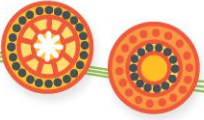


Come together, talk together, walk together

Reframing the relationship plan
2023–2025



Acknowledgment of country

The Department of Youth Justice acknowledges the traditional custodians of the land, water, and skies. We pay our respects to and acknowledge Aboriginal and Torres Strait Islander Elders both past and present.

We recognise those whose ongoing effort to protect and promote Aboriginal and Torres Strait Islander cultures will leave a lasting legacy for future Elders and leaders.

Come together, talk together, walk together

The title of this document resonates deeply with the Department of Youth Justice. “Come together, talk together, walk together” was coined by majority of First Nations staff and serves as a powerful and evocative title for the *Reframing the relationship plan 2023–2025*.

The phrase evokes a sense of unity and collaboration. By coming together, talking together, and walking together, the department highlights the importance of collective action and reflects a commitment to working as a cohesive team alongside the community with a shared purpose, transcending individual differences and fostering a sense of kinship.

Each component has a distinct meaning:

- **Come together:** This encourages people to gather, connect and find common ground. It symbolises the importance of bridging gaps, building relationships and creating a shared vision. Whether it is in times of celebration or crisis, coming together forms a safe space for dialogue, healing and collective improvement.
- **Talk together:** Communication lies at the heart of any successful endeavour. It is essential for understanding, empathy and problem-solving. By talking together and actively listening to the needs of our First Nations staff, communities, young people and their families, the department aims to engage in meaningful conversations, exchange ideas, share information and seek solutions.
- **Walk together:** Walking side by side implies companionship, support and shared journeys. It signifies progress, resilience and the commitment to move forward together. It is a reminder that progress is not a solitary pursuit; it is about lifting each other up, celebrating victories, and persevering through challenges.

“Come together, talk together, walk together” encapsulates the Queensland Government’s commitment to reconciliation with Aboriginal and Torres Strait Islander peoples and dedication to positive change. By honouring First Nations peoples as the first inhabitants of our lands, engaging in truth-telling and promoting cultural safety, the department aims to reinforce values of respect, cultural awareness and collaborative action, ultimately contributing to a stronger, more inclusive public sector.

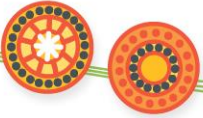


Youth



Justice

The Aboriginal and Torres Strait Islander elements were created by Gilmbarra artist, Jenna Lee (Larrakia). The artwork symbolises that the cultural identity, diversity, and richness of First Nation’s peoples is central to the decisions the department makes.

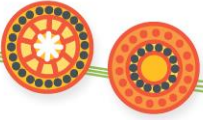


Human rights commitment

The department values its obligations under the *Human Rights Act 2019* to incorporate human rights in the development and implementation of legislation and policies, and as part of decision making when delivering services to the Queensland community.

The department is committed to respecting, protecting and promoting human rights, building an organisational culture that respects and promotes human rights, and promoting a dialogue about the nature, meaning and scope of human rights.

The *Human Rights Act 2019* aligns with international human rights treaties including the Universal Declaration of Human Rights; International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights. The Act also explicitly protects the cultural rights of Aboriginal and Torres Strait Islander peoples.



Statement of commitment

A message from our Director-General

I am pleased to present the Department of Youth Justice (DYJ)
Come together, talk together, walk together: Reframing the relationship plan 2023–2025.



We recognise and appreciate Australia's richest cultural heritage. We are committed to gaining a greater understanding and respect for Aboriginal and Torres Strait Islander peoples and cultures and, importantly, First Nations young people who enter the system.

We have valuable and committed Youth Justice employees dedicated to reducing over representation of Aboriginal and Torres Strait Islander young people entering the system. With this plan, as we work to reframe relationships, the department will continue to make significant progress towards Path to Treaty.

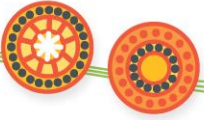
The National Agreement on Closing the Gap states that to achieve better life outcomes for Aboriginal and Torres Strait Islander people, we need to address socio-economic targets and outcomes within 10 years. By 2031, a key priority area is to reduce the rate of Aboriginal and Torres Strait Islander young people in detention by at least 30 per cent.

I am genuine in my commitment towards reconciliation and will lead the way to ensure that everyone's role within the department is to reset, refresh and reconsider our way forward in reframing the relationship with Aboriginal and Torres Strait Islander young people and families throughout Queensland.

Robert Gee APM

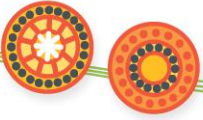
Director-General

Department of Youth Justice



Contents

Acknowledgment of country	2
Come together, talk together, walk together	2
Human rights commitment.....	3
Statement of commitment.....	4
Contents	5
Our Department of Youth Justice.....	6
Introduction	7
1. Recognition and honouring.....	8
2. Truth-telling	9
3. Importance of the right to self-determination	10
4. Cultural capability and safety.....	11
5. Partnerships and decision making.....	12
6. Workforce and leadership.....	13
7. Fair and inclusive, with dignity and belonging	14
8. Aims, aspirations and employment.....	15



Our Department of Youth Justice

Our journey so far

Cultural services and support recommendations

Youth detention review
Cultural units established
First Nations Action Board
First Nations Action Groups
Elders and respected community members group

DCYJMA Respectfully Journey Together Cultural Capability Action Plan 2019–2023

Working Together, Changing the Story

Youth Justice Strategy 2018–2022
Action Plan 2019–2021
First Nations Council

Cultural programs and strategy

On Country
Family-led Decision Making
Black Chicks Talking
Young, Black and Proud
Youth Justice Strategy 2023–2027

Reframing the relationship

Come together, talk together, walk together: Reframing the relationship plan 2023–2025.
Truth-telling preparation
Truth-telling inquiry
Towards a Path to Treaty

Achieving and building our cultural capability



From July 2018 to June 2023, youth detention centres completed 76 Cultural Awareness sessions with 1106 staff participating.



From November 2019 to June 2023, Youth Justice Service Centres (YJSC) and central office teams completed 115 Cultural Capability sessions with 1659 YJSC staff participating.

SW CCAP Implementation Groups
- Established group in 2020.
- Increased participation in community events including National Sorry Day and Reconciliation Week, each centre to hold/attend community events for NAIDOC week.
- Daily yarn sessions facilitated by our Aboriginal and/or Torres Strait Islander staff in recognition of reconciliation week.
- First Nations staff established regional leadership meetings and information sharing.

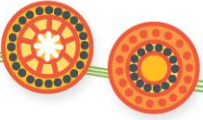
NQ CCAP Implementation Groups
- Established group in 2020.
- Recruitment of additional First Nations staff and additional identified positions.
- Procurement of a consulting firm to support Aboriginal Community Controlled Organisations to apply for tender and build capacity.

SE CCAP Implementation Groups
- Established group in 2020.
- Ongoing prioritisation of staff attending training and significant events including internal and external NAIDOC events.
- First Nations staff participation in selection and recruitment processes.
- Embedding strategic decision making and purposeful consultation with First Nations people to ensure appropriate service delivery is met.

FNQ CCAP Implementation Groups
- Established group in 2020.
- Staff and young people actively support significant events including NAIDOC, National Sorry Day and Mabo Day.
- Each service centre with the region has positive connections with Elders and community.
- Recognition of culture within the workplace and individual offices.

BMB CCAP Implementation Groups
- Established group in 2020.
- Cultural supervision and cultural induction to be introduced.
- Implementation of Cultural Information Guide as part of the case planning processes for young people and families.

SSCQ CCAP Implementation Groups
- Established group in 2020.
- Aboriginal and Torres Strait Islander staff participation and progression of actions in First Nations Action Group (FNAG) meetings. Activities and initiatives endorsed.
- Regional staff connection with Elders and community. Restorative Justice (RJ) teams building relationships with Elders and respected persons in the local community.
- Access to cultural supervision and cultural leave.
Continued commitment to deliver high quality programs for Aboriginal and Torres Strait Islander young people such as Young, Black and Proud and other programs delivered are culturally safe and supportive.



Introduction

Queensland Government's commitment to reconciliation with Aboriginal and Torres Strait Islander people lays the foundation for the Department of Youth Justice to strengthen relationships, respect and opportunities.

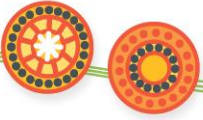
The Cultural Capability Implementation Framework outlines 12 key actions for Youth Justice staff in regions and detention centres to integrate into policies, services and programs. These actions include implementing:

1. a Statement of Commitment – strong leadership and accountability for the implementation of Cultural Capability across the department
2. the Respectful Language Guide
3. an Aboriginal and Torres Strait Islander peoples' knowledge lens
4. the Aboriginal and Torres Strait Islander Workforce Strategy 2019–2023
5. *Starting the Journey* and the self-assessment tool for building cultural capability – *Our Journey, My Story* (Maturity Matrix).
6. the Cultural Capability Communication and Significant Events Guide for the department
7. the Cultural Capability Governance and Performance Management Framework
8. the Aboriginal and Torres Strait Islander Peoples' Business Procurement Guide for the department
9. the online catalogue of cultural capability development and learning opportunities, tools and resources for staff at all levels
10. the Aboriginal and Torres Strait Islander Child Placement Principle (RC Rec 12.20)
11. guidelines for adopting the Queensland Government's strategy for naming and co-naming for rooms, workplaces, spaces, and shared environments
12. a Culturally Responsive Client Engagement and Complaints Management Framework.

In 2023–2025, we will build on these previous actions, demonstrating our continued commitment and progress. This renewed focus on accountability and innovation will further enhance both individual and organisational cultural capability, reinforcing our dedication to the *Come together, talk together, walk together: Reframing the relationship plan*.

This department commits to the responsibilities for supporting the [Public Sector Act 2022](#) reframed relationship with Aboriginal peoples and Torres Strait Islander peoples by:

- recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland
- engaging in truth-telling about the shared history of all Australians
- recognising the importance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination
- promoting cultural safety and cultural capability at all levels of the public sector
- working in partnership with Aboriginal peoples and Torres Strait Islander peoples to actively promote, include and act in a way that aligns with their perspectives, in particular when making decisions directly affecting them
- ensuring the workforce and leadership of the entities are reflective of the community they serve, having regard to chapter 2 and chapter 3, part 3 of the Act
- promoting a fair and inclusive public sector that supports a sense of dignity and belonging for Aboriginal peoples and Torres Strait Islander peoples
- supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector.



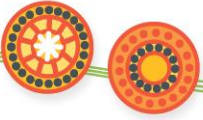
1. Recognition and honouring

Recognising and honouring Aboriginal people and Torres Strait Islander people as the first peoples of Queensland.

We will:

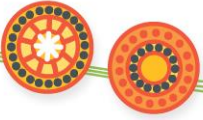
- recognise and honour our *Reframing the relationship* statement of commitment throughout the Department of Youth Justice
- continue to honour and acknowledge the impact of histories, cultures, and contributions of Aboriginal and Torres Strait Islander people through genuine partnership
- implement and dedicate co-naming of rooms and other structures in accordance with protocols and procedures with Aboriginal and Torres Strait Islander people
- continue to acknowledge and commemorate events that have impacted Aboriginal and Torres Strait Islander people.

Priorities	Actions	Success measure
1. Ensure that recognition and honouring efforts are undertaken with the department's Statement of Commitment and Action Plan.	Promote and acknowledge the Statement of Commitment and Action Plan.	Promotion of the Statement of Commitment and Action Plan and development of local responses to acknowledge and implement.
	Promote significant events of recognition and acknowledge employee commitment to reconciliation.	Promotion of significant events of recognition through the Department of Youth Justice (DYJ). Recognition of reconciliation commitment and achievements. Youth Justice staff participation in DYJ cultural events where available.
	Identify the co-naming of rooms and other structures in accordance with protocols and procedures with Aboriginal and Torres Strait Islander people.	Co-naming of DYJ occupied floors/buildings with appropriate cultural names.
2. Promote public awareness and understanding of the ongoing impacts of colonisation and intergenerational trauma.	Continue to understand and acknowledge the ongoing impacts of colonisation and intergenerational trauma in continued efforts with Aboriginal and Torres Strait Islander Elders, young people, families and communities.	Regional and youth detention centre engagement with Aboriginal and Torres Strait Islander Elders, leaders, and councils to enhance individual understanding of the impacts of intergenerational trauma on young people, families and the community. Effective relationships continue to be built upon and maintained.
	Build genuine partnerships and collaboration across Youth Justice and detention centres to the co-naming of significant locations with Aboriginal and Torres Strait Islander Elders, families and communities.	Aboriginal and Torres Strait Islander staff, Elders, young people, families and community participation in the naming of significant and meaningful locations including yarning circles and meeting rooms.
3. Acknowledge and commemorate the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples.	Promote and acknowledge the achievements of Aboriginal and Torres Strait Islander peoples at the annual Queensland Reconciliation Awards.	Acknowledgment and promotion of achievements of Aboriginal and Torres Strait Islander peoples at the annual Queensland Reconciliation Awards, demonstrating reconciliation within our community partners and stakeholders.
	Continue to build respect and understanding for Aboriginal and Torres Strait Islander cultures and histories by acknowledging dates of cultural significance.	Celebration and or commemoration of significant cultural events including community NAIDOC weeklong celebrations.



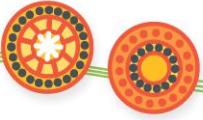
2. Truth-telling

Engaging in truth-telling about the shared history of all Australians		
<p>We will:</p> <ul style="list-style-type: none"> • promote and engage with local Elders and communities to hear the stories and lived experience to foster healing • establish and commence the mechanisms to truth telling and prepare with agencies and communities in collaboration for the inquiry • continue to include histories and perspectives from the cultural lens of Aboriginal and Torres Strait Islander people. 		
Priorities	Actions	Success measure
4. Support initiatives that promote the sharing of stories, experiences and knowledge to foster healing and reconciliation.	Identify and develop engagement strategies with Elders and communities to hear the voices of their lived experience and apply to programs and initiatives to meet the cultural and criminogenic needs of young people.	Staff engagement with Aboriginal and Torres Strait Islander staff, Elders, young people, families and communities, with enhanced cultural knowledge applied throughout programs and initiatives.
	Departmental employees supported in cultural supervision to support continued efforts of healing including commitment to remunerate Elders, leaders and community members.	Implementation of cultural supervision and mentoring. Remuneration of Elders, leaders and community members for their contributions.
5. Facilitate truth-telling processes to acknowledge and address historical injustices and systemic discrimination.	Develop and prepare the Department's truth-telling inquiry as part of the Path to Treaty Bill 2023 .	Implementation of the Path to Treaty, including preparation for the Department's truth-telling inquiry.
	Establishment of First Nations governance to hear the voices of First Nations people and employees.	Participation of the First Nations community in local area governance Participation of the First Nations Action Board and Action Groups in truth-telling preparation training opportunities.
6. Encourage the inclusion of Aboriginal and Torres Strait Islander histories and perspectives.	Acknowledge the impact of colonisation in yarning circles and sharing of cultural knowledge through the preparedness to truth telling inquiry	Regional services and detention centres engagement with local Elders and visits to local communities in preparation for truth-telling.
	Promotion and sharing of local knowledge on multiple communication channels	Establishment of an intranet site dedicated to the <i>Come together, talk together, walk together: Reframing the relationship plan</i> and documents local/regional history and knowledge.



3. Importance of the right to self-determination

<p>Recognising the importance to Aboriginal peoples and Torres Strait Islander people of the right to self-determination.</p> <p>We will:</p> <ul style="list-style-type: none"> • recognise and respect the right to self-determination • continue to provide platforms for Aboriginal and Torres Strait Islander staff, Elders, and community members in First Nations Governance • empower Aboriginal and Torres Strait Islander young people, families, and communities to have a say as applied in schedule 1 of the Charter of the youth justice principles. 		
Priorities	Actions	Success measure
7. Recognise and respect the right of Aboriginal and Torres Strait Islander people to self-determination.	Acknowledgement to the Statement of Commitment on the right for Aboriginal and Torres Strait Islander peoples' self-determination and continued through the Action Plan and Youth Justice Strategy.	Inclusion of a Statement of Commitment and acknowledgement of the right of Aboriginal and Torres Strait Islander people to self-determination in key youth justice documents.
	Regional and Detention centres commitment to lead and design local promotion to recognise the Statement of Commitment.	Availability of a marketing and promotion strategy to recognise the Statement of Commitment.
8. Support Aboriginal and Torres Strait Islander communities in exercising their autonomy and self-governance.	Continued support to the establishment of First Nations Governance through the First Nations Action Board and Action Groups with local Elders' representation and voices of community members.	Engagement of First Nations Action Board in First Nations Governance, with regional representation. Involvement of Action Groups in First Nations Governance.
9. Enable Aboriginal and Torres Strait Islander people to have a meaningful say in matters that impact their rights, culture and land	Continued commitment of funding and investment across Aboriginal and Torres Strait Islander organisations to service culturally appropriate decision-making facilitation to young people and families.	Active investment and co-design with Aboriginal and Torres Strait Islander community organisations and peak bodies.
	Genuine participation and consultation from communities and communities-controlled organisations.	Adoption of culturally specific methods and ways of practice when consulting with communities and community-controlled organisations.
	Apply principles (13-14) in the Charter schedule 1 <i>Youth Justice Act 1992</i> (legislation.qld.gov.au) to services of the department.	Promotion and adoption of strategies that address young people's connection to families, kinship and culture.



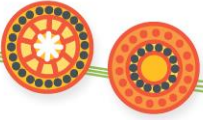
4. Cultural capability and safety

Promoting cultural safety and cultural capability at all levels of the public sector.

We will:

- embed culturally specific training across the department and continue professional development of employees
- establish and implement policies that recognise and respect lore's, customs, and traditions
- provide programs that will address the wellbeing of Aboriginal and Torres Strait Islander employees.

Priorities	Actions	Success measure
10. Embed cultural awareness and capability across the Queensland public sector through training, education, and ongoing professional development.	Continue to offer and deliver a comprehensive suite of initiatives to increase cultural capability of employees, includes Cultural Capability and Responsivity training.	Cultural Capability and Responsivity training available for employee participation.
	Achievement capability plans to entail cultural journey and development of levels of cultural knowledge.	Commitment to the development of cultural knowledge in all staff achievement capability plans.
	Establishment of student placements such as 'First Nations Buddy' professional development with Aboriginal and Torres Strait Islander staff, Elders, and community.	Completion of 'First Nations Buddy' sessions across regions.
11. Implement protocols and practices that recognise and respect cultural protocols, customs and traditions.	Develop resources to support employees' understanding of culture and language protocols	Resources available for employees on culture and language protocols. Community relationships further developed to better understand and follow local cultural protocols.
	Review and publish respectful language guide and cultural and consultation protocols, including acknowledgement and welcome to country protocols.	Provision of respectful language guide, including cultural and consultation protocols and resources.
12. Establish mechanisms to address cultural safety concerns and promote the wellbeing of Aboriginal and Torres Strait Island people.	Departmental champion for cultural capability.	Appointment of cultural capability champion in each region.
	Acknowledge cultural load/cultural burnout on Aboriginal and Torres Strait Islander employees who undertake additional work additional to roles across Youth Justice.	PSC Cultural Load policy acknowledged and provided to staff.
	Establishment of training the upskills enhanced knowledge of Aboriginal and Torres Strait Islander employee's cultural safety and cultural obligations to Youth Justice workforce.	Training for Aboriginal and Torres Strait Islander employees includes knowledge of cultural safety and cultural obligations.
	Aboriginal and Torres Strait Islander representative on the Diversity and Inclusion (D&I) Network.	D&I network has Aboriginal and Torres Strait Islander representative membership.



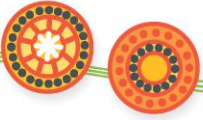
5. Partnerships and decision making

Working in partnership with Aboriginal peoples and Torres Strait Islander people to actively promote, include and act in a way that aligns with their perspectives, in particular when making decisions directly affecting them.

We will:

- engage and work in partnership in a meaningful way with local Aboriginal and Torres Strait Islander young people, families, communities, and organisations.
- adopt the principles of engagement and consultation with Aboriginal and Torres Strait Islander people.
- continue to implement the framework of knowing, being and doing when co-designing with Aboriginal and Torres Strait Islander people.

Priorities	Actions	Success measure
13. Engage in genuine partnerships with Aboriginal and Torres Strait Islander communities, organisations and individuals.	Establish and form genuine engagement with Aboriginal and Torres Strait Islander communities, organisations, and individuals across service delivery in regions and detention centre.	Increase in regional and detention centre engagement with Aboriginal and Torres Strait Islander communities, organisations and individuals.
	Establish partnerships with peak bodies.	High level of satisfaction of partnership with peak bodies.
	Ensure Aboriginal and Torres Strait Islander employees have a shared space for partnership through existing workplaces.	Increase staff engagement of safe places.
14. Involve Aboriginal and Torres Strait Islander people in decision-making processes that affect their lives, lands and communities.	Continue to be a representative of First Nations Council, Action Board and Action Groups to provide cultural advice to executive leadership to ensure policies, programs and services are culturally responsive and meet the needs of Aboriginal and Torres Strait Islander people.	Involvement of the First Nations Council, Action Board and Action Groups in the provision of cultural advice to executive leadership.
	Work with and across other departments to contribute to the community Local Decision-making Boards (LDMB) across locations with a Youth Justice commitment to listen to and hear the voices of Elders and Traditional Owners on priorities that effect young people and families.	Engagement of LDMB across locations.
15. Legislation, policies, programs, and services are co-designed with Aboriginal and Torres Strait Islander people.	Development of consultation protocols and resources to ensure Aboriginal and Torres Strait Islander perspectives are embedded in the design and development of new policies, programs and services.	Implementation of consultation protocols, checklists and resources. Utilisation of resources across the department.
16. Establish mechanisms for regular and meaningful consultation and participation.	Development of communication protocols to ensure Aboriginal and Torres Strait Islander perspectives are considered in decision-making.	Adoption of an Aboriginal and Torres Strait Islander communication protocols document designed with Local Thriving Communities and community members.
	Develop a partnership model that entails active listening and reflection strategies with Aboriginal and Torres Strait Islander communities, organisations and individuals.	Completion of a partnership model designed with Aboriginal and Torres Strait Islander communities, organisations and individuals.
	For employees, the establishment of a shared environment for participation and partnership across programs, services and centres.	Employee satisfaction that a safe and shared environment of inclusion for Aboriginal and Torres Strait Islander staff has been created.



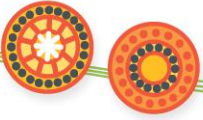
6. Workforce and leadership

Ensuring the workforce and leadership of the entities are reflective of the community they serve, having regard to chapter 2 and chapter 3, part 3 of the Act.

We will:

- increase Aboriginal and Torres Strait Islander employment and employ at all levels in particular leadership roles
- improve on attracting, recruiting, retaining, and supporting Aboriginal and Torres Strait Islander employees and people
- provide support and develop career pathway opportunities for Aboriginal and Torres Strait Islander employees.

Priorities	Actions	Success measure
17. Increase the representation of Aboriginal and Torres Strait Islander people across all levels of the public sector, including leadership positions.	Engage and promote equity and diversity targets and opportunities for targeted recruitment including leadership positions.	Increased numbers of Aboriginal and Torres Strait Islander peoples in leadership roles.
	Embed roles with genuine occupational requirement to be advertised as identified. Develop a Youth Justice Aboriginal and Torres Strait Islander Workforce Strategy.	Increased numbers of Aboriginal and Torres Strait Islander peoples applying for roles. Increase numbers of Aboriginal and Torres Strait Islander peoples by 3% in the department.
18. Attract, recruit, retain and support Aboriginal and Torres Strait Islander employees.	Identified vacancies and targeted recruitment activities advertised through appropriate advertising platforms and networks	Opportunities provided for partnerships with external employment businesses to increase Aboriginal and Torres Strait Islander recruitment within the department.
	Embed Aboriginal and Torres Strait Islander perspectives in Employee Value Proposition (EVP) project including recruitment strategies that involve representatives.	Aboriginal and Torres Strait Islander staff perspectives inform the EVP project and its outcomes.
	Continue to monitor and implement attraction and retention of Aboriginal and Torres Strait Islander workforce.	Aboriginal and Torres Strait Islander workforce measures are reported to senior management routinely.
19. Create career development pathways and mentoring programs to enhance leadership capabilities.	Continue participation in career pathway, supervision, and coaching programs for Aboriginal and Torres Strait Islander employees in Youth Justice.	Opportunities provided for targeted professional development.
	Design a mentoring program for Aboriginal and Torres Strait Islander employees to grow and develop in Youth Justice.	Opportunities provided for mentoring with leadership involvement. Opportunities provided for cadetships.
	Relevant action planning and informed decision making from the results of Aboriginal and Torres Strait Islander employees in the Working for Queensland survey	Increased level of cultural safety demonstrated in the Working for Queensland survey results. Increased participation and employee perspectives of Aboriginal and Torres Strait Islander employees in the Working for Queensland survey.



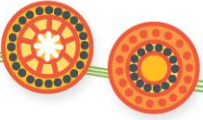
7. Fair and inclusive, with dignity and belonging

Promoting a fair and inclusive public sector that supports a sense of dignity and belonging for Aboriginal peoples and Torres Strait Islander people

We will:

- ensure equitable access to the Department of Youth Justice services and programs for Aboriginal and Torres Strait Islander young people and families
- respect, understand and value contributions of Aboriginal and Torres Strait Islander cultures and histories
- continue to foster an environment that includes and celebrates diversity, promotes social justice and eliminates discrimination.

Priorities	Actions	Success measure
20. Ensure equitable access to Government services, programs, and opportunities for Aboriginal and Torres Strait Islander people	Continued delivery of Youth Justice programs that are available for all young people involved in the justice system— Services in the youth justice system . The following programs are specifically focused on the needs of Aboriginal and Torres Strait Islander young people: <ul style="list-style-type: none"> • On Country • Family-led Decision Making • Black Chicks Talking • Young, Black and Proud. 	Delivery of youth justice programs focussed on the needs of Aboriginal and Torres Strait Islander young people.
	Enhance opportunities for Aboriginal and Torres Strait Islander organisations to provide culturally appropriate services and programs.	Aboriginal and Torres Strait Islander Community Controlled organisations services and programs implemented across regions and youth detentions centres.
21. Promote respect, understanding, and valuing of Aboriginal and Torres Strait Islander cultures, histories and contributions	Promote and support a whole of Queensland Government approach to marking significant cultural events not limited to NAIDOC week.	Participation and involvement in celebrating all significant cultural events.
	For Youth Justice employees, demonstrate and apply understanding and knowledge of cultures, histories, and contribution within service delivery.	Achievement of outcomes across regions and detention centres through implementation of the <i>Come together, talk together, walk together: Reframing the relationship plan</i> .
22. Foster an inclusive environment that celebrates diversity, promotes social justice and eliminates discrimination.	Increase participation of Elders and local Aboriginal and Torres Strait Islander community members within services.	Increased partnerships formed with Elders, local Aboriginal and Torres Strait Islander community members, and Local Thriving Communities (Local Decision-making Board).
	Enhance strategies for a culturally safe and inclusive workplace.	Implemented enhanced culturally safe strategies and inclusive practices.



8. Aims, aspirations and employment

Supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander people and the need for their greater involvement in the public sector

We will:

- continue to work in collaboration with Aboriginal and Torres Strait Islander communities to share goals and aspirations
- support economic development for employment and business opportunities for Aboriginal and Torres Strait Islander communities
- foster innovation through targeted programs and initiatives.

Priorities	Actions	Success measure
23. Collaborate with Aboriginal and Torres Strait Islander communities to develop shared goals and aspirations.	Design a model of effective engagement and partnership with Aboriginal and Torres Strait Islander communities, organisations and individuals to achieve a workforce employment of choice.	Increased percentage of Aboriginal and Torres Strait Islander employees in the department. Provision of a report on engagement strategies with Aboriginal and Torres Strait Islander communities.
	Endorse stakeholder networks and gatherings to design local collaboration.	Aboriginal and Torres Strait Islander stakeholder participation in initiative collaboration.
24. Support economic development initiatives that promote employment and business opportunities for Aboriginal and Torres Strait Islander people.	Increase to procure goods and services from Indigenous-owned businesses.	Increased expenditure with Aboriginal and Torres Strait Islander suppliers.
	Improve tender processes to be locally designed.	Aboriginal and Torres Strait Islander representation in designing tender processes.
25. Foster innovation through targeted programs and initiatives.	Promote good news stories.	Increase employment, initiatives and innovative programs in Youth Justice.