



PSC Ref: PSC
Your Ref: D1928092

28 February 2020

Mr Darren Foster
Director General
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WEST PERTH WA
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Dear Darren

**FEEDBACK - THE WESTERN AUSTRALIAN GOVERNMENTS ABORIGINAL
EMPOWERMENT STRATEGY**

Thank you for inviting the Commission to provide feedback on the discussion paper-
'A Path Forward: Developing the Western Australian Government's Aboriginal
Empowerment Strategy'.

As requested, this feedback has been submitted via email to
AboriginalPolicy@dpc.wa.gov.au

A copy is attached for your consideration.

Yours sincerely

SHARYN O'NEILL
PUBLIC SECTOR COMMISSIONER

Enc. Public Sector Commission feedback

1. Are the main ideas right?

Do you agree with the description of the overall goal, principles, strategic elements and framework? Would you change or add anything?

The overall goal and principles outlined in the draft strategy are sound and will be supported by the Public Sector Commission's (the Commission) Workforce Diversification Strategy 2020-2025 and specifically, the Action Plan to improve employment outcomes for Aboriginal and Torres Strait Islander people.

The principle 'Empowerment and self-determination' is evidenced across all six strategic elements with a key focus on the sector supporting and promoting Aboriginal and Torres Strait Islander people's culture and identity. Acknowledging the diversity within this diversity group is important with policies and programs being localised as much as possible.

The strategy does provide a clear and strong expectation that agencies will consult with community, and this could be further supported with practical advice on implementation and tangible actions for agencies to consider. Agencies not currently doing this may require additional support.

2. Are we using the right words?

You might broadly agree with the main ideas, but want to see them expressed using different language. We welcome your recommendations. In particular, we are interested in whether the term 'Aboriginal peoples' should be used or whether other terms such as 'First nations' would be more appropriate.

This continues to be a contentious issue with many unable to agree which term to use. The suggestion to use the term 'Aboriginal and Torres Strait Islander people' appears to be well-supported. This term acknowledges all of Australia's first nations people.

3. What else should we be thinking about?

You may have a view on how the strategy should be implemented in a particular region or subject area, or examples of current good practice. Your ideas are valuable to us.

With a range of government strategies and policies all requiring the consideration and implementation of actions to improve identified outcomes, consideration should be given to the broader reporting environment with opportunities for streamlined reporting. The Commission would be interested in working with the Department of the Premier and Cabinet to identify and streamline shared reporting obligations.