may choose to go on to further studies or employment opportunities.



Business and economic development

To support the objectives of the Agreement, the ACT Government launched the Aboriginal and Torres Strait Islander Procurement Policy in May 2019. In progressing towards the achievement of the quality life outcome of Economic Participation, the ACT Government has identified two target areas that offer the greatest opportunity for Aboriginal and Torres Strait Islander enterprises. These include:

- opportunities for small to medium Aboriginal and Torres Strait Islander enterprises (SMEs) to build their capacity and capability to deliver; and
- opportunities for Aboriginal and Torres Strait Islander enterprises as sub-contractors on large projects.

The Procurement Policy seeks to reduce some of the barriers to government procurement encountered by Aboriginal and Torres Strait Islander enterprises. To eliminate some of these barriers, the Policy requires each Territory Entity to identify and act upon opportunities for Aboriginal and Torres Strait Islander enterprises in its procurement activities.

Facilitating Employment Pathways for people involved in the Justice System

An Aboriginal and Torres Strait Islander person was released on Parole in October 2018. They were supported to engage with relevant agencies to address their criminogenic risk factors, including engagement with the Worldview program. During their Parole period and involvement with the program, they have not used drugs and positively engaged with ACT Corrective Services.

The Aboriginal and Torres Strait Islander person was initially successful in gaining employment on a casual basis, but has since transitioned to permanent full-time employment with their employer. During the course of his employment, they have taken on a mentoring role within their work and taken on many more responsibilities. This has resulted in the individual receiving recognition through a number of awards for their hard work and dedication to the role.

Since exiting ACT Corrective Services, the person has maintained their full-time employment, is studying and is maintaining healthy family relationships.

To support the growth of the Aboriginal and Torres Strait Islander community organisations in the ACT, organisations can apply for funding support up to \$25,000 through the New and Emerging Organisation Support Program. The NEO Program aims to embed Aboriginal and Torres Strait Islander Organisations to deliver culturally appropriate services to Aboriginal and Torres Strait Islander members of the community.

In 2018-19, two Aboriginal organisations, Tjillari Justice Aboriginal Corporation and Yeddung Mura (Good Pathways) Aboriginal Corporation received a combined total funding of \$25,000.





HEALTH AND WELLBEING

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

Our Commitment and Focus

The ACT Government recognises the importance of Aboriginal and Torres Strait Islander peoples having equitable access to health and wellbeing services, and that this is a key factor to achieve the quality life outcome. The ACT Government is implementing a range of initiatives to support the achievement of equitable access for Aboriginal and Torres Strait Islander peoples.

The ACT Government is committed to achieving a healthier Canberra. This is being delivered through the Territory-wide Health Services Plan which aims to guide the development of services to assist in the delivery of safe and effective healthcare. Our individual and family-centred services are designed to meet the future health needs of people living in the ACT and surrounding region.

Our Progress and Achievements

The ACT Government continues its commitment to improving the health and wellbeing of Aboriginal and Torres Strait Islander peoples living in the ACT, leading to improved social, cultural and economic participation. This will be achieved through funded service and program delivery that recognises the value and need for culturally appropriate healing programs such as the Ngunnawal Bush Healing Farm; and Winnunga Nimmityjah Aboriginal Health and Community Services' new purpose-built facility.

The ACT LifeSpan Aboriginal and Torres Strait Islander Working Group and Ngunnawal Bush Healing Farm Advisory Board are provided with appropriate supports and mechanisms to enable informed and culturally appropriate strategies in achieving positive and life changing outcomes for the Aboriginal and Torres Strait Islander community.

The ACT LifeSpan Aboriginal and Torres Strait Islander Working Group has been established to provide advice and guidance on culturally appropriate and safe Aboriginal and Torres Strait Islander suicide prevention strategies, as well as to guide the implementation of these strategies for the ACT.

The Ngunnawal Bush Healing Farm continues to provide a place of healing for Aboriginal and Torres Strait Islander peoples to feel safe and supported, while making ongoing and meaningful changes in their lives. The fifth program concluded in October 2019, with clients participating in a range of cultural activities including land management, music, yarning circles and a myriad of cultural healing methodologies including mindfulness, dialectical behavioural therapy, compassionate enquiry, reflective practice, counselling and cultural supervision. The program resulted in positive outcomes for its clients, with four clients gaining full time employment and other clients reporting improvements in personal relationships and self-confidence. Many Ngunnawal Bush Healing Farm clients also reported a sense of pride after they were involved in the development of the new horticulture project onsite at the Farm.

To complement the services and programs run at the Ngunnawal Bush Healing Farm, the ACT Government through EPSDD actively promotes the connection to Country as a critical component to support the health and well-being of the Ngunnawal people and the broader ACT Aboriginal and Torres Strait Islander community. The directorate will work with the Dhawura Ngunnawal Committee to obtain guidance and advice on the development of programs to support on Country practices for the social, health and well-being of Ngunnawal people and the broader ACT Aboriginal





and Torres Strait Islander community. The ACT Government recognises that on Country activities support the community to connect with Country and each other, create opportunities to undertake cultural practices that have for thousands of years been beneficial for the health of Country and Ngunnawal people and create opportunity for cultural sharing, building support networks and healing.

As previously mentioned, the ACT Government is investing \$13.3 million in a new health facility for Winnunga Nimmityjah. In September 2019, the then Minister for Health and Wellbeing, Meegan Fitzharris MLA, and Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith MLA, joined Winnunga for a soil turning ceremony which marked the construction commencement of a new health facility. The anticipated completion date for this project is January 2021. Winnunga will be able to deliver improved services to Aboriginal and Torres Strait Islander peoples in a new and modern facility that will support the health and wellbeing needs of the community into the future.

Healthy and strong families, children and young people are important under the Agreement. The Growing Healthy Families program is delivered through the ACT's three Child and Family Centres (CFCs) in collaboration with local Aboriginal and Torres Strait Islander communities. The program offers a range of culturally informed health, early childhood development and parenting services to support Aboriginal and Torres Strait Islander children, families and communities. This includes case management for families with high and complex needs, child developmental groups, early support programs and targeted playgroups, and community activities and events. The CFCs also partner with community organisations to deliver the various group activities, including Uniting Care, Gudan Gulwan, the Smith Family, schools and the Belconnen Arts Centre. Activities include Koori Playgroup, Deadly Bubs, Strong Women's Group, Tiddas Girls Group and Koori Boys.

Fresh Tastes: teaching students and families about fresh food

Fresh Tastes is a free, voluntary ACT Government service for Canberra primary schools to make healthy food and drinks a bigger part of everyday life at school. Ninety-five ACT schools (87 per cent) are involved in Fresh Tastes, reaching about 39,000 students.

ACT Health gives each school one-on-one support to develop and implement annual action plans over three-years. The aim is to influence the food and drink culture and environment using a strengths-based, whole-school approach. Schools access grants; curriculum materials; professional learning; discounted services; networking opportunities; communication materials; and incentives to deliver their action plans.

As part of Fresh Tastes, Narrabundah Early Childhood School, has partnered with Tuggeranong Child and Family Centre to run an innovative and fun program called 'Freshen it up'. Local families, whose children attend the Koori Preschool, learn to prepare quick and easy meals in a fun and friendly way with help from local nutritionists. The group is driven by families and their children.

The school has noticed the positive impact the program has had on student lunchboxes and the enjoyment students get from learning about fresh food that's good for their bodies.





HOUSING

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

Our Commitment and Focus

The ACT Housing Strategy (2018) provides a 10-year roadmap for housing in the ACT. The Strategy has five goals to focus improvements in the housing markets and respond to issues of most concern to communities. These are; an equitable, diverse and sustainable supply of housing for the ACT community; reducing homelessness; strengthening social housing assistance; increasing affordable rental housing; and increasing affordable home ownership.

The Strategy's Implementation Plan contains specific actions to improve outcomes of Aboriginal and Torres Strait Islander peoples in the domains of housing and homelessness. The ACT Government is committed to working with the Elected Body and undertaking meaningful consultation with the Aboriginal and Torres Strait Islander community to co-design, implement, expand and deliver culturally appropriate accommodation and support options. A key commitment is to enhance capacity within the Community Housing Sector and develop more Aboriginal and Torres Strait Islander community owned and managed community housing options.

Our Progress and Achievements

Improved Engagement and Consultation with Aboriginal and Torres Strait Islander Communities

The ACT Government is examining how it can strengthen community engagement approaches with the Aboriginal and Torres Strait Islander community, to better understand current and future housing needs in the community. A future Aboriginal and Torres Strait Islander Housing Policy is also being considered and insights gained through current community participation activities, such as co-design process and community consultations, will be used accordingly to shape this.





Case Study: Culturally Safe and Responsive Long-Term Accommodation for Aboriginal and Torres Strait Islander Older Persons

In 2018-19, \$4.488 million was committed to deliver up to 10 more dwellings for older Aboriginal and Torres Strait Islander Canberrans, based on the successful Mura Gunya complex. Housing ACT has worked closely with the Aboriginal and Torres Strait Islander Elected Body to identify suitable sites for two new complexes, to be built in Lyons and Dickson respectively.

The Community engagement period for Lyons ran from August 2018 to October 2018 and included two community information sessions at the Lyons shops in August and September 2018. The approved development comprises of five new units (mix of 2 and 3 bedrooms). Construction of the new complex is anticipated to commence early in 2020.

Housing ACT is currently working to finalise the designs of the third older persons complex in Dickson. The site has undergone two rounds of community engagement to date, one from 15 October to 21 December 2018 and the other from 17 April to 10 May 2019. Following further development of the designs, Housing ACT met with the community again to discuss the design progression. On 7 November 2019, representatives from Housing ACT and the Aboriginal and Torres Strait Islander Elected Body met with members of the community to discuss the revised plans and next steps for the site, which will provide 5 two-bedroom Class C Adaptable dwellings for Aboriginal and Torres Strait Islander older persons.

Housing ACT will continue to work with the Elected Body during the design and construction process for both sites, to ensure that cultural connections are considered in the planning of the new development.

Affordable Housing - The ACT Government has established the Affordable Housing Innovation Fund to encourage and support new approaches to increasing the supply of affordable housing in the ACT. The purpose of the fund is to increase the supply of affordable rental housing options for households who are in housing stress in the private rental market, or are looking for options other than public housing. Aboriginal and Torres Strait Islander peoples have been identified as one of six priority groups under the Fund. Round 1 and 2 of the Innovation Fund awards each had one successful recipient who identified that their project would address the needs of Aboriginal and Torres Strait Islander peoples, along with other priority groups. These projects are currently ongoing, with outcomes to be reported on at a future date.

Homelessness – ACT Health Directorate is committed to reducing the health effects of homelessness as part of the housing continuum. This is achieved through services that support:

- provision of GPs and/or Nurse Practitioners to staff the weekly primary health care service at the Early Morning Centre;
- a Nurse led outreach clinic at the Civic Needle and Syringe Exchange Program; and
- residential withdrawal and rehabilitation programs.





Education - All schools – regardless of capacity - will consider out of area applications where there are exceptional circumstances based on student wellbeing, including the kinship relationships of Aboriginal and Torres Strait Islander students.

Guidance and training to support schools to assess out of area applications is currently in the process of being rolled out. This is to ensure schools can provide the best advice and support to students and families in relation to their enrolment options and to ensure that individual student needs can be met.





JUSTICE

Quality Life 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.

Our Commitment and Focus

The ACT Government is committed to justice reinvestment and greater investment in evidence-based programs focused on crime prevention and addressing the root causes of offending. The aim is to bring together strengths-based supports and inclusive pathways that lead to better life outcomes for young people and adults cycling in and out of prison and other custodial settings.

ACT Policing is collaborating with partner agencies to reduce the over-representation of Aboriginal and Torres Strait Islander peoples in the justice system through early intervention and diversion strategies. The emphasis on diversionary activities is consistent with the ACT Government's commitment to reduce recidivism by 25 per cent by 2025.

Recent changes to the cautioning threshold in the *Crimes (Restorative Justice) Act 2004* in 2019, has resulted in ACT Policing amending its processes to better align with this legislation. The aim is to ensure more equitable access to culturally safe restorative justice, which is anticipated to increase diversions away from the criminal justice system. The emphasis on embedding greater connection to Country and the land into custodial and rehabilitation programs is expected to improve justice outcomes for Aboriginal and Torres Strait Islander peoples.

Our Progress and Achievements

In May 2019, the ACT Government announced funding of \$33.9 million for ACT Policing to move towards a new community-focused model of service. The aim of the new model is to prevent and disrupt crime before it is committed, to build capability and enhance ACT Policing's role in dealing with the most vulnerable in our community, including Aboriginal and Torres Strait Islander peoples.

ACT Policing is already changing its practice and demonstrating a shift towards improved engagement with the Aboriginal and Torres Strait Islander community, rebuilding trust, and stronger relationships. Funding has been provided for an additional Aboriginal and Torres Strait Islander Liaison Officer for ACT Policing, recognising that this role is an important link and service provided by police to the community.

ACT Policing is proactively diverting persons away from the criminal justice system and towards specialist providers for issues such as poor physical and mental health, alcohol and other drug and substance dependence issues. ACT Policing members can make immediate referrals to a range of support services through the Supportlink portal. The Supportlink team confirms that referrals are made regularly to Winnunga and to other services for clients with health and welfare concerns. If a client specifically requests it, referrals are made to specific government and non-government agencies that either provide services exclusively for Aboriginal and Torres Strait Islander persons, or mainstream services with a dedicated team for Aboriginal and Torres Strait Islander persons.

The ACT Government is maintaining existing partnerships and programs that support the connection of Aboriginal and Torres Strait Islander peoples to Country and community to assist with healing and provide alternative pathways for those in the justice system or at risk.

EPSDD is in discussion with ACT Health and other agencies to explore potential new partnership opportunities, including the development of future programs in natural resource management that





will support Aboriginal and Torres Strait Islander peoples' connection to Country to improve justice outcomes.

Programs promoting connection to Country and culture running over the past year include:

- **Culture and Land Management Program (CALM)** – 40 referrals
- **Elders and Community Leaders Visitation Program** - 8 formal group visits, engaging 102 detainees in total, and four one-on-one engagements with Aboriginal and Torres Strait Islander detainees.
- **Elders Yarning Circle Program (Women)** - 8 occasions averaging 9 participants per session
- **Elders Yarning Circle Program (Men)** - 11 occasions averaging 15 participants per session
- **Elders & Community Leaders Healing Program** - Individual Elders attended the Alexander Maconochie Centre (AMC) to provide one on one welfare counselling to 14 male and 12 female detainees.
- **Indigenous Chaplaincy Service** - five occasions averaging 15 participants per service.

In recognition of Winnunga Nimmityjah Aboriginal Health and Community Services' work at the AMC, their Service Funding Agreement has been extended until 2022, to continue delivery of its model of care to Aboriginal and Torres Strait Islander detainees in the AMC. Winnunga currently provides medical services to approximately 31 per cent of all Aboriginal and Torres Strait Islander detainees. The Winnunga Model complements the existing mainstream Model of Care being provided at AMC, with many other Aboriginal and Torres Strait Islanders detainees registering their desire to transfer from the mainstream model to this more tailored model.

Health services provided under the Winnunga Model of Care include: Aboriginal Health Assessments; GP management plans for chronic conditions; mental health treatment plans; and focused psychological strategies. Winnunga delivers and coordinates the Model of Care, with wrap around services engaging allied health, specialists and social health teams to enhance accessibility to comprehensive pre and post-release health care. This enables the provision of more culturally safe and responsive services within the AMC for Aboriginal and Torres Strait Islander detainees, and continuity of care with Winnunga once they leave detention during the post-release period.

Case Study: Holistic support to address multiple and complex support needs

Client Z was released from custody on an Intensive Corrections Order (ICO) in September 2018. Client Z was subject to intensive supervision, ongoing drug testing, a curfew and required to undertake programs on domestic violence. Risk factors were predominately around substance misuse, aggression and unaddressed mental health problems.

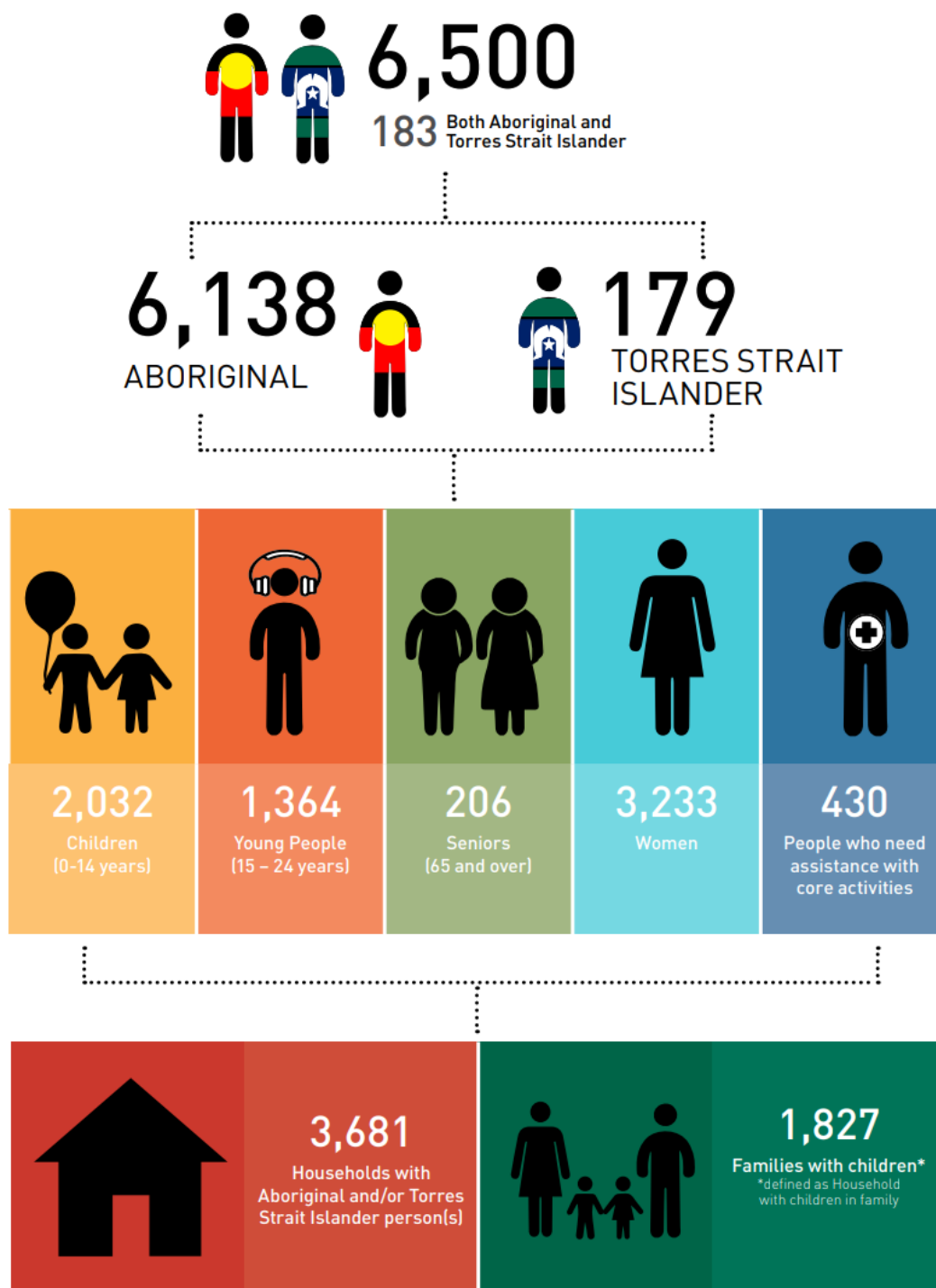
Since commencing the ICO, Client Z has completed the Domestic Abuse Program, provided negative urine drug testing results, engaged with services to address health related matters as well as participating in locally run yarning circles. Client Z is currently on the methadone program and compliant with this regime.

Client Z is no longer involved with CYPs in relation to his daughter and has maintained a positive relationship with his partner. Client Z has been offered an opportunity to mentor young men who are in a similar situation to him and facing similar challenges to those he has managed to overcome. His involvement in this scheme is likely to have a positive impact on the community and help inspire others to address their criminogenic risks.



DATA SNAPSHOT

Demographics



Source: Australian Census of Population and Housing 2016, TableBuilder



Progress on Outcomes Framework

The Outcomes Framework will track our performance against the core outcomes identified in the Agreement and provides the basis for evaluation against the Agreement. The Outcomes Framework is an integral part of the Aboriginal and Torres Strait Islander Agreement Accountability Framework, along with the Focus Area Action Plans.

The ACT Government is in the process of developing the Outcomes Framework, which is expected to be ready by Phase Two of implementation. Phase One of implementation has been guided by the ACT Targets for each focus area set out in the Focus Area Action Plans. A snapshot on how the ACT Government is tracking against these targets are in **Appendix A**.

Quality Statement

The data presented in this report is collated from a number of sources, and time periods, so not all data speaks to the outcomes for the community at a single point in time.

Where possible ACT based data is used in preference to nationally collected data, to provide more local context. Over time, and as reporting against the Agreement matures, the data will continue to be refined and improved. It is envisaged that future data will demonstrate outcomes for the Aboriginal and Torres Strait Islander community, as well as changes to long term trend indicators, such as the Closing the Gap Targets.

The ability to obtain an accurate Aboriginal and Torres Strait Islander count of population, and the significant increases in population identifying as Aboriginal and Torres Strait Islander have impacted some measures which use an estimate of population as part of their calculation method. This has resulted in some measures having a greater than 100% response to proportion of the population engaged in the measure. The ABS has addressed some of the reasons for this in its report on [Understanding the Increase in Aboriginal and Torres Strait Islander Counts, 3101.0 Australian Demographic Statistics](#), and [3238.0 Estimates and Projections, Aboriginal and Torres Strait Islander Australians, 2006 to 2031](#).

Children and Young People

Entries to Care 2018-19

Number of Aboriginal and Torres Strait Islander Children Entering Care (Care Orders)	21
Proportion of Total Entries into care (Care Orders)	20%

Restoration to birth parents 2018-19

Proportion of Aboriginal and Torres Strait Islander children who were reunified/restored to birth parents within 12 months of admission*	26%
Proportion of Aboriginal and Torres Strait Islander children who were reunified/restored to birth parents in the year	39%

*'admission' for this figure is 'admission to out of home care' not 'admission to care and protection orders'. While most children will be present in both sets, there are some children admitted to orders who do not go into out of home care, instead the order assists in preservation at home

Preservation of children and young people with their families as at 30 June 2019

Proportion of Aboriginal and Torres Strait Islander children Supported by (A Step Up) prevention services who did not enter care within 6 months of engagement	79%
Proportion of Aboriginal and Torres Strait Islander children Supported by (A Step Up) prevention services who did not enter care within 12 months of engagement	74%

Life Long Learning

Children on track in the Australian Early Developmental Census

The Australian Early Developmental Census (AEDC) is increasingly recognised as a key predictor of future outcomes for children. Further information regarding the results of the AEDC, can be found on the [Community Services Directorate website](#).

The data below demonstrates the number and percentage of Aboriginal and Torres Strait Islander Children On-Track in the ACT in 2018.¹

	Number of children	%
On track on five domains	42	24.4
On track on four or more domains	62	36.0
On track on three or more domains	87	50.6
On track on two or more domains	114	66.3
On track on one or more domains	136	79.1
Not on track on any domain	23	13.4

The 2018 AEDC Data show that the majority of Aboriginal and Torres Strait Islander children in the ACT attended a preschool program.

2018 Preschool program attendance²

Program attended	Number	%
Attended a preschool	5,137	89.7
Didn't attend a preschool	160	2.8
Don't know or not stated	430	7.5

A methodology was developed to generate a single measure to represent all Aboriginal and Torres Strait Islander students from years 3, 5, 7 and 9 for both reading and numeracy.

Once proficiency measures are adopted in national reporting, this target could be re-calibrated to proficiency standards. This would be consistent with the approach being taken in the current

¹ Australian Early Development Census, unpublished data

² Taken from [Australian Early Development Census 2018 Results for the ACT](#), Table 10



schooling agreement. At this point in time the NAPLAN scores are being used as indicators of achievement in schooling.

2018 NAPLAN Results for ACT Aboriginal and Torres Strait Islander Children and Young People

		% Exempt	% Below National Minimum Standard	% At National minimum Standard	% At or Above national minimum standard
			Band 1	Band 2	
Year 3	Reading	5.7	7.5	11.8	86.8
	Writing	5.7	9.4	13.9	84.9
	Numeracy	5.7	8.2	15.9	86.1
Year 5	Reading	6.1	13.3	17.0	80.6
	Writing	6.1	29.8	22.5	64.1
	Numeracy	6.1	11.3	23.0	82.7
Year 7	Reading	5.8	10.0	18.7	84.2
	Writing	4.5	25.1	29.6	70.4
	Numeracy	5.8	4.5	19.9	89.6
Year 9	Reading	4.3	6.6	20.7	89.1
	Writing	4.3	34.5	23.9	61.2
	Numeracy	4.3	5.9	14.1	89.9

The proportion of the 20-24 year-old population having attained at least a year 12 or equivalent or AQF Certificate II or above in 2016 (most recent data) is 78.1 per cent. The most Recent National Agreement Performance Information 2018-19 report states that 100 per cent of 20-24 year-old Aboriginal and Torres Strait Islanders have attained a Year 12 Certificate, this data is likely impacted by the quality of population estimates, and should be considered an over estimation of attainment without the community.

School Enrolments

At August 2018 census of ACT public schools, there were 1,912 Aboriginal and Torres Strait Islander children and young people enrolled. This represents an increase of 62 enrolments (3.4 per cent) since August 2017.

Aboriginal and Torres Strait Islander Enrolments by Level of Schooling, number of enrolments and proportion of the total enrolments.

	No.	% of all Students
Preschool	256	5.5%
Primary (K-6)	993	3.8%
High School	452	4.0%
College	211	3.4%
Total	1912	4.0%





Highest year of school completed

The 2016 Census of Population and Housing asks respondents 15 years and over who are no longer attending primary or secondary school to report their highest level of school completed. The responses from the 2016 Census for people who identified as Aboriginal and Torres Strait Islander showed that 53 per cent of respondents had a Year 12 or equivalent qualification, noting that 6 per cent of people eligible to respond to this question did not provide an answer. People over 15 were also asked if they had a non-school qualification, of the respondents to this question 25 per cent indicated that they had a Bachelor Degree Level qualification.

Highest year of School completed ³	Number of People	Proportion of Responses
Year 12 or equivalent	2,199	53%
Year 11 or equivalent	314	8%
Year 10 or equivalent	937	23%
Year 9 or equivalent	257	6%
Year 8 or below	154	4%
Did not go to school	24	1%
Highest year of school not stated	232	6%
Total	4,122	

Non-school qualifications⁴

Non-School qualifications completed ⁵	Number of People	Proportion of Responses
Postgraduate Degree Level	161	8%
Graduate Diploma and Graduate Certificate Level	104	5%
Bachelor Degree Level	512	25%
Advanced Diploma and Diploma Level	477	23%
Certificate II	100	5%
Certificate III and over	734	35%
Total	2,088	

Housing

Home ownership

In the ACT, Aboriginal and Torres Strait Islander home ownership in 2016 was 1,397 (44.4 per cent) households were owning or buying their own home.

Rental stress

In 2016, there were 26.2 per cent of Aboriginal and Torres Strait Islander households were in rental stress.

Social Housing

³ 2016 Census of Population and Housing, Aboriginal and Torres Strait Islander peoples Profile, Australian Capital Territory, Table I06

⁴ ABS, Australia Capital Territory (ACT), Census of Population and Housing (2016), Aboriginal and Torres Strait Islander peoples Profile, Tables I06 & I14

⁵ 2016 Census of Population and Housing, Aboriginal and Torres Strait Islander peoples Profile, Australian Capital Territory, Table I14





The ACT had the highest proportion of Aboriginal and Torres Strait Islander households in public housing at 30 June 2017 (28.4 per cent of all Aboriginal and Torres Strait Islander households were in public housing, compared to the national proportion of 12.4 per cent)⁶.

Homelessness

In 2016, there were 95 Aboriginal and Torres Strait Islander homeless persons.

In 2016, 5.3 per cent (174) of Aboriginal and Torres Strait Islanders households in the ACT were in overcrowded homes.

In the ACT, 17.5 per cent of all Specialist Homelessness Services (SHS) clients in 2017-18 were Aboriginal and Torres Strait Islanders, compared to 25.1 per cent nationally.⁷

The rate of Aboriginal and Torres Strait Islanders SHS clients per 10,000 in 2017-18 was 817.7⁸

Satisfaction

The level of satisfaction in 2018 among Indigenous social housing tenants was 69.0 per cent in 2018, and in community housing 81.1 per cent.

Nationally, in 2018 the number of Aboriginal and Torres Strait Islanders social housing tenants who rated their dwelling as being of an 'acceptable' standard was 70.1 per cent.

Health and Wellbeing

Immunisation

In the ACT in 2018, the following rates of Aboriginal and Torres Strait Islander child immunisations were achieved.^{9,10}

Age Group	Rate of ACT Aboriginal and Torres Strait Islander Immunisations	Rate of all ACT Immunisations	Rate of all National Immunisations
1-year old	97.52	95.77	94.04
2-year old	89.81	92.55	90.75
5-year old	97.93	94.54	94.67

⁶ [Aboriginal and Torres Strait Islander peoples: A focus report on housing and homelessness](#), Table S4.3

⁷ [Aboriginal and Torres Strait Islander peoples: A focus report on housing and homelessness](#), Table S6.6

⁸ [Aboriginal and Torres Strait Islander peoples: A focus report on housing and homelessness](#), Table S6.7

⁹ [Historical coverage data tables for Aboriginal and Torres Strait Islander children](#)

¹⁰ [Historical coverage data tables for all children](#)





Aboriginal and Torres Strait Islander specific health checks

In the ACT over the period from 2013-14 to 2017-18, the following number and rates of Aboriginal and Torres Strait Islander health checks were undertaken. This is an increase from the data reported in 2010-11 across all ages groups.¹¹

Number of Checks	Number of Patients	Rate of use (per cent of population)
1 check	1,507	20.1
2 checks	884	11.8
3 checks	615	8.2
4 checks	399	5.3
5+ checks	138	1.8

Justice

Coordinated Health care services

Winnunga's model of care currently delivered to Aboriginal and Torres Strait Islander detainees is a coordinated health care service. As at the time of this report, 31 per cent of Aboriginal and Torres Strait Islander detainees were engaged in the service.

Imprisonment Rates¹²

The Age-Standard Imprisonment rate per 100,000 adults for ACT Aboriginal and Torres Strait Islanders was 1,602.5.

¹¹ [AIHW. Indigenous health checks and follow-ups](#), Figure 5 data

¹² *Report on Government Services, Chapter 8 Corrective Services, Table 8A.6*





APPENDIX A – TARGETS SNAPSHOT

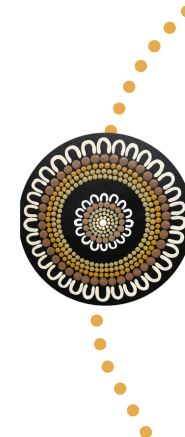
FOCUS AREAS

Key	Definition
Under development	More work is required to achieve the target.
In progress	Active steps are being taken to achieve target. Some progress has been made to set the right foundation for change.
Positive progress made	The ACT Government is seeing positive progress towards achieving the target.
Achieved for reporting period	The target has been achieved for the reporting period, and work will be needed in future years to maintain success.

CHILDREN AND YOUNG PEOPLE

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

Agreement targets for the ACT	Comment
Increase the level of early support responses for Aboriginal and Torres Strait Islander children and their families.	Under development
Increase the number of Aboriginal and Torres Strait Islander children and young people referred to and engaged with preservation services by 2020.	Achieved for reporting period
Increase in the number of Aboriginal and Torres Strait Islander children and young people referred to and engaged with restoration services by 2020.	Under development
Increase the number of Aboriginal and Torres Strait Islander children under four years old accessing Early Childhood Education Services.	In progress
Increase in the number of families engaged with formal parenting and family support services for detainees and post release.	Under development



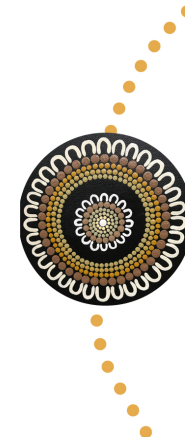


Agreement targets for the ACT	Comment
Increase the number of Aboriginal and Torres Strait Islander children and young people provided with the opportunity to voice their views and demonstrate leadership in the broader community.	In progress
Increase in the proportion of Aboriginal and Torres Strait Islander children and young people accessing early support health services.	In progress

COMMUNITY LEADERSHIP

Quality Life 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.

Agreement targets for the ACT	Comment
Increase the number of Aboriginal and Torres Strait Islander people on ACT Government boards and committees.	In progress
Increase Aboriginal and Torres Strait Islander community led solutions through partnerships, providing advice, and leadership to ACT Government.	In progress
Increase in meaningful engagement with Aboriginal and Torres Strait Islander community members by the ACT Government.	In progress
Establish representative Ngunnawal Traditional Custodian voice to provide direction and guidance for the 70 per cent of the ACT managed in parks and reserves by April 2019.	Achieved for reporting period





CULTURAL INTEGRITY

Quality Life 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.

Agreement targets for the ACT	Comment
Increase the number of community-based and visible events and artworks around the ACT which showcase Ngunnawal culture.	Positive progress made
Demonstrate cultural competency of ACT Government employees.	In progress
Increase the number of culturally safe spaces.	In progress
Demonstrate the increased usage of co-design principles in the development of government policy and reform.	Positive progress made
Embed the requirement for all services to be culturally appropriate and accessible.	In progress
Demonstrate cultural proficiency of ACT Government.	In progress
Feedback from the Aboriginal and Torres Strait Islander community around the meaningfulness of engagement and self-determination.	In progress

INCLUSIVE COMMUNITY

Quality Life 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.

Agreement targets for the ACT	Comment
Reduce experiences of racism and discrimination for Aboriginal and Torres Strait Islander people within government systems by 80 per cent, by 2028.	Under development
Feedback from the Aboriginal and Torres Strait Islander community around the meaningfulness of engagement and self-determination.	In progress



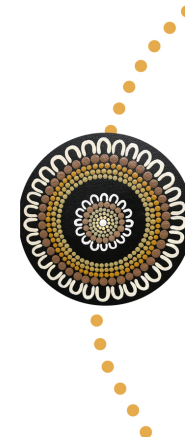


Agreement targets for the ACT	Comment
Increase the number of and participation at community-based events and activities that showcase and celebrate Aboriginal and Torres Strait Islander culture.	Positive progress made
Demonstrated that actions have been taken to remove barriers to delivery of culturally responsive and respectful services.	In progress
Increase in the proportion of Canberrans who agree that the ACT is an inclusive community, and have a greater understanding of reconciliation.	Positive progress made

JUSTICE

Quality Life 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.

Agreement targets for the ACT	Comment
Increase in On Country participation of all Aboriginal and Torres Strait Islander people.	Under development
Increase in the number of families engaged with formal parenting and family support services for detainees and post release.	Under development
Youth justice case plans completed within six weeks.	In progress
At least 25 per cent of all eligible 18-25 year old Aboriginal and Torres Strait Islander people will be referred to Restorative Justice by ACT Policing as a diversion from the formal criminal justice system.	In progress
Increase access to Aboriginal and Torres Strait Islander community-controlled targeted early support and prevention services for victims, perpetrators and families.	In progress
Increase services provided by Aboriginal and Torres Strait Islander community-controlled organisations for targeted early support and prevention.	Positive progress made
Increase the coordination of health care services to Aboriginal and Torres Strait Islander detainees in Alexander Maconochie Centre.	In progress





CONNECTING THE COMMUNITY

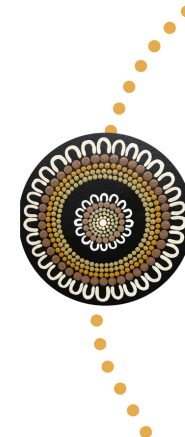
Quality Life Outcome: Aboriginal and Torres Strait Islander community members are connected to strong families, and social and support networks building upon the foundation of community leadership.

Agreement targets for the ACT	Comment
Increase in strategic partnerships with Aboriginal and Torres Strait Islander community organisations and businesses.	Under development
Increase in support for Aboriginal and Torres Strait Islander community initiatives and businesses.	In progress
Increase in ACT Government's participation in Aboriginal and Torres Strait Islander community events.	Positive progress made
Increase the number of Aboriginal and Torres Strait Islander community-controlled organisations and management committees	Under development

ECONOMIC PARTICIPATION

Quality Life 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.

Agreement targets for the ACT	Comment
Increase the number of contracts awarded to Aboriginal and Torres Strait Islander businesses.	In progress
Increase the value of procurements from Aboriginal and Torres Strait Islander businesses.	In progress
Increase the number of Aboriginal and Torres Strait Islander businesses, social enterprises and entrepreneurs supported.	In progress
Increase the number of Aboriginal and Torres Strait Islander people employed through the Employment Inclusion Program (supporting traineeships and apprenticeships).	Positive progress made
Increase the number of Aboriginal and Torres Strait Islander people in senior positions across the ACT Public Service by 2021.	Under development





Agreement targets for the ACT	Comment
Increase the number of Aboriginal and Torres Strait Islander employees across the ACT Public Service and non-government services.	Positive progress made
Increase the number of Aboriginal and Torres Strait Islander detainees accessing Prison to Work initiatives.	Under development

HEALTH AND WELLBEING

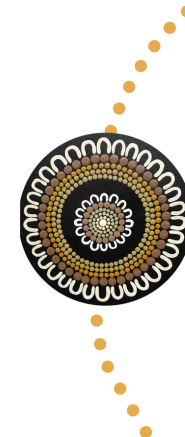
Quality Life Outcome: Aboriginal and Torres Strait Islander Peoples have equity in health and wellbeing outcomes as any other members of the community.

Agreement targets for the ACT	Comment
Strengthened support for Mental Health and Suicide prevention.	In progress
Reduced transmission of sexually transmitted disease and bloodborne viruses and reduction in related social impacts.	In progress
Increased vaccination coverage rates of Aboriginal and Torres Strait Islander people in at least two of the following three cohorts: 12 to ≤ 15 months; 24 to ≤ 27 months; and 60 to ≤ 63 months, relative to the baseline until a coverage rate of ≥95 per cent is achieved.	Positive progress made

HOUSING

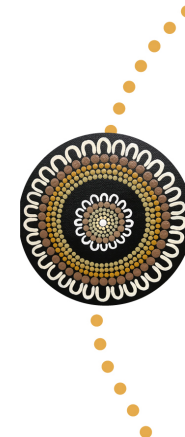
Quality Life Outcome: Aboriginal and Torres Strait Islander Peoples have equitable access to affordable, secure and appropriate housing suitable to their needs.

Agreement targets for the ACT	Comment
Increase in Aboriginal and Torres Strait Islander home ownership.	Under development
Decrease in the number of Aboriginal and Torres Strait Islanders experiencing homelessness.	In progress





Agreement targets for the ACT	Comment
Increase in culturally appropriate housing options in the ACT.	Positive progress made
Increase the number of Aboriginal and Torres Strait Islander community-controlled organisations and management committees.	Positive progress made
Increase in housing and accommodation options for Aboriginal and Torres Strait Islanders in contact with the justice system.	In progress





LIFE LONG LEARNING

Quality Life 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.

Agreement targets for the ACT	Comment
95 per cent of Aboriginal and Torres Strait Islander children are enrolled in early childhood education.	Achieved for reporting period
Increase the proportion of Aboriginal and Torres Strait Islander young people achieving an ACT Senior Secondary Certificate (Year 12) or equivalent qualification.	In progress
Increase in the number of Aboriginal and Torres Strait Islander people employed through the employment inclusion program (supporting traineeships and apprenticeships).	In progress
All teachers in ACT public schools have access to cultural integrity/cultural competency professional learning by 2021.	Positive progress made
90 per cent of Aboriginal and Torres Strait Islander children and young people in the care of the Director-General have a cultural care plan that incorporates learning about their family, culture and community as an essential component of their learning.	Under development
Demonstrate cultural competency and proficiency of ACT Government employees.	In progress
Increase in the retention of Aboriginal and Torres Strait Islander people in the ACT Public Service.	Under development
Increase rates of ACT Government employee participation in cultural competency training.	Positive progress made

