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| **Reframing the Relationship Plan 2025-2028 Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism** |
| **Our acknowledgement** |
| Our department respectfully acknowledges the Traditional Owners and Custodians of Country throughout Queensland and their ongoing connection to the land and water. We pay our respects to their cultures and Elders past and present. We acknowledge that self-determination of Aboriginal peoples and Torres Strait Islander peoples is a human right enshrined in the United Nations Declaration on the Rights of Indigenous Peoples and recognised in the *Human Rights Act 2019* (Qld). |

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| **Our vision** |  | **Our commitment to reframing relationships with Aboriginal peoples and Torres Strait Islander peoples** |  | **Key objectives** |
| Improve equity of access to opportunities for the Queenslanders we serve. |  | The *Public Sector Act 2022* acknowledges the unique role and obligation of public sector organisations to reframe relationships with Aboriginal peoples and Torres Strait Islander peoples, recognising the importance of self-determination. In alignment with this, our department is committed to fostering self-determination, fairness, inclusivity, and dignity to strengthen relationships and deliver meaningful outcomes for Aboriginal communities and Torres Strait Islander communities.Our department is dedicated to improving the health, educational, employment and life outcomes of Aboriginal and Torres Strait Islander Queenslanders. This Plan outlines practical actions that we can collectively take to progress these objectives and reframe our relationship with Aboriginal peoples and Torres Strait Islander peoples.Through the development and implementation of this Plan, we aim to:* recognise and enhance our cultural capability, cultural intelligence, and commitment to cultural safety.
* strengthen authentic community engagement practices, ensuring the voices of Aboriginal and Torres Strait Islander communities are heard.
* provide informed advice to government that drives the delivery of impactful and positive services for Aboriginal and Torres Strait Islander peoples and their communities.
* foster accountability and transparency in achieving our strategic objectives.

The department’s Executive Leadership Team will oversee the delivery of these commitments, ensuring strategic guidance and accountability at the highest levels of leadership.This Plan will undergo an annual review, including monitoring progress against established performance measures, to ensure it remains relevant, effective, and responsive to the needs of Aboriginal and Torres Strait Islander communities. |  | As we work together towards a reframed relationship, we are guided by the following key objectives:* Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.
* Recognising the importance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination.
* Working in partnership to actively promote, include and act, in a way that recognises cultural perspectives, particularly when making decisions that directly affect Aboriginal and Torres Strait Islander peoples.
* Promoting cultural safety and cultural capability at all leadership levels.
* Ensuring the workforce and leadership are reflective of the community we serve.
* Promoting a fair and inclusive workplace culture that supports a sense of dignity, pride and belonging for Aboriginal peoples and Torres Strait Islander peoples.
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| **Our values** |  |
| **A white circle with a black background and a building with a flag on top  AI-generated content may be incorrect.A black and white circle with a trophy  AI-generated content may be incorrect.A hand holding a plant  AI-generated content may be incorrect.*** **Excellence**
* **Innovation**
* **Diversity**
* **Accountability**
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| **Our purpose** |  |
| Work collaboratively, influence, and leverage opportunities to make a positive difference to social and economic outcomes.  |  |
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| **Our human rights commitment** |  | **Alignment** |
| Our decision-making and actions will respect, protect and promote human rights as a cornerstone of a fair, just and inclusive society. |  | Our focus area and actions defined in this Plan are aligned to:* *Closing the Gap Priority Reform three of the National Agreement on Closing the Gap*
* *Public Sector Act 2022*
 | * *Human Rights Act 2019*
* Strategic Plan
* Strategic Workforce Plan
* Equity and Diversity Plan
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| **Focus area** | **Actions** |
| **Recognition and honouring Aboriginal heritage and Torres Strait Islander heritage** |
| **Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.** | * Provide Aboriginal peoples and Torres Strait Islander peoples and their representatives, with access to restricted historical departmental records related to community and personal histories.
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| * Develop awareness among stakeholders of how the Aboriginal and Torres Strait Islander Cultural Heritage legislation seeks to protect and manage cultural heritage.
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| * Provide advice to government on policies, programs and legislation that impacts Aboriginal and Torres Strait Islander peoples.
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| * Support the delivery of Closing the Gap and whole-of-Government responses through implementation plans and reporting.
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| * Closing the Gap and Reframing the Relationship principles are embedded into all departmental Executive Performance Agreements and include measurable and tangible outcomes.
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| * Develop, promote and encourage staff participation in a First Nations calendar of events, in conjunction with Paiabun Yari network, to foster an inclusive environment that celebrates diversity, promotes social justice and eliminates discrimination.
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| * Award of Celebrating Reconciliation Grants and Indigenous Language Grants.
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| **Self-determination** |
| **Recognising the importance of the right to self-determination for Aboriginal peoples and Torres Strait Islander peoples.** | * Work in partnership with Aboriginal and Torres Strait Islander communities to establish community informed service delivery responses.
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| * Support community decision making through mapping investment in Aboriginal and Torres Strait Islander communities.
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| **Partnerships and decision-making** |
| **Working in partnership to actively promote, include and act, in a way that recognises cultural perspectives, particularly when making decisions that directly affect Aboriginal and Torres Strait Islander peoples.** | * Work in partnership with Aboriginal and Torres Strait Islander organisations, services and communities on Closing the Gap prioritising health, housing, education and employment outcomes.
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| * Develop a First Nations Economic Strategy, that also serves to promote economic empowerment and self-determination including through public sector employment pathways.
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| * Ensure First Nations peoples are appropriately included in the planning of the 2032 Olympic and Paralympic Games to showcase our cultural heritage to the world.
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| **Cultural capability and safety** |
| **Promoting cultural safety and cultural capability at all leadership levels.****Ensuring the workforce and leadership are reflective of the community we serve.** | * All staff participate in mandatory cultural awareness training and ongoing cultural capability learning opportunities as part of their performance and development planning, including cultural immersion experiences.
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| * Incorporate mechanisms that promote psychosocial safety, with an emphasis on cultural safety and the provision of culturally appropriate support into the department’s health and wellbeing framework for Aboriginal and Torres Strait Islander employees.
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| **Fair and inclusive** |
| **Promoting a fair and inclusive workplace culture that supports a sense of dignity, pride and belonging for Aboriginal peoples and Torres Strait Islander peoples.**  | * Develop and implement targeted recruitment, retention and career development programs for Aboriginal and Torres Strait Islander peoples by ensuring leadership pathways are accessible and supported.
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| * Formalise the role and governance arrangements of the Paiabun Yari network as the support body for Aboriginal and Torres Strait Islander employees.
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| * Foster a culturally safe and inclusive workplace by valuing and respecting Aboriginal and Torres Strait Islander employees, while actively addressing racism, discrimination, and unconscious bias through clear reporting and accountability mechanisms.
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