

ACT ABORIGINAL AND TORRES STRAIT ISLANDER AGREEMENT 2019-2028

Delivering equitable outcomes for
Aboriginal and Torres Strait Islander peoples

PHASE TWO FOCUS AREA ACTION PLAN

July 2022 – December 2024

FOCUS AREA:

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, equitable and sustainable communities.

WE WILL ACHIEVE THIS OUTCOME BY FOCUSING ON:

- Increasing cultural responsiveness, opportunities for authentic engagement leading to self-determination and delivering culturally specific and accessible services.
- Listening to the voices of Aboriginal and Torres Strait Islander peoples in the design of ACT Government policy and reform.
- Establishing culturally safe spaces.
- Embedding cultural integrity into policy and practice of the ACT Government.
- Committing to the creation of a culturally proficient ACT Government.

CLOSING THE GAP TARGETS

National Priority Reform Area Three: *Transforming Government Organisations (PR3)*

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

ACT HEADLINE INDICATORS

- ACT Government mainstream institutions and agencies reporting actions to implement the transformation elements:
 - Identify and eliminate racism.
 - Embed and practice meaningful cultural safety.
 - Deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities, and people.
 - Increase accountability through transparent funding allocations.
 - Support Aboriginal and Torres Strait Islander cultures.
 - Improve engagement with Aboriginal and Torres Strait Islander peoples.



PHASE-BASED QUALITATIVE STATEMENTS

Closing off on Phase One implementation

While some key actions have been completed, work towards many of the Phase One actions in the Cultural Integrity focus area are still in progress, and this work will continue to be advanced in parallel to implementation of the Phase Two Action Plan. In addition, some actions under Phase One represent commitments to ongoing work. Full detail on the status of the actions under Phase One is available on the Community Services Directorate website under the section on Aboriginal and Torres Strait Islander Affairs Policy Development.

Successes of the Agreement that are evident at the end of Phase One include strengthening cultural integrity in ACT Public Schools through Aboriginal and Torres Strait Islander Education Officers and Cultural Integrity Coordinators; in particular their work to meet the needs and aspirations of all Aboriginal and Torres Strait Islander students by creating learning environments where Aboriginal and Torres Strait Islander cultures are nurtured, celebrated, and shared with the broader community.

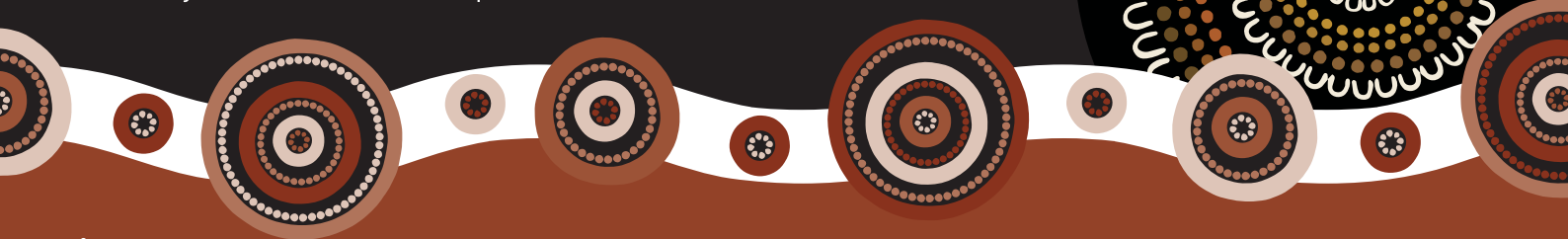
To be achieved in Phase Two implementation

By the end of Phase Two implementation:

- all ACT Government Directorate's will have used the Whole of Government Cultural Integrity Framework to guide the development of their own Cultural Integrity Action Plans, relevant to their own contexts.
- there will be a marked improvement in the cultural proficiency and cultural safety across all areas of the ACT public service.

PRIORITY ACTIONS

New Priority Actions for Phase Two Implementation



Action Number	Priority Actions
1	ACT Public Service to develop general guidelines on identifying systemic racism in systems and processes, including expert input on barriers and governance to progress.
2	Develop and implement an <i>ACT Public Service Cultural Integrity Framework</i> to support each Directorate to create their own Cultural Integrity Action Plan and Professional Learning Plan relevant to their own contexts.
3	Establish an ACT Public Service Cultural Integrity Professional Learning Database to guide the creation of Directorate specific Professional Learning Plans aimed at building ACT Public Service workforce cultural capability and workplace cultural safety.
4	Develop a Cultural Integrity ‘best practice’ guide including case studies that align with the <i>ACT Public Service Cultural Integrity Framework</i> to support all Directorates to develop their own Cultural Integrity Action Plans.
5	Develop a collaborative approach to develop Ngunnawal language resources for use in ACT Government and Public Schools.
6	Implement the <i>National Guiding Principles for Native Title Compensation</i> that reaffirms the ACT Government’s commitment to settle native title compensation matters by negotiating and agreement, where possible, supporting the cultural rights of Aboriginal and Torres Strait Islander peoples, as recognised in s 27(2) of the <i>ACT Human Rights Act 2004</i> .

STATUS BAR | 10-YEAR PLAN

The status bar provides an at-a-glance timing of Agreement phases highlighting the current Phase.

Phase One Feb 2019 – Jun 2022 Status: Complete	Phase Two Jul 2022 – Dec 2024 Status: In progress	Phase Three Jan 2025 – Dec 2027 Status: Not started	Phase Four Jan 2028 – Dec 2028 Status: Not started
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