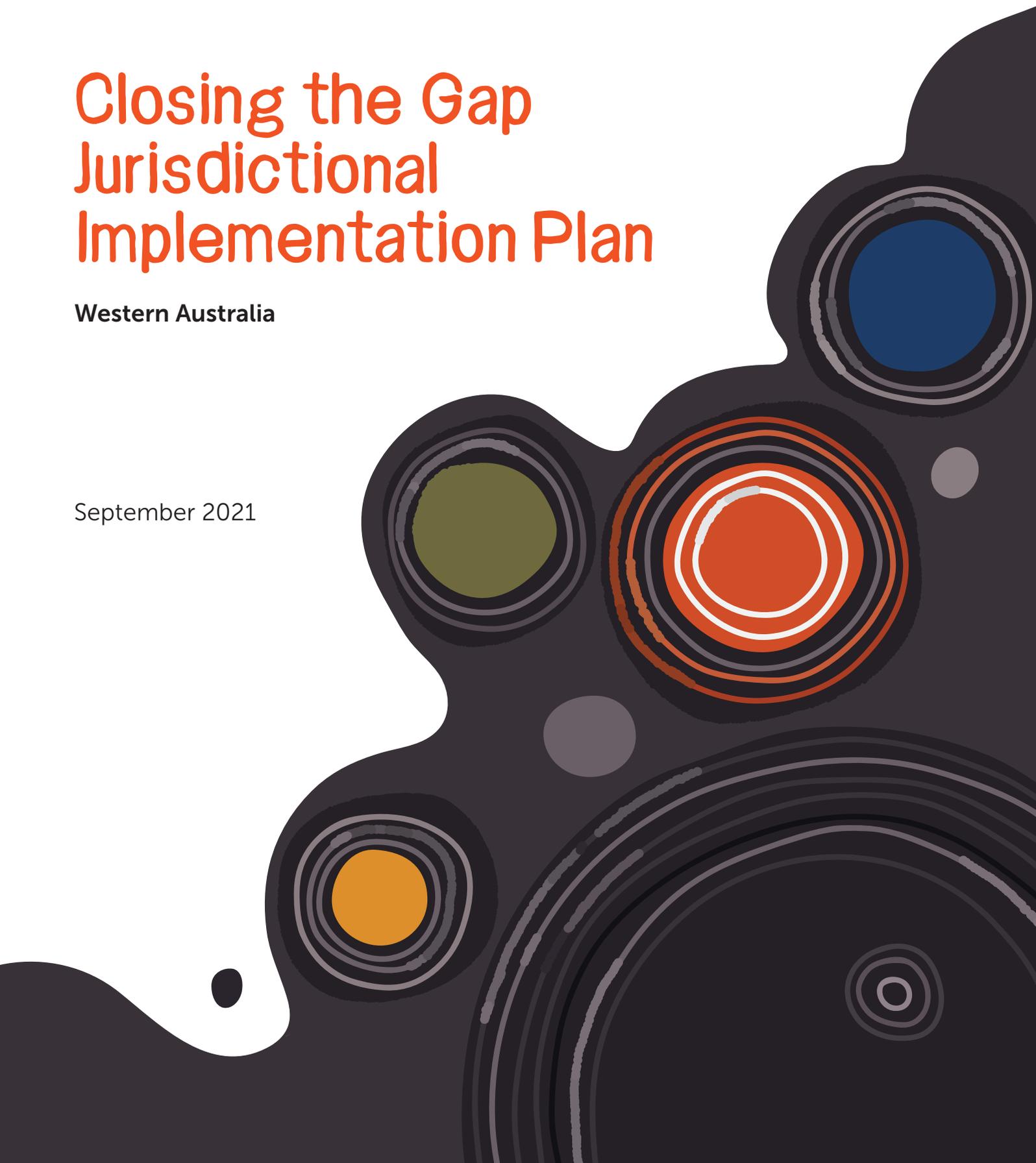




# Closing the Gap Jurisdictional Implementation Plan

Western Australia

September 2021



**Department of the Premier and Cabinet**

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**Acknowledgement of Country**

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of Western Australia's Aboriginal communities and their cultures; and to Elders both past and present.

**Trouble reading this document?**

If you have trouble reading or understanding this document and want to access the information another way, please contact the Aboriginal Engagement Directorate:

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# Part A



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# Opening Statement

Western Australia is on a journey – a journey from our past towards our vision for a shared future by 2029 - coinciding with the bicentenary of the founding of Perth and the establishment of the Swan River Colony. This significant anniversary provides an opportunity to reflect on the history and experiences of Aboriginal people in this state and to adopt a new approach to address long-standing issues of inequity.

This first Implementation Plan under the National Agreement on Closing the Gap (the National Agreement) represents an important step forward on the journey for Western Australia (WA).

The shared vision for the future, as set out in Western Australia's inaugural State Aboriginal Affairs Policy Framework – the draft Aboriginal Empowerment Strategy, is:

**Aboriginal people, families and communities empowered to live good lives and choose their own futures from a secure foundation.**

Because of the ongoing legacy of Western Australia's history, achieving this requires a commitment by the WA Government to embed a partnership approach that supports the empowerment of Aboriginal people in WA.

The National Agreement is a watershed moment in this process of partnership and empowerment. It is the first national agreement to be developed in genuine and equal partnership between the Australian, state, territory and local governments, and Aboriginal and Torres Strait Islander people through their representatives on the national Coalition of Aboriginal and Torres Strait Peak Organisations.

The National Agreement – like its predecessor, the National Indigenous Reform Agreement – sets socio-economic targets to drive and focus efforts towards improved outcomes. However, unlike the previous National Indigenous Reform Agreement, the new National Agreement is centred on structural and systemic reforms as the critical enablers for better outcomes. These reforms reset the relationship: by articulating new approaches to partnership and shared decision-making; by building the Aboriginal community-controlled sector; by transforming government organisations; and by sharing access to data to support decision-making.

This emphasis on structural and systemic reform is aligned with WA's draft Aboriginal Empowerment Strategy (the Strategy). Developed in partnership with the Aboriginal Advisory Council of WA, the draft Strategy sets the high-level direction for how the WA government will work with Aboriginal people towards empowerment and better outcomes. It extends beyond the explicit commitments to Closing the Gap, emphasising the importance of healing, truth-telling and agreements to a better future, while recognising the centrality and significance of Aboriginal people and cultures to Western Australia. The Strategy provides the strategic foundation for this Implementation Plan and its future iterations.

Achieving the Closing the Gap outcomes and actioning the commitments will take time. The scale and significance of the reforms required calls for incremental and sequential progress to ensure the foundations for reform are properly embedded. Therefore, the Implementation Plan provides for the first phase of reform. It captures the collective initiatives already underway across government that support achievement of the outcomes and commitments under the National Agreement. It provides the current baseline to build from, align, and better integrate future government activity to achieve improved accountability and transparency of collective government investment and effort.

The WA Government and its partners – the Aboriginal Advisory Council and the Coalition of Aboriginal and Torres Strait Peak Organisations – will engage with Aboriginal people and organisations to build on the approaches and strategies outlined in this Implementation Plan. This will allow improvements to be made over time, and guide future investments and policy development.

Western Australia is a vast and diverse state, with Aboriginal people living in different contexts across the state. Dozens of Aboriginal languages are in regular use, with many more being actively revitalised. In some regions, almost half the population are Aboriginal; in other regions, the proportion

is much lower. While more than one third of Aboriginal Western Australians live in the Perth metropolitan area, around one in eight live in remote communities. The strengths and challenges in urban, regional and remote areas are very different in some respects, and very similar in others. The COVID-19 pandemic has reinforced the strong leadership and integral role of the Aboriginal community controlled sector across the state, and highlighted both the resilience and vulnerability of Aboriginal people in remote communities in particular.

The remote Aboriginal population has been significantly impacted by the withdrawal of Australian Government funding and the WA Government welcomes the opportunity the National Agreement presents to work collaboratively with the Australian Government, and local governments, to better leverage our collective investment and enhance our community and Aboriginal sectoral partnerships in remote and other areas of Western Australia.

The theme of this year's Reconciliation week was "More than a Word: Reconciliation Takes Action". This first Western Australian Closing the Gap Implementation Plan demonstrates a commitment to real action for real impact.



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**The Honourable Stephen Dawson MLC**

Minister for Aboriginal Affairs



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**Vicki O'Donnell**

Chairperson of Aboriginal Health Council of Western Australia,  
Western Australian member of the Coalition of Aboriginal and  
Torres Strait Islander Peak Organisations,



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**Gail Beck**

Co-Chair – Aboriginal Advisory Council of Western Australia



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**Martin (Marty) Sibosado**

Co-Chair – Aboriginal Advisory Council of Western Australia

# Section 1 - Introduction

This Implementation Plan (the Plan) has been developed by the Western Australian (WA) Government in partnership with the Aboriginal Advisory Council of WA and the Aboriginal Health Council of WA. The Plan articulates how the WA Government will meet its obligations under the [National Agreement on Closing the Gap](#) (the National Agreement).

The National Agreement and this Implementation Plan are living documents which will be reviewed and revised over time as progress is made towards Closing the Gap. This initial Plan is the start of a new chapter in Western Australia, which requires both significant systemic reforms and targeted actions to improve outcomes for Aboriginal and Torres Strait Islander people.

## About the National Agreement

The National Agreement, which came into effect on 27 July 2020, is an agreement between the [Coalition of Aboriginal and Torres Strait Islander Peak Organisations](#) (Coalition of Peaks), the Australian Government, all state and territory governments and the Australian Local Government Association. This is the first time governments have developed and negotiated a national agreement in partnership with Aboriginal and Torres Strait Islander people.

As signatories to the National Agreement, all government parties have committed to progressing fundamentally new ways of working, side-by-side with Aboriginal and Torres Strait Islander people to Close the Gap. It commits all parties to a future where policy making and programs that impact on the lives of Aboriginal and Torres Strait Islander people is done in full and genuine partnership<sup>1</sup>. This includes listening to the voices and aspirations of Aboriginal and Torres Strait Islander people and changing the way we work in response.

The National Agreement acknowledges the fundamental importance of strong cultures to improving life outcomes for Aboriginal and Torres Strait Islander people. Clause 21 requires all government parties “to implement all activities under this Agreement in a way that takes full account of, promotes, and does not diminish in any way, the cultures of Aboriginal and Torres Strait Islander people.” Prioritising culture is a key principle that underpins all activities and reforms arising from implementing the National Agreement.

## Four Priority Reform Areas for Joint National Action

At the heart of the National Agreement are the following four Priority Reforms, which are aimed at changing the way governments work with Aboriginal and Torres Strait Islander people.

- 1. Formal partnerships and shared decision making**  
Building and strengthening structures to empower Aboriginal and Torres Strait Islander people to share decision-making with governments.
- 2. Building the community-controlled sector**  
Building formal Aboriginal and Torres Strait Islander community-controlled sectors to deliver services to support Closing the Gap.
- 3. Transforming government organisations**  
Systemic and structural transformation of mainstream government organisations to improve accountability and better respond to the needs of Aboriginal and Torres Strait Islander people.
- 4. Shared access to data and information at a regional level**  
Enable shared access to location specific data and information to support Aboriginal and Torres Strait Islander communities and organisations to achieve the first three Priority Reforms.

These commit the WA Government to Jurisdictional Actions and Partnership Actions, which are detailed in the National Agreement.

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<sup>1</sup> [National Agreement on Closing the Gap](#) (Clause 18).

## Seventeen Outcomes

The National Agreement also establishes 17 socio-economic outcomes and targets. The targets are the key measures of progress towards achieving the outcomes for Aboriginal and Torres Strait Islander people. The 17 outcomes are as follows.

1. Aboriginal people enjoy long and healthy lives.
2. Aboriginal children are born healthy and strong.
3. Aboriginal children are engaged in high quality and culturally appropriate early childhood education in their early years.
4. Aboriginal children thrive in their early years.
5. Aboriginal students achieve their full learning potential.
6. Aboriginal students reach their full potential through further education pathways.
7. Aboriginal youth are engaged in education or employment.
8. Strong economic participation and development of Aboriginal people and communities.
9. Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need.
10. Aboriginal people are not overrepresented in the criminal justice system.
11. Aboriginal young people are not overrepresented in the criminal justice system.
12. Aboriginal children are not overrepresented in the child protection system.
13. Aboriginal families and households are safe.
14. Aboriginal people enjoy high levels of social and emotional wellbeing.
15. Aboriginal people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.
16. Aboriginal cultures and languages are strong, supported and flourishing.
17. Aboriginal people have access to information and services enabling participation in informed decision-making regarding their own lives.

This initial Plan includes actions for outcomes 1 through 16.

The National Agreement makes provision for other outcomes and targets to be set. Clause 87(a) (at the time of signing) required that, within three months of signing, all parties agree to:

- a new definition of family and domestic violence (to support Outcome and Target 13)
- a new target on access to information (Outcome 17).

On 17 November 2020, the Joint Council endorsed the following new targets (which are now included in the amended National Agreement).

- **Family Violence:** By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50 per cent, as progress towards zero; and
- **Access to information:** By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.

Clause 87 of the amended agreement provides for targets on inland waters and community infrastructure to be agreed within 12 months of signing of the National Agreement. These targets are being finalised at the time of writing this Plan.

Future iterations of the Plan will include Outcome 17 along with the inland waters and community infrastructure outcomes and targets.

## Purpose of this Implementation Plan

The WA Government recognises that implementing the National Agreement entails a significant reform and change agenda and acknowledges the considerable expertise and effort of the National Coalition of Peaks to articulate what it sees as the necessary reforms to effect long-term change. The organisational cultures and established practices, and ways of working with Aboriginal people will be challenged within many WA Government agencies. Longstanding barriers to joined-up and outcomes-focused policies, programs and service delivery will have to be addressed.

This is not an easy task, given the complexity and inter-related nature of causal factors and the ongoing effects of trauma and historical dislocation and disempowerment. However, WA is committed to meeting these challenges in partnership with the Aboriginal community of WA, with its approach to whole-of-government policy reform centred around the reality of these challenges.

WA will pursue a phased approach to implementation. This Plan sets out the actions that the WA Government will undertake in the first 12-month phase of implementation of its obligations under of the National Agreement. The Plan enables Aboriginal people and the broader public to clearly see what the WA Government has said it will do to deliver on its commitments.

While identifying all of the commitments under the National Agreement, this Plan reflects the first phase of reform, capturing the collective initiatives across government as a first step in understanding how each contributes to achieving the intended outcomes and commitments under the National Agreement. It provides the current baseline to build from and commence the process of achieving Closing the Gap outcomes in a systematic and comprehensive way.

This phase will help lay the foundations and establish the structures needed for the WA Government to embark on this significant whole of system reform agenda, supported by the framework articulated in the draft Aboriginal Empowerment Strategy (further detail provided later in this document). This includes improving whole-of-system governance and collective responsibility at the most senior levels of government agencies, integrating policy and investment approaches, harnessing whole-of-government approaches and investments on a particular issue or in a particular location, and improving accountability, transparency and evaluation of government effort, investment and progress.

This Plan is the beginning of a process aimed at whole of government reform and action to Close the Gap and empower Aboriginal people in WA.

## What the Plan is

The Plan identifies phase one activities that WA Government agencies are undertaking to achieving the implement the four Priority Reform areas and the agreed socio-economic targets. It is expected that these actions will be refined and updated as the implementation process continues, new ways of working across government and in partnership with Aboriginal people are explored and embedded in practice, and the WA Government improves its understanding of what is working and what is not.

The actions included in the phase one Plan focus on the WA Government agencies with the most direct involvement in the achievement of the Priority Reforms and the socio-economic targets. As WA's planning and budgetary processes for Closing the Gap mature, future iterations of the Plan will have an increasing emphasis on strategic alignment and coordination across government portfolios and agencies. Actions from a broader range of WA Government agencies and statutory bodies will also be included.

The findings and outcomes of the national Productivity Commission reviews and Aboriginal and Torres Strait Islander-led reviews conducted under clauses 121 and 125 of the National Agreement, as well as the complementary activities of the draft Aboriginal Empowerment Strategy, will also inform future iterations of the Plan.

# Structure of the Plan

There are two parts to this Plan. Part A provides a high-level summary of planned actions/activities that will be undertaken for each Priority Reform area and each socio-economic target. Part B provides an extensive inventory of existing and planned WA Government agency activities/programs/services.

## Part A

1. Part A contains a selection of system-level actions the WA Government intends to progress to address the Priority Reforms.
2. Agencies have been allocated lead and supporting responsibility for the achievement of socio-economic outcomes and targets, to embed responsibility for improved outcomes and working across traditional agency siloes, with collective reporting on progress.
3. Part A also contains summaries of the actions to be undertaken for each of the socio-economic outcomes and targets including:
  - WA's current performance against the relevant socio-economic target
  - key partnerships with Aboriginal people
  - key strategies relevant to the socio-economic target
  - key actions to implement these strategies
  - key areas for further development.

The socio-economic targets covered in this Plan are the target which were agreed in the National Agreement in July 2020 (that is, Targets 1 to 16). Future iterations of the Plan will address the additional targets, which will be agreed in 2021 and focus on access to information, community infrastructure and inland waters.

## Part B

Part B provides information on specific activities, programs and services relevant to each of the Priority Reforms and socio-economic targets. These are provided in the format requested by the Partnership Working Group and include:

- whether it is a new (since the signing of the National Agreement on 27 July 2020) or existing action
- the funding for the action
- the timeframe for the action
- the Minister responsible for carrying out the action.

By setting out the full range of actions relevant to Closing the Gap, Part B provides an overview of where efforts are concentrated and where gaps may exist. This information provides a baseline for better whole of government coordination, reduction of duplication and strategic alignment and supports better decision-making about where to focus future efforts.

WA has commenced the initial mapping of targets to outcome areas to better align, consolidate and streamline future government investment and activity. This will provide increased transparency, assist the development of joined-up approaches and investment and improve decision-making on government investment priorities. This work will be completed in partnership with the WA Aboriginal Advisory Council.

## Future iterations of the Plan

This phase one Plan will be updated in mid-2022 to reflect the progress, developments and learnings from the first 12 months of the implementation and reform. Further iterations will be informed by the same reflective process and developments under the draft Aboriginal Empowerment Strategy once implemented. This will be supplemented by annual and other reporting required under the Agreement. It is envisaged that, over time, the Plan will be informed by a growing range of perspectives and expertise.

Future iterations of the Plan will:

- reflect, and be informed by, new partnerships that are formed
- set out new initiatives, building on lessons learnt from developing and implementing the previous iterations, and the feedback received from stakeholders
- reflect any new agreements to which the WA Government is a party.

## Working in Partnership

### Development of the Plan

Aboriginal representatives, organisations and WA Government agencies were engaged in the development of this Plan and its actions. The following entities have played an important role in developing the Plan.

#### **Aboriginal Advisory Council of Western Australia**

The WA Government's key strategic partner in Closing the Gap is the Aboriginal Advisory Council of WA. The Aboriginal Advisory Council is established by statutory authority (the *Aboriginal Affairs Planning Authority Act 1972* (WA)) and provides advice to the WA Government on matters relating to the interests and wellbeing of Aboriginal people in Western Australia.

A working group of the Aboriginal Advisory Council informed the state's positions in the negotiation of the National Agreement. A reconstituted working group now provides advice specifically on the implementation of the National Agreement. That working group has been closely involved in the development of this Implementation Plan, ensuring that the plan properly responds to the priorities and expectations of Aboriginal people in Western Australia.

#### **Representation on the Coalition of Aboriginal and Torres Strait Islander Peak Organisations**

The Coalition of Peaks has one member based in WA – the Aboriginal Health Council of Western Australia (AHCWA). The Chair of AHCWA is also a member of the Aboriginal Advisory Council.

During the October to December 2019 engagement period prior to the signing of the National Agreement, the WA Government provided resources to AHCWA to undertake engagement forums on Closing the Gap in six locations in WA.

WA's new funding commitment and partnership with AHCWA to develop the ACCO sector is in recognition of AHCWA's expertise as a peak sector organisation and Aboriginal-led entity that can advise the WA Government on what is needed for Closing the Gap sector strengthening and to establish sectoral representation across the National Agreement's policy priority areas.

#### **Aboriginal Affairs Coordinating Committee**

The Committee is established under the *Aboriginal Affairs Planning Authority Act 1972* (WA). The Committee's role is to enable whole-of-government coordination on strategic government initiatives and policies that affect the cultural, health, social and economic outcomes for Aboriginal people in Western Australia. Membership is comprised of the heads of the following WA Government agencies:

- Department of the Premier and Cabinet (Chair)
- Department of Health

- Department of Education
- Department of Communities
- Department of Treasury
- Department of Planning, Lands and Heritage
- Department of Justice
- Western Australian Police Force

Several members of the Council, including the Co-Chairs, are also members of the Committee.

### **Senior Officer Group on Closing the Gap**

Consultations across the WA Government have occurred via a Closing the Gap Senior Officer group, initially established in 2018 to provide input into the negotiation of the new Agreement, comprising membership of many WA Government agencies. The Senior Officer Group has assisted with developing a whole-of-government approach to implementing the National Agreement, and coordinating the stocktake of programs and initiatives from within their own agencies. The Senior Officer Group has also provided extensive contributions to broader elements of the Implementation Plan, including components of Part A, according to each agency's relative responsibilities for each relevant Priority Reform or socio-economic target.

Additionally, extensive community engagement and consultation throughout WA during the Closing the Gap Refresh and to develop WA's draft Aboriginal Empowerment Strategy. This has also informed development of this Plan.

The WA Government has also been heavily involved in developing and progressing the National Agreement since commencement. This has included participating in the Data and Reporting Working Group, the Partnership Working Group (PWG), the Drafting Group, and Joint Council meetings, the Partnership Health Check and a number of working groups formed to progress commitments under the National Agreement, such as the development of the new targets. The WA Government has also undertaken significant activity across state agencies to advise on the requirements of the National Agreement and to coordinate state input to the implementation of the National Agreement, as elements are progressed and refined in partnership with the National Coalition of Peaks.

## **Working with the Australian Government**

The WA Government is committed to building on the inter-jurisdictional cooperation and commitment that enabled the negotiation and signing of the Partnership Agreement<sup>2</sup> and the National Agreement.

Recently, the National Cabinet and Indigenous Affairs Taskforce (the Taskforce) have been established as part of Australia's federal governance architecture. The terms of reference of the Taskforce acknowledge the pre-existing structures for national leadership, coordination, cooperation and reporting on Closing the Gap, in the form of the Joint Council on Closing the Gap. The terms of reference are clear in stating that the Taskforce does not replace the Joint Council. Nevertheless, there will need to be careful consideration of the alignment between the Taskforce and the Joint Council as jurisdictions work together on national policy priorities related to improving outcomes for Aboriginal Australians. A key element of this will be the pursuit of complementary outcomes through other inter-governmental initiatives which impact on Closing the Gap outcome areas.

It is vital that the WA Government and Australian Government work in partnership to implement the National Agreement in WA. This was recognised in the 2008 National Indigenous Reform Agreement (NIRA), which was supported by a suite of Indigenous-specific National Partnerships, to which governments collectively committed approximately \$8.9 billion over ten years.

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<sup>2</sup> <https://www.coag.gov.au/about-coag/agreements/closing-gap-partnership-agreement>

The targets under the National Agreement are broader and more ambitious than those set under the NIRA. In order to make significant and sustained progress against this ambitious socio-economic target framework, implementation efforts in Western Australia will require joint funding and effort. Without Australian Government resourcing, our collective ability to meet targets will be severely impacted, especially in remote areas of Western Australia.

## **Working with Local Government**

Local governments are integral to the achievement of positive outcomes through the implementation of Closing the Gap. Their local knowledge, relationships and mechanisms for community engagement present opportunities to contribute to both the Priority Reforms and the socio-economic targets. The working relationship between the WA Government and local governments is predominately overseen by the State-Local Government Partnership Agreement. This State-Local Government Partnership Agreement recognises the complementary strengths of each level of government, and acknowledges that in a large and diverse state, working together is necessary to address challenges and realise opportunities, and it promotes the effective and efficient use of public resources.

It is envisaged that a new partnership agreement will be finalised during 2021, to update the nature of the relationship between the WA Government and local governments. As part of that, the new agreement will specifically acknowledge implementation of the National Agreement on Closing the Gap as an area of focus for state and local government. The WA Government and local governments will identify a forum for regular collaboration and engagement on Closing the Gap. The WA Government will seek to formalise its working relationship through the WA Local Government Association (WALGA). WALGA will also continue to work through the federal structure of local government associations, headed by the Australian Local Government Association, to liaise and learn from the actions of local governments in other jurisdictions.

## **Working at a regional level**

Regional approaches to implementation are essential due to Western Australia's vast geography, diversity of communities and associated opportunities and challenges in different parts of the state.

The WA Government will ensure that implementation actions under Closing the Gap are planned and carried out at regional level. In many cases, this will involve working within existing structures, such as Regional Development Commissions, regional offices of WA Government agencies, District Leadership Groups and local governments. At the same time, it will be crucial to ensure that Aboriginal organisations and communities are substantially represented, and are equal partners in this process.

Regional partnership models are a component of the draft Aboriginal Empowerment Strategy, to create direct channels for systematic involvement in state-wide planning. The state's approach to regional representative structures will be informed by developments under the National Indigenous Voice process.

# A Strategy for Aboriginal affairs in WA

The WA Government had commenced work to develop a draft Aboriginal Empowerment Strategy (the draft Strategy) prior to the development of the National Agreement. Until 2021, Western Australia did not have a formal, whole-of-government strategy to guide the WA Government's efforts to promote better outcomes for Aboriginal people. While individual agencies have their own strategies, frameworks, policies and plans, these generally focus on the activities of that agency without a clear connection to a broader strategic vision across the government as a whole.

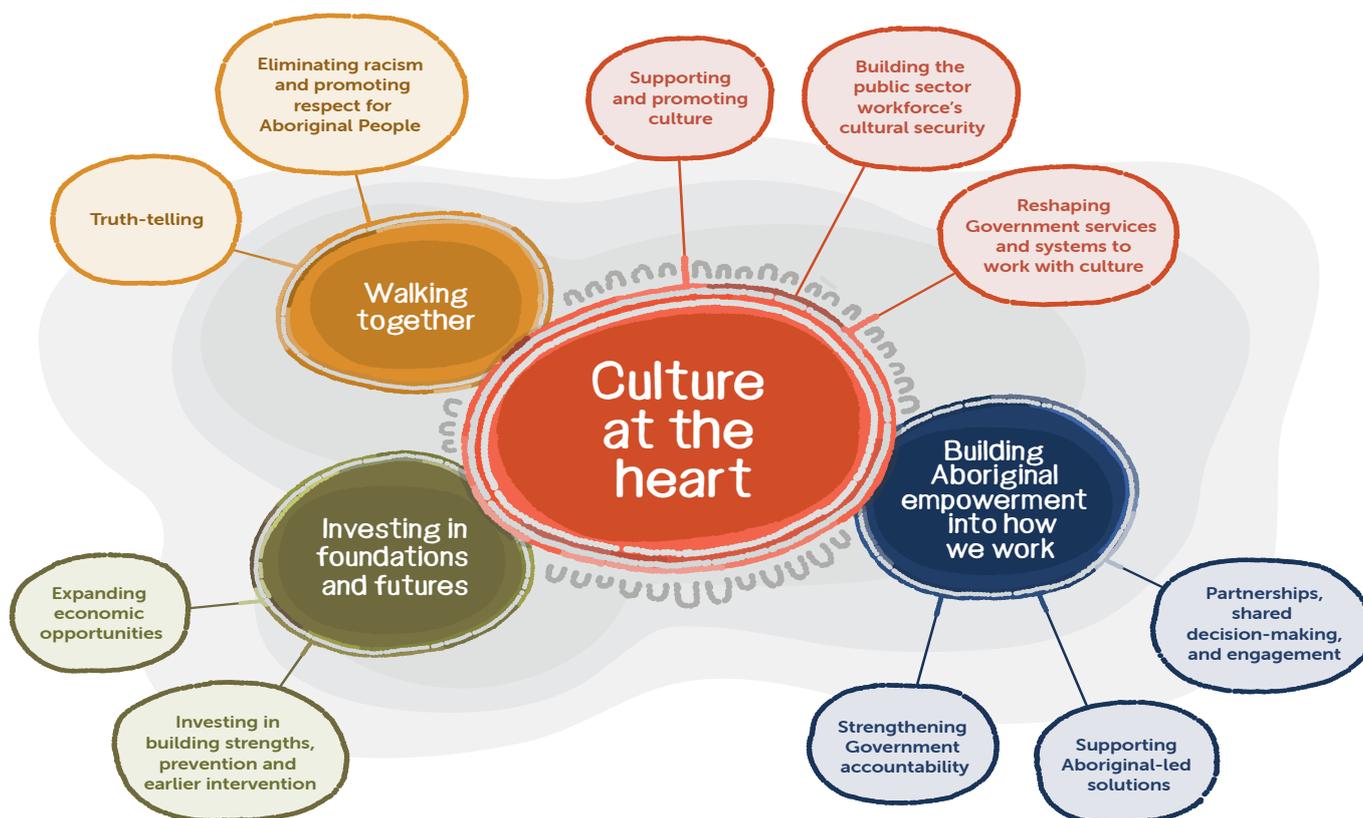
Since 2017, the state has been working across government and with Aboriginal people and organisations to develop a strategic policy framework for Aboriginal affairs. A discussion paper, *A Path Forward: Developing the WA Government's Aboriginal Empowerment Strategy*, was released for public comment in December 2019. Working in close collaboration with the Aboriginal Advisory Council, subsequent feedback was assessed and used to inform the draft Strategy.

The draft Strategy sets out how the WA Government will direct its efforts towards a future in which all Aboriginal people, families and communities are empowered to live good lives and choose their own futures from a secure foundation. The policy approach emphasises empowerment and building strong futures from strong foundations. It embeds shared-decision making and accountability in the way WA Government agencies work, aligning well with the spirit of systemic reform within the National Agreement.

The following principles will guide implementation of the draft Strategy:

- empowerment and self-determination (partnership, shared decision making and genuine engagement)
- culture, country and family
- diversity of people and places
- integrated, culturally responsive and secure services
- accountability and evaluation
- equity and equality.

The elements of the draft Strategy are set out below:



## Alignment of draft Strategy with the Plan

The National Agreement is broad in its scope, and most of the elements of the draft Aboriginal Empowerment Strategy align directly to the four Closing the Gap Priority Reform areas.

Elements of the draft Strategy expand on the commitments under the National Agreement, reflecting the state's approach to Aboriginal affairs policy and the priorities expressed by Aboriginal people in Western Australia. These are:

- Supporting and Promoting Culture
- Eliminating Racism and Promoting Respect for Aboriginal People in broader society
- Truth-telling
- Expanding Economic Opportunities
- Investing in Building Strengths, Prevention and Earlier Intervention.

Actions currently being taken by the WA Government to progress these strategic directions are highlighted and included in Section 3 of Part A of this Plan. These initiatives are examples only, rather than a comprehensive list of all of the actions the government is taking in each area. Future iterations of the Plan may use a different structure or approach for these elements.

Partnership is central to implementing both the Closing the Gap Agreement and the draft Aboriginal Empowerment Strategy. In the past, all levels of government have worked in ways that have not always respected or listened to Aboriginal people, or accounted for Aboriginal people's expertise and experience. This has often led to poor outcomes and frustration for Aboriginal people.

Future actions of the WA Government will be guided by the principles of partnership, including genuine engagement and shared decision making, as set out in the [Partnership Agreement on Closing the Gap](#), the National Agreement and the draft Aboriginal Empowerment Strategy.

This Plan sets out the initial steps the WA Government will take to work with its Aboriginal partners as well as with the Australian Government and local governments to implement the National Agreement.

In 2021-2022, to align the implementation of the draft Strategy, with the implementation of the National Agreement, the WA Government will:

- Prioritise actions for implementation under the draft Strategy for policy and systems reform that supports and enables the achievement of Closing the Gap commitments and outcomes
- Promote and celebrate examples of government agency engagement and support for Aboriginal cultures.

## Governance

The National Agreement establishes mechanisms for governance and accountability.

A Joint Council on Closing the Gap has been established to oversee implementation of the National Agreement. The Joint Council is comprised of one Minister from each jurisdiction and one representative from the Australian Local Government Association plus 12 representatives nominated by the Coalition of Peaks. The Joint Council is supported by a Partnership Working Group, made up of senior officials from the government parties and representatives from the Coalition of Peaks.

Under the National Agreement, governments will be held publically accountable for their actions towards Closing the Gap.

The National Agreement sets out the requirements for public accountability, which are:

- Annual reporting on implementation activities and progress towards achievement of the Priority Reforms and targets
- Annual publication of a dashboard by the Productivity Commission, to ensure that all Australians are able to access up-to-date data on the Closing the Gap targets and outcomes,

The WA Government will continue to participate in the national Closing the Gap Data Development and Reporting Working Group to contribute to the development of options and measures to report more, and more meaningful, data.

## Jurisdictional governance and accountability

The inherent cross-portfolio nature of Aboriginal Affairs and the policy and reform agenda requires effective whole of government coordination and consistent application across government. Although accountability for socio-economic outcomes and targets has been allocated to lead and supporting agencies, the achievement of these and the broader reform agenda set out in the draft Aboriginal Empowerment Strategy, requires collective effort, leadership and accountability across the public sector. This will ensure the most strategic and coordinated use of investment and resources, and strategic engagement with the Australian governments.

A key component of the draft Aboriginal Empowerment Strategy is the strengthening of government accountability through the development of an accountability framework that will report on the government's implementation of the Strategy and on Closing the Gap outcomes. The WA Government will continue to improve, refine and establish governance structures and processes to oversee and monitor effective implementation of the Strategy and this Plan.

The Aboriginal Affairs Coordinating Committee (the Committee) will continue its important coordination role led by key Directors General and Aboriginal Advisory Council members and provide advice on whole-of-government matters. The Committee agendas and reporting will include mechanisms to ensure that agencies are held to account for the progress and delivery of commitments under the National Agreement. The Committee will refer whole-of-government matters to ensure that the government meets its commitments. The Department of the Premier and Cabinet's Closing the Gap Implementation Team will support these arrangements.

In 2021-2022, to improve governance and accountability, the WA Government will:

- Enhance governance structures and processes that impact on whole-of-government Aboriginal Affairs policy and structural reform decision-making and implementation, including commitments to Closing the Gap
- Establish a central Closing the Gap Implementation Team to ensure effective implementation of the National Agreement and to ensure progress and compliance across government in line with enhanced governance processes
- Analyse all state activity and investment attributed to Closing the Gap to improve alignment with outcomes and increase transparency of investment to support the outcomes
- Develop an accountability framework for Aboriginal Affairs that ensures accountability for the delivery of the draft Aboriginal Empowerment Strategy and Closing the Gap outcomes.

## Reviews

In addition to the annual reporting mechanisms, the National Agreement contains the following review mechanisms.

### **Productivity Commission Review**

The Productivity Commission will undertake a comprehensive review of progress every three years. The review will provide an analysis of progress on Closing the Gap against the Priority Reforms, targets, indicators and trajectories, and examine the factors contributing to progress.

### **Aboriginal and Torres Strait Islander-led Review**

These reviews will be carried out within 12 months of the Productivity Commission reviews. They are intended to capture the lived experiences of Aboriginal people and communities and to complement the Productivity Commission reviews.

Both types of reviews will be provided to the Joint Council and also made public. They will inform ongoing implementation of the National Agreement, highlight areas where progress is being made and where additional effort is needed.

## Reporting and Measurement

Importantly, the Plan enables Aboriginal people and the broader public to clearly see what the WA Government has said it will do and how well it is delivering on its commitments.

The WA Government will publish annual reports that will provide information on Western Australia's progress against the Plan, and under the Agreement generally. In accordance with the National Agreement, these annual reports will:

- draw from the Productivity Commission dashboard and annual data compilation report
- include information on activities to implement the Priority Reform areas
- include outcomes of the review of partnership arrangements under Priority Reform One
- include information of action taken to strengthen the community-controlled sector under Priority Reform Two
- include information on the implementation of government organisation transformation elements under Priority Reform Three
- demonstrate how efforts, investment and actions are aligned and support the achievement of Closing the Gap goals
- set out information on the allocation of funding to Aboriginal community-controlled organisations and other Aboriginal organisations for the purposes of clauses 24, 55a and 55b, and 135 of the National Agreement.

Annual Reports will also highlight useful insights reflecting differences or similarities between regions, or between urban, regional and remote contexts.

The WA Government will explore opportunities to work with local governments to capture information about their actions to contribute to the Closing the Gap outcome areas.

Through the *Integrated Planning and Reporting Framework and Guidelines*, local governments establish local priorities and link these to operational functions. The Department of Local Government, Sport and Cultural Industries is undertaking a review of the framework and guidelines in 2021 to ensure Closing the Gap priorities and targets are adequately addressed. Local governments will also have the opportunity to provide information on their activities in relation to the Closing the Gap outcome areas through their Compliance Audit Return.

## Evaluation

WA's approach to evaluation will be informed by the evaluation requirements and processes being progressed under the National Agreement. To promote a consistent approach to the evaluation of initiatives under the Plan, the WA Government will develop an evaluation framework within the first 12 months. This will include a statement of key principles and requirements for evaluation and processes for planning and reporting. Along with ongoing monitoring and data analysis, this will contribute to an evidence base that supports assessment of progress towards the targets and the impact of implementation actions.

In 2021-2022, to drive improvements in evaluation, the WA Government will:

- Develop an evaluation framework to ensure a consistent approach to the evaluation of initiatives under the National Agreement
- Develop mechanisms and processes to publically share data and reporting on progress towards achievement of priority reforms and targets
- Work collaboratively with the Productivity Commission to ensure that accurate and up-to-date information from Western Australia is reflected in the publically accessible national dashboard and in the annual national data compilation report.

## Section 2 - Priority Reform Areas

The Priority Reforms in the National Agreement support the structural and systemic reforms needed to reset relationships between Aboriginal people and government. These reforms are critical enablers for better outcomes for Aboriginal Western Australians and the WA Government is committed to embedding them into activities across the whole of government.

The four Priority Reforms are centred on new approaches to partnerships and shared decision-making; building the Aboriginal community-controlled sector; transforming government organisations; and sharing access to data to support local decision-making.

Throughout WA Government agencies, there are many activities and initiatives already underway that support these Priority Reforms. The draft Aboriginal Empowerment Strategy provides the WA's strategic framework for system-wide reform. We will build from these foundations but acknowledge there is significant work to be done to integrate activities, reduce duplication and sharpen our focus to ensure we meet our commitments under the National Agreement.

In this section, the following information is provided for each of the four Priority Reform areas.

- the outcomes, targets and agreed indicators in the National Agreement
- the partnership and jurisdictional actions set in the National Agreement
- the supporting section(s) from WA's draft Aboriginal Empowerment Strategy
- WA's actions to be continued or commenced in the next 12 months

# Priority Reform One: Partnership and shared decision-making

## Commitments under the National Agreement

For Priority Reform One, the National Agreement sets out the following outcomes, targets, indicators and actions.

**Outcome** Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.

**Target** There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives.

### Indicators

- Partnerships reviewed (new or existing) meeting the 'strong partnership elements' (as defined in the National Agreement):
  - Partnerships are accountable and representative
  - Partnerships having a written formal agreement
  - Partnerships having clear provisions of shared decision-making between government and Aboriginal and Torres Strait Islander partners
  - Adequate funding for Aboriginal and Torres Strait Islander parties to be partners with governments in formal partnerships
- Number of partnerships by function, such as decision-making or strategic
- Outcome indicators:
  - Proportion of Aboriginal and Torres Strait Islander Australians reporting they are able to have a say in their community on issues important to them
  - Proportion of Aboriginal and Torres Strait Islander Australians reporting improvements in their communities

### Partnership actions under the National Agreement

The WA Government is committed to partnership actions under the National Agreement, including working with the Joint Council to establish:

- six place-based partnerships throughout Australia that respond to local priorities and include the 'strong partnership elements'
- a joined up approach to five policy priority areas, which are: Justice, social and emotional wellbeing, housing, early childhood and development, and Aboriginal and Torres Strait Islander languages.

### Jurisdictional actions under the National Agreement

- Building and strengthening structures that empower Aboriginal people to share decision-making authority with governments to accelerate policy and place-based progress against Closing the Gap.
- Undertaking a stocktake of partnership arrangements already in place and then undertaking work to review and strengthen these arrangements.



## Alignment with the draft Aboriginal Empowerment Strategy

Closing the Gap requires more than just better services – it needs a fundamental change in the relationship between Aboriginal people and the government. This means shifting away from structures that falsely position Aboriginal people as passive, individual consumers of services, to those that empower Aboriginal people and communities to take an active role in building strong foundations and futures. Self-determination, while meaning different things to different people, captures the essence of this idea. For a long time, Aboriginal people have worked to gain a greater say in the design, delivery and evaluation of programs and services. The message has been clear: lasting improvements in outcomes will only come from approaches that draw on Aboriginal people’s perspectives, priorities, knowledge, experience, and ways of working.

Greater Aboriginal involvement and influence leads to more effective outcomes for a number of reasons, including:

- The people affected by a decision are likely to have valuable information, expertise and lived experience not otherwise available to the government;
- People who have a personal stake in the outcome of a decision or initiative are likely to be more aware of key risks and opportunities not apparent to others;
- Where an initiative or service is seen as legitimate and community-owned, there is likely to be greater buy-in, participation or – in the case of laws or regulations – compliance; and
- Through active participation, people can gain a sense of personal empowerment that builds their confidence to make a positive difference in other areas. By contrast, feeling disempowered by a process can have negative impacts on a person’s sense of control in other areas of their lives.

## WA's Action Plan for Priority Reform One

Actions that the WA Government will commence or continue to be progressed over the 12-month phase one period of the implementation are outlined below. These include key reform initiatives and commitments that are already underway (identified in the stocktake in Part B of this Plan) as well as initial actions that are considered essential to enable progress under the Priority Reform areas.

### Priority Reform One

#### – formal partnerships and shared decision-making

Commitment	WA Government Action	Lead agency	Timeframe
1. Build and strengthen structures for Aboriginal representation in decision-making	<p>Consider both state-wide and regional representation, and aim to maximise alignment with the national Indigenous Voice process.</p> <p>Work in partnership with Aboriginal people to develop options for a formal system for Aboriginal representation in Western Australia, to enable stronger engagement and partnership between Aboriginal people and the government.</p>	Department of the Premier and Cabinet (DPC)	Commencing 2021-22
2. Review regional coordination arrangements for WA Government agencies	<p>Continue to support regional coordination arrangements ensuring representation of government and non-government sectors, Aboriginal and community organisations.</p> <p>Support the establishment of more formal mechanisms for engagement with Aboriginal organisations and communities at the regional level.</p> <p>Maximise opportunities for involvement of local government in engaging with the community in delivery of local services.</p> <p>Support better visibility of place-based initiatives, for shared decision-making in designing and delivering locally relevant, holistic and inclusive responses and services.</p> <p>Seek to develop fit-for-purpose governance structures that support the ongoing work of regional coordination arrangements, align government action with local priorities, and capture unique regional knowledge and experience in central policy and decision-making.</p> <p>Leverage regional coordination arrangements as an important mechanism for supporting the implementation of the Community Development Framework under the South West Settlement Native Title Agreement.</p>	Department of Communities	Ongoing

Commitment	WA Government Action	Lead agency	Timeframe
3. Strongly involve Aboriginal people in service design through a State-wide Commissioning Strategy and Agency Commissioning Plans	<p>Develop a state-wide Commissioning Strategy to gain a whole-of-government perspective and approach to the commissioning of community services. The Strategy will help shape a more coherent, coordinated and holistic approach to delivering sustainable human and community service outcomes.</p> <p>The state-wide Commissioning Strategy will incorporate individual agency-level Commissioning Plans. In developing their plans, agencies will focus on key policy priorities, including commitment to increase the proportion of services delivered by Aboriginal organisations, particularly Aboriginal community controlled organisations (ACCOs), and to support outcomes aligned with Closing the Gap targets.</p>	Department of Finance	Commencing 2021-22
4. Improve the alignment of agency-specific Aboriginal advisory bodies	The Aboriginal Advisory Council of Western Australia will formalise links with and between agency-specific Aboriginal advisory bodies, improving whole-of-system alignment and collaboration on Closing the Gap and Aboriginal affairs more broadly.	DPC	Commencing 2021-22
5. Establish a new approach to place-based and policy partnerships	<p>Confirm a location for the place-based partnership, after which a formal written partnership agreement will be negotiated.</p> <p>WA Government agencies will review how their regional governance arrangements intersect with the partnership arrangements.</p> <p>Engage with Commonwealth and local governments about their involvement in the partnership.</p> <p>Work through the governance architecture established to progress the joined up approach to reducing rates of incarceration of Aboriginal people in Western Australia.</p>	DPC	Commencing 2021-22
6. Establish policy partnerships	Continue to contribute to the foundational arrangements of the first partnership, the justice policy partnership. The justice policy partnership will focus on issues and actions that will deliver progress towards Outcomes 10 and 11 of the National Agreement.	DPC	Commencing in 2021-22

Commitment	WA Government Action	Lead agency	Timeframe
7. Complete stocktake of existing partnership arrangements across government	Build on the initial stocktake of partnership arrangements, compiled in the development of this Plan and work with agencies and the ACCO Consortium to commence partnerships in the priority sector and policy areas in the second half of 2021.	DPC	Commencing in 2021; Stocktake to be completed in 2022
8. Maximise the partnership opportunities of native title agreements	Continue to take a new approach to native title negotiations that seeks to maximise the economic, cultural and social value of the agreements, and embeds ongoing partnership arrangements into the future.  This approach promotes cross-government coordination and encourages parties to address local priorities in a creative and holistic way. It is also sensitive to how agreements with traditional owner corporations fit within the broader landscape of Aboriginal partnerships.	DPC	Ongoing
9. Support Aboriginal leadership through implementation of the WA Recovery Plan	Support a reporting mechanism across the full range of Recovery Plan projects  Pilot a collaborative whole-of-government approach to Aboriginal engagement in the management of selected projects.	DPC	Differs per project

# Priority Reform Two: Building the community-controlled sector

## Commitments under the National Agreement

For Priority Reform Two, the National Agreement sets out the following outcomes, targets, indicators and actions.

**Outcome:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.

**Target:** Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations.

### Indicators

- Number of Aboriginal community-controlled organisations (ACCOs) contracted by governments across the Closing the Gap socio-economic outcome areas of the Agreement
- Number of government contracts awarded to ACCOs
  - By agency with a funding prioritisation policies across all Closing the Gap outcomes
  - Under new funding initiatives decided by government which are intended to service the broader population across socio-economic outcome areas
- Number of sectors with elements of a strong sector, by element:
  - Number with sustained investment in capacity building
  - Number with a dedicated workforce and wage parity
  - Number supported by a peak organisation with strong governance and policy development capability
  - Number with consistent and sustained funding arrangements to support agreed service delivery standards
- Outcome indicator
  - Proportion of Aboriginal and Torres Strait Islander people reporting fewer barriers in accessing services

### Partnership actions under the National Agreement

The WA Government is committed to working in partnership with the Joint Council to develop Sector Strengthening Plans to support joint national effort. The first sectors are: early childhood care and development, housing, health and disability.

### Jurisdictional actions under the National Agreement

- Support a dedicated and identified Aboriginal workforce with wage parity
- Sustained capacity building and investment in the ACCO sector including:
  - ACCOs are supported by a peak body
  - ACCOs have dedicated, reliable and consistent funding
  - Increase the proportion of services delivered by Aboriginal organisations by:
    - implementing funding prioritisation policies across all Closing the Gap outcome areas that require decisions about preferencing ACCOs as service providers
    - where funding initiatives that are intended to service the broader population, ensure a meaningful proportion is allocated to Aboriginal organisations.



## Alignment with the draft Aboriginal Empowerment Strategy

To achieve secure foundations and bright futures, Aboriginal and non-Aboriginal people alike may need support and assistance from a range of services. For many Aboriginal people, such services are more effective when designed and delivered by Aboriginal community-controlled organisations. It is recognised that some Aboriginal people may prefer to use mainstream services, in which case cultural security is critical.

The service sectors where Aboriginal community-controlled organisations have unique advantages are those where effectiveness relies on the client seeing the service provider as trusted, legitimate, culturally secure and able to understand the client's perspective. This is clearest for services that depend on voluntary engagement (such as maternal health or early childhood programs) and services that support clients to make personal changes in their lives (such as healthy lifestyles, youth mentoring, or family violence programs). Other relevant sectors include disability services and tenancy management.

The existence of a vibrant Aboriginal services sector also contributes to communities' broader experience of empowerment and self-determination. Further, Aboriginal community-controlled organisations are well placed to work with Government and mainstream service providers to improve the capacity of those providers to deliver culturally secure services to Aboriginal clients.

Currently, many of the services described above are provided by non-Aboriginal organisations through government contracts or grants. Some providers partner with local Aboriginal organisations, but the level of engagement is not consistently high. Even where services are delivered by Aboriginal front-line staff, decisions about service design are often made by non-Aboriginal people who do not have direct experience of the local context.

To achieve better outcomes, Government agencies will work to:

- i) Significantly increase the proportion of service delivery by Aboriginal community-controlled organisations in relevant sectors; and
- ii) Support Aboriginal organisations and the Aboriginal services sector to build capacity

## WA's Action Plan for Priority Reform Two

Actions that the WA Government will commence or continue to be progressed over the 12-month phase one period of the implementation are outlined below. These include key reform initiatives and commitments that are already underway (identified in the stocktake in Part B of this Plan) as well as initial actions that are considered essential to enable progress under the Priority Reform areas.

### Priority Reform Two

#### – building the community-controlled sector

Commitment	WA Government Action	Lead agency	Timeframe
1. Develop a whole-of-government Aboriginal Community-Controlled Organisation Strategy	<p>Develop a Whole-of-Government ACCO Strategy to:</p> <ul style="list-style-type: none"> <li>i) Increase opportunities for ACCOs to deliver services to their communities across the Closing the Gap outcome areas</li> <li>ii) Support Aboriginal organisations and the Aboriginal services sector to build capacity at the sectoral, organisational and workforce level – which in some cases could include the establishment of new ACCOs or the extension of existing ACCOs into new service sectors.</li> </ul> <p>The Whole-of-Government ACCO Strategy will coordinate investment in ACCOs, and implement policy changes to service commissioning and grant making. While the Strategy will relate to WA Government agencies, its adoption by local governments will be strongly encouraged.</p>	DPC	Target date for strategy completion: 2022
2. Support the establishment of the Western Australian Aboriginal Community-Controlled Organisation Consortium	<p>Contribute to the establishment of a consortium to represent Western Australian ACCOs. The consortium will:</p> <ul style="list-style-type: none"> <li>• support capability and capacity development in the ACCO sector;</li> <li>• advocate for the sector's interests; and</li> <li>• provide advice to the government and, where appropriate, collaborate or partner with the government on issues and priorities relevant to the ACCO sector or Aboriginal service-users.</li> </ul>	DPC	Target date for establishment of consortium: 2021-22

Commitment	WA Government Action	Lead agency	Timeframe
3. Building Aboriginal Community-Controlled Organisation capability	Continue to distribute the following grants <ul style="list-style-type: none"> <li>• \$3.388m for Closing the Gap – ACCO Sector Strengthening Grants</li> <li>• \$1.87m in Lotterywest grants to Aboriginal organisations in 2020-21</li> <li>• \$850,000 for Department of Communities’ ACCO Capability Building Grants Program</li> </ul>	DPC	2021
4. Develop a whole-of-government Commissioning Strategy	See Action 3 under Priority Reform One	Department of Finance	Commencing 2021-22

# Priority Reform Three: Transforming government organisations

## Commitments under the National Agreement

For Priority Reform Three, the National Agreement sets out the following outcomes, targets, indicators and actions.

**Outcome:** Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.

**Target:** Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism.

### Indicators:

- Aboriginal and Torres Strait Islander people employed in government mainstream institutions and agencies:
  - Total number, by level and agency
  - Number of identified Indigenous Australian positions by level and agency
- Aboriginal and Torres Strait Islander representation in governance positions in government mainstream institutions and agencies:
  - Proportion of Aboriginal and Torres Strait Islander membership on Boards
  - Aboriginal and Torres Strait Islander advisory bodies
- Number and proportion of government mainstream institutions and agencies with Reconciliation Action Plan (RAP) in place, by RAP type
  - 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 people
- Outcome indicators
  - Proportion of Aboriginal and Torres Strait Islander people reporting experiences of racism
  - Proportion of Aboriginal and Torres Strait Islander people who identify as feeling culturally safe in dealing with government mainstream institutions and agencies

### Partnership actions under the National Agreement

The WA Government is committed to working in partnership with the Joint Council to identify, develop or strengthen an independent mechanism that will support, monitor and report on the transformation of mainstream agencies and institutions.

## **Jurisdictional actions under the National Agreement**

- Undertake system-focused efforts to address features of systems that cultivate institutionalised racism
- Embed high-quality, meaningful approaches to promoting cultural safety, recognising Aboriginal and Torres Strait Islander people's strength in their identity as a critical protective factor
- Deliver services in partnership with Aboriginal organisations, businesses, communities, and people
- Improve transparency of resource allocation to, and distribution by, mainstream institutions in relation to dedicated Aboriginal and Torres Strait Islander servicedelivery
- Support Aboriginal and Torres Strait Islander cultures
- Ensure when governments are undertaking significant changes to policy and programs that primarily impact on Aboriginal and Torres Strait Islander people, they engage fully and transparently.
- Publish engagement approaches that give effect to the transformational elements



## Alignment with the draft Aboriginal Empowerment Strategy

The **cultural security** and **responsiveness** of Government agencies is fundamental to all of the elements of this Strategy. Evidence shows that services and initiatives that work from an informed cultural perspective, in both design and implementation, are generally more effective for Aboriginal people. Culturally responsive staff, services, systems, and workplaces are accessible, effective, welcoming, trusted and safe – in short, they work well for Aboriginal people.

Racism can manifest both in the attitudes and behaviours of individuals, and in the way that systems and institutions operate. It can be conscious or unconscious, explicit or implicit. Structural or systemic racism can exist even when the individuals who make up the system are actively trying to prevent racially discriminatory outcomes.

Racism can negatively affect Aboriginal people in a number of ways:

- it can have direct impacts on health, mental health, and wellbeing;
- it may dissuade Aboriginal people from accessing services, or make those services less effective in improving outcomes;
- it can impact Aboriginal people's economic opportunities, through direct discrimination or by discouraging participation due to anticipated racism; and
- overall, it can act as a barrier to Aboriginal people's full inclusion in Western Australian society, undermining trust and social cohesion, with negative consequences for all.

Achieving the goal of this Strategy depends on a high level of accountability for the actions of individual Government agencies and the Government as a whole.

Accountability is fundamental because it drives better performance and greater responsiveness, and increases the community's confidence that the Government is delivering on its commitments.

Any person or organisation with a job to do is likely to deliver better outcomes if they know that someone else is taking notice of what they are doing, what the results are, and whether they are doing what they said they would.

## WA's Action Plan for Priority Reform Three

Actions that the WA Government will commence or continue to be progressed over the 12-month phase one period of the implementation are outlined below. These include key reform initiatives and commitments that are already underway (identified in the stocktake in Part B of this Plan) as well as initial actions that are considered essential to enable progress under the Priority Reform areas.

Priority Reform Three requires fundamental changes to the way government agencies work with Aboriginal people. The WA Government acknowledges that reform in this area will be challenging but is an essential enabler for progressing the other Priority Reform areas.

### Priority Reform Three

#### – transforming mainstream agencies

Commitment	WA Government Action	Lead agency	Timeframe
1. Develop an accountability framework across Aboriginal Affairs	<p>Develop an accountability framework to provide for transparent measurement and reporting on progress under both the draft Aboriginal Empowerment Strategy and Closing the Gap.</p> <p>The accountability framework will address:</p> <ul style="list-style-type: none"> <li>the changes the government makes in the way it works with Aboriginal people; and</li> <li>the life outcomes that Aboriginal people experience.</li> </ul> <p>The framework will be refined over time, including by incorporating regional-level data and performance measurement as it becomes available.</p>	DPC	Commencing in 2021-22
2. Implement the draft Aboriginal Empowerment Strategy	Work with other agencies to implement the draft Aboriginal Empowerment Strategy and embed the strategic directions and principles into how they work with Aboriginal people.	DPC	2021
3. Embed Closing the Gap requirements throughout Government agencies	Work with senior officers at each government agency to develop an approach to communication, support, and guidance to embed the commitments under the National Agreement and the strategic directions of the draft Aboriginal Empowerment Strategy within all government agencies, from executive leadership to frontline service delivery staff.	DPC	Commenced 2021

Commitment	WA Government Action	Lead agency	Timeframe
<p>4. Grow and develop the Aboriginal public sector workforce at all levels</p>	<p>Implement the <i>Aboriginal and Torres Strait Islander People: Action Plan to Improve WA Public Sector Employment Outcomes 2020–2025</i>.</p> <p>In September 2020, the WA Government released the Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020-2025 and six supporting action plans for diverse groups, including the <i>Aboriginal and Torres Strait Islander People: Action Plan to Improve WA Public Sector Employment Outcomes</i>. The plan aims to increase the representation of Aboriginal people employed in the public sector to 3.7% and to support inclusive work environments. The strategy and plans were developed with input from agencies and other stakeholder organisations and groups.</p> <p>All agencies are responsible for working towards the aspirational target. Actions taken also require collaboration with Aboriginal and Torres Strait Islander people, whose ideas and participation are essential in making our sector as inclusive as possible.</p>	<p>Public Sector Commission</p>	<p>2021 - 2025</p>
<p>5. Review expenditure on Aboriginal programs and services</p>	<p>Undertake a review of current expenditure on Aboriginal programs and services.</p> <p>The review will identify opportunities to reprioritise spending for better outcomes, including potential options to deliver services through or in partnership with Aboriginal community-controlled organisations.</p>	<p>WA Treasury</p>	<p>Completed by mid 2022</p>

# Priority Reform Four: Shared Access to Data and Information at a Regional Level

## Commitments under the National Agreement

For Priority Reform Four, the National Agreement sets out the following outcomes, targets, indicators and actions.

This reform involves sharing government-held data – as well as supporting the capacity of Aboriginal organisations and communities to collect, manage and use data themselves. This acknowledges that historically, governments have held information about Aboriginal people without sharing it – and this must change in order to further empower Aboriginal people to make and participate in decisions about their futures.

**Outcome:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

**Target:** Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

### Indicators:

- Number of formal data sharing partnerships established between government agencies and Aboriginal and Torres Strait Islander people/organisations
- Number of comprehensive regional data profiles created
- Number of government initiatives established to make data more accessible and usable for Aboriginal and Torres Strait Islander communities and organisations
- Number of government agencies working in partnership with Aboriginal and Torres Strait Islander communities and organisations to build expertise in data collection and analysis

### Partnership actions under the National Agreement

The WA Government is committed to working in partnership with the Joint Council to establish six community data projects across Australia.

### Jurisdictional actions under the National Agreement

- Share available, disaggregated regional data and information with Aboriginal organisations and communities on Closing the Gap.
- Establish partnerships between Aboriginal people and government agencies to improve collection, access, management and use of data.
- Make data more transparent by telling Aboriginal people what data exists and how it can be accessed.
- Build capacity of Aboriginal and Torres Strait Islander organisations and communities to collect, and use data.

# Alignment with the draft Aboriginal Empowerment Strategy

## Principles – Accountability and evaluation

- The government is accountable for its actions, and must be transparent about these actions and their outcomes.
- Policies are to be informed by relevant evidence, including evaluations, research, and Aboriginal people's own lived experiences.
- Evidence and evaluation are central to policy design and service outcomes; the inclusion of Aboriginal people ensures evaluation is robust and accountable.
- Relevant data is to be made available to all participants in decision-making.
- Initiatives must be evaluated over realistic time frames; investment and services must be given enough time to show whether they are working.
- The accurate interpretation of data about Aboriginal people requires an Aboriginal cultural context and is best done in partnership with Aboriginal people.
- Innovation and flexibility are essential; evidence-informed policy does not mean doing only what has been previously proven to work.

## WA's Action Plan for Priority Reform Four

Actions that the WA Government will commence or continue to be progressed over the 12-month phase one period of the implementation are outlined below. These include key reform initiatives and commitments that are already underway (identified in the stocktake in Part B of this Plan) as well as initial actions that are considered essential to enable progress under the Priority Reform areas.

### Priority Reform Four

#### – shared access to data and information at the regional level

Commitment	WA Government Action	Lead agency	Timeframe
1. Complete scoping proposal for a Kimberley Data Project	Develop a scoping proposal to identify the specific data needs of government and non-government stakeholders. This project will identify options for aligning and improving data collection and options for providing Aboriginal organisations with access to data. A Project Reference Group, comprised of Government data custodians and Aboriginal organisations will share decision-making about the development and establishment of the project.	WA Country Health Service	Commenced 2021
2. Draft Privacy and Responsible Information Sharing Legislation	Develop the policy position to inform the development of whole-of-government Privacy and Responsible Information Sharing (PRIS) legislation to protect privacy and enable safe information sharing within the public sector and with trusted external bodies – this includes ACCOs.	DPC	Subject to legislative process
3. Publish regional information through publically available and easy to use dashboards	All government agencies will continue to explore innovative ways to make regional and outcome data they hold available and accessible to Aboriginal communities and organisations.	DPC	Commencing in 2021 – ongoing

# Section 3 - WA-Specific Priority Reform

The National Agreement is broad in its scope, and most of the elements of the draft Aboriginal Empowerment Strategy (the draft Strategy) align directly to the four Closing the Gap Priority Reform areas.

Certain elements of the draft Strategy expand on the commitments under the National Agreement and reflect the state's approach to Aboriginal affairs policy and the priorities expressed by Aboriginal people in Western Australia.

These are:

- Supporting and Promoting Culture
- Eliminating Racism and Promoting Respect for Aboriginal People in broader society
- Truth-telling
- Expanding Economic Opportunities
- Investing in Building Strengths, Prevention and Earlier Intervention.

Implementing the draft Strategy will support the significant system-wide reform required across and within WA Government agencies to achieve the commitments within the National Agreement.

An overview of each of the above elements is provided below along with some examples of initiatives the WA Government agencies have undertaken or are planning to undertake to achieve the intent. These are examples only, rather than a comprehensive list of all of the actions the government is taking in each area.

## Supporting and promoting culture

This element of the draft Strategy requires government agencies to:

1. Value, recognise and celebrate Aboriginal peoples' cultures, languages, relationships to country, knowledge, and heritage
2. Invest in initiatives that support Aboriginal cultural identity, cultural continuity and community leadership
3. Use agreements with Traditional Owner groups to recognise and support Aboriginal peoples' connection to culture, country and heritage

The history of colonisation and subsequent government policies in Western Australia produced significant, and in many cases deliberate, barriers to the continuity of Aboriginal cultures. Central aspects of Aboriginal cultures were, at different times, either disrupted, controlled, devalued or prohibited.

This has had profound and lasting negative impacts, evident across a range of social, health, educational and economic outcomes. Recent reports on suicide by young Aboriginal people have identified cultural continuity and identity as critical protective factors that contribute to resilience and wellbeing.

Because of this history and its ongoing effects, the government has an important role to play in supporting Aboriginal people's cultural identities, cultural continuity, community leadership and cultural authority.

## Aboriginal Cultural Centre

A flagship and state significant Aboriginal Cultural Centre (ACC) has been identified as one of Western Australia's most needed major cultural facilities. The ACC will provide a wonderful opportunity to recognise and celebrate a major part of the state's and nation's diverse Aboriginal art and culture. The ACC will be one of the world's leading centres for Aboriginal history, culture and tradition and will meet the need for an Aboriginal cultural experience in a growing tourism market.

The WA Government has committed to an Aboriginal-led planning process to inform the feasibility

and scope of such a centre. The ACC will be located in Perth on the traditional lands of the Whadjuk people in close proximity to the Derbarl Yerrigan (Swan River). The planning will be embedded in a cultural authority framework that provides for Aboriginal leadership and representation from the regions to determine how the art, artefacts, cultural knowledge, songs and stories belonging to traditional knowledge holders are expressed and displayed.

## **Connecting to Country grants**

The Department of Local Government, Sport and Cultural Industries ran the first round of the Connecting to Country grants program in November 2020 for activities commencing from 1 March 2021. A Peer Assessment Panel of Aboriginal people, with appropriate knowledge and experience to review the applications, was formed to assess the applications and make recommendations on funding. This resulted in 20 of 39 applications funded totalling \$447,867.

Of the 20 projects recommended for support, the majority describe Aboriginal Elders, youth and families coming together on-Country, some after many years away or without access to country, to participate in cultural camps. Through visits to significant sites, storytelling, dancing, song, traditional language, lore, exploring of traditional uses for plants, bush tucker and art, Elders as cultural knowledge holders will have the opportunity to connect the next generation of cultural custodians and leaders to their country and culture by walking alongside them and teaching with on-Country resources.

There is intent across many projects to record the sharing of knowledge, some using innovative techniques and software such as 3D mapping and cloud-based apps or utilising aerial scanning as a tool to map landforms, rock art or find lost sites of significance. Round Two of Connecting to Country is scheduled to open in later in 2021 for initiatives commencing from February 2022.

## **WA Museum Boola Bardip**

A \$400 million new WA Museum Boola Bardip was opened to the public in November 2020. Boola Bardip means 'many stories' in Whadjuk Noongar language. WA Museum Boola Bardip has been developed with a 'People First' approach, and its content and experiences have been informed by four Community Panels, the WA Museum Aboriginal Advisory Committee, the Whadjuk Content Working Group, and direct engagement with more than 54,000 people across WA.

In addition to Ngalang Koort Booja Wirn, its Aboriginal cultural materials gallery, the Museum features the stories and perspectives of Aboriginal and Torres Strait Islander peoples throughout, and offers education programs which focus on exploring the knowledge, histories and cultures of Western Australia's First People to students from kindergarten through year 12.

## **Gnarla Boodja Mili Mili (Our Country on Paper)**

Gnarla Boodja Mili Mili is an exciting initiative acknowledging the names of Noongar places throughout the Perth CBD area, also known as Boorlo or Burrell in the Noongar language. It is designed to be a living and interactive document that can be updated and added to with cultural knowledge overtime.

The map was compiled by the Department of Local Government, Sport and Cultural Industries and launched in partnership with the City of Perth. Its release coincided with the "International Year of Indigenous Languages", which has been declared by the United Nations General Assembly in order to encourage urgent action to preserve, revitalise and promote Indigenous languages.

The map features just some of the many place names that have been passed down from one generation to the next. It identifies sites such as popular camping (kalla) and hunting grounds, natural landmarks and sacred places traditionally known to Noongar people as they moved amongst the lakes, coastal plain and hills of the Perth region, following the six Noongar seasons.

## Aboriginal Journey Ways

The Aboriginal Journey Ways Project is a collaborative initiative between Main Roads WA and Kurongkurl Katitjin, the Centre for Australian Indigenous Education and Research at Edith Cowan University. The first stage of the Project documented traditional Aboriginal journey ways, tracks and places aligned to the Main Roads road network.

Five reports were produced that include traditional narratives and maps aligned with modern roads and bridges and include the spiritual significance of the route and information about Aboriginal occupation. The idea of a journey relates to the passage of people through time and the landscape.

The research highlights the significance of country and journey for Aboriginal peoples where groups of Aboriginal peoples and families made journeys, often over many generations. It demonstrates that Aboriginal people and their culture were shaped by great journeys into new landscapes.

To honour this part of Aboriginal culture and heritage, Main Roads plans to share these journeys and associated stories with the wider community, road users and visitors to Western Australia via an online story map and signage on the road network.

## Aboriginal Ranger Program

The WA Government developed the Aboriginal Ranger Program to create jobs and training and community development opportunities for Aboriginal people across a range of tenures in regional and remote communities across Western Australia.

Led by the Aboriginal community and Aboriginal organisations with support from the Parks and Wildlife Service at the Department of Biodiversity, Conservation and Attractions and across government, the program is helping Aboriginal organisations manage country and protect the environment across WA in partnership with the public and private sectors. Funding is available for jobs for Aboriginal rangers, training, and community development.

Since its commencement in 2017-18, the program has continued to train and employ Aboriginal rangers to undertake land and sea management activities including:

- biodiversity monitoring and research
- traditional knowledge transfer
- fire management
- cultural site management
- feral animal and weed management
- cultural awareness and immersion experiences for visitors
- guided welcome to country tours and/or talks for visitors
- management of visitors or tourists and tourism assets education programs and mentoring.

\$50 million has been committed to expand the Aboriginal Ranger Program

## Preserving Our Aboriginal Sites – grants program

The grants program administered by the Department of Planning, Lands and Heritage offers financial support to Aboriginal not-for-profit organisations to undertake projects that protect and preserve registered Aboriginal sites.

Projects are required to demonstrate the following outcomes:

- Preservation and protection of an Aboriginal heritage site(s)
- Sustainable, long-term heritage benefits
- Public benefit and increased awareness of Aboriginal heritage
- Opportunities and benefits for Aboriginal people and organisations.

The 2020/21 Preserving our Aboriginal Sites grant recipients were 10 not-for-profit Aboriginal organisations for a range of projects to protect and preserve registered Aboriginal sites across the State. This year, grants from \$6,447 to \$30,000 will help share cultural stories through interpretive signage designed by Aboriginal artists, install fencing to protect gravesites and protected areas, establish a Keeping Place for cultural materials and help preserve Aboriginal heritage through cultural mapping, site restorations and ongoing land management and maintenance.

## Eliminating racism and promoting respect for Aboriginal people

This element of the draft Strategy requires the government to reduce the incidence and negative impacts of racism both within state agencies and the broader public, and to promote greater understanding of the state's history and the cultures of its First Peoples.

### Aboriginal and Dual Naming Guidelines

The Aboriginal and Dual Naming Guidelines, launched in November 2020, provide a framework for naming Western Australian geographic features and places with Aboriginal names, to help preserve and reawaken local languages and resolve situations where existing place names are offensive or hurtful.

Recent applications of the guidelines include renaming Mount Misery to Bilbiljim in the Miriwoong language; renaming Lake Disappointment to Kumpupintil Lake in Martu language, and the naming of a new locality near Margaret River – Yebble – in honour of a local Noongar hero (who was also known as Mr Samuel Isaacs). Mr Isaacs was pivotal in a heroic rescue in 1876 where, together with Ms Grace Bussell, they rescued 54 passengers from the shipwrecked SS Georgette at Redgate Beach.

### Partnership with Reconciliation WA

The WA Government, through the Department of the Premier and Cabinet, has entered a four-year funding partnership with Reconciliation WA to support their work. Through the partnership, Reconciliation WA provides strategic advice towards the development of a Lead Agency Reconciliation Action Plan. The future direction of the partnership will be guided by Reconciliation WA's strategic refresh that is currently underway, and being led by their new CEO, Ms Jody Nunn.

### Partnership, Acceptance, Learning and Sharing (PALS) program

The PALS program provides funding and teaching resources to promote and advance reconciliation in local communities. Schools may apply for grants for a wide range of projects to incorporate and increase the understanding of Aboriginal cultures, histories and communities. This may include creating a language or dance program, attending a cooking lesson using traditional bush tucker or creating a book in the local Aboriginal language.

A Project Toolkit has been developed to assist educators to integrate reconciliation projects into the classroom through the meaningful teaching and learning of Aboriginal histories, cultures and communities, and provides resources to assist schools to plan and develop PALS projects.

In 2020, PALS funded a total of 678 projects in 643 schools (60% of all schools in WA), engaging 100,000 students across the State.

### Reconciliation Week Street Banners Project

Reconciliation Week is celebrated annually from 27 May to 3 June and recognises the importance of Aboriginal and Torres Strait Islander histories, cultures and achievements. The Department of Local Government, Sports and Cultural Industries coordinates the display of reconciliation week banners in prominent locations across Western Australia. This project makes strong public statement by state and local governments and a growing number of other organisations that support the project, about the significant place of Aboriginal people and culture within our community, and the need to tackle racism in all of its forms.

## Truth-telling

This element of the draft Strategy requires each government agency to contribute to truth-telling and incorporate it into their business.

Truth-telling is a process used by societies across the world to help come to terms with conflict, upheaval or injustice. For this draft Strategy, truth-telling means ensuring the story of Aboriginal people is properly told and understood. This is intended to do two things:

- a. promote healing for Aboriginal people, families and communities; and
- b. contribute to efforts within the government and broader society to eliminate racism, promote understanding, and avoid repeating the wrongs of the past.

## Wadjemup Project

The Wadjemup Project is a partnership between the WA Government and Aboriginal people to acknowledge Wadjemup/Rottnest Island's cultural value for Whadjuk Noongar people, and also the Island's history of Aboriginal incarceration, segregation and forced labour from 1838-1931.

The project will pay homage to the Aboriginal men and boys who lost their lives during incarceration at Wadjemup and who are buried on the Island in the Wadjemup Aboriginal Burial Ground, adjacent to the Quod (former prison building). This project adopts a holistic approach to the future plans for truth-telling, healing and memorialisation.

## Aboriginal History Unit

### (Department of Local Government, Sports and Cultural Industries)

The Aboriginal History Unit develops educational and historical resources to connect Aboriginal people with their families through archival and oral historical research, and publicly promotes an in-depth understanding of Aboriginal history in Western Australia. The Unit engages in and facilitates truth-telling as a source of healing and reconciliation.

A recent example is *No Less Worthy: Acknowledging Western Australian Aboriginal Men in World War I* (2019). This significant educational and historical resource, which reflects painstaking genealogical and archival research, brings to life the stories of Western Australia's Aboriginal volunteers and soldiers, and the inequalities and injustices faced by those who returned from war to life under the *Aborigines Act 1905*.

## Lock hospitals – heritage protection and commemoration

"Lock hospitals" were established to manage the spread and treatment of sexually transmitted diseases among Aboriginal people. Aboriginal individuals who were said to have the non-specific diagnosis of "venereal disease", were forcibly removed from country and transported to the hospital, where they were held against their will and in poor conditions.

Port Hedland's Lock Hospital and Burial Ground, which contains the only standing remains of a lock hospital in Western Australia, was added to the State Register of Heritage Places in 2019. Aboriginal people were incarcerated at the Port Hedland Lock Hospital from 1919 to the 1930s. Inclusion of this site on the Register of Heritage Places recognises the pain and suffering caused by the social and medical policies of previous generations, the consequences of which continue to be felt deeply by Aboriginal communities today.

Also in 2019, the WA Government funded the commissioning of a sculpture - titled 'Don't Look at the Islands' - at the One Mile Jetty in Carnarvon, the point from which Aboriginal detainees were removed from their mainland home and transported to lock hospitals on Bernier and Dorre islands, many never to return. A commemorative event, named 'A Path of Pain', was held at One Mile Jetty to mark 100 years since the last patients were removed from these hospitals.

## Storylines program – State Library of Western Australia

The State Library of Western Australia hosts *Storylines: connecting communities, revitalising culture, creating opportunity*. This program connects with thousands of Aboriginal clients through a network of public libraries, Community Resource Centres and Aboriginal organisations across the State. *Storylines* facilitates the protection, collection, and return of Aboriginal heritage collections to individuals, families and communities. It is proving to be a driver of change, stimulating creative practice, fostering tourism enterprise, harnessing multi-generational engagement, and creating new skills, while preserving culture, language, and history. As a state-wide resource, *Storylines* creates a forum for Aboriginal Western Australians to explore their diverse histories, and to tell their own stories.

## Fremantle Prison Aboriginal Heritage Management Plan

The *Fremantle Prison Master Plan 2019-2029* sets out a number of key priority actions, one of which is to “Connect to Aboriginal experiences and stories”. The objective of this action is for the former prison site to be a place for truth-telling, reflection, healing and reconciliation. This will involve partnering with Aboriginal people, families and communities to explore new and meaningful ways for Aboriginal stories and experiences to be told and heard at the Prison.

## Expanding economic opportunities

This element of the draft Strategy requires government agencies to:

- i) Support Aboriginal people’s employment and business aspirations
- ii) Connect Aboriginal people with employers and markets
- iii) Expand markets for Aboriginal employees and businesses

The draft Aboriginal Empowerment Strategy details how every government agency has a role in finding innovative ways to expand the economic opportunities open to Aboriginal people. Agencies have many ways of contributing to change, including as employer, procurer, regulator, land-holder, funder, educator, coordinator, facilitator, or champion.

The Western Australian Government’s approach to the expansion of Aboriginal people’s economic opportunities is set out under Target 8. A selection of current examples appears below.

## Aboriginal Procurement Policy and revised Value for Money rule

The current *Aboriginal Procurement Policy* will continue for a further three years, following a review which found the policy to have been a success in increasing government contracting with Aboriginal businesses. Based on that success, targets will be increased over the next three years, enabling Aboriginal businesses that have not yet contracted with the government the time to continue to increase tendering and business capacity. The Department of Finance is also considering ways to enhance the policy via ‘Aboriginal Participation’ requirements in the government supply chain. The implementation of the *Aboriginal Procurement Policy* will be further supported through the introduction of the WA Procurement Rules, that give more explicit-direction about the role that the government’s social, economic and environmental priorities (which include Aboriginal economic development) play in determining value for money in individual procurement decisions.

## Western Australian Indigenous Tourism Operators Council

The WA Indigenous Tourism Operators Council (WAITOC) is the peak non-for-profit organisation representing Aboriginal tourism in WA. WAITOC is an advocacy body with the aim of educating and informing government and industry on the needs of Aboriginal tourism businesses and their market. WAITOC has some 140 Aboriginal tourism business members and more than 80 associate members from all regions of WA. It represents not only owner-operated tourism ventures but also family-run businesses and community based enterprises, fully representing the diversity and creativity apparent across the Aboriginal tourism sector.

In July 2019, Tourism WA and WAITOC entered into a four-year partnership to support Aboriginal tourism. The agreement funds WAITOC’s marketing, business support and governance activities.

WAITOC was one of the key partners of the WA Government in the development of the *Jina: Western Australian Aboriginal Action Plan 2021 – 2025*.

## Camping with Custodians

The Camping with Custodians initiative is an Australian-first program that develops high quality campgrounds on Aboriginal lands which are open to the public and operated by the community. Visitors can stay on Aboriginal lands and meet and mix with Aboriginal people. The fees for accommodation stay in the community. For the community, the program generates income, employment, training opportunities and the chance to showcase local culture.

Tourism WA works in partnership with Aboriginal communities to develop their campground facilities and related activities. They also provide marketing and business development support and training for the campground operators, many of whom are new to tourism. There are currently five Camping with Custodians sites in Western Australia.

## Investing in Building Strengths, Prevention and Earlier Intervention

This element of the draft Strategy requires the Government to:

- i) Invest in initiatives that build strengths, reduce vulnerability through prevention and early intervention, and minimise the later need for crisis responses
- ii) Improve the integration of services

Because of the impacts of Western Australia's history, significant investment is required to build up the foundations needed to ensure that all Aboriginal people can pursue their own futures.

Currently, WA Government expenditure in relation to Aboriginal people is skewed towards reactive, crisis or tertiary services. These services are more cost-intensive, depend more on involuntary or coercive engagement, and involve higher risks. If current trends continue, demand for these "downstream" services is set to increase significantly in coming years.

Preventative and early intervention initiatives can bring about positive changes that reduce the need for crisis responses. Initiatives in this category proactively build up resilience, capability, healing, and independence – in short, self-determination.

## Olabud Doogethu

Olabud Doogethu is an Aboriginal co-designed justice reinvestment initiative in the Shire of Halls Creek, which has seen a considerable reduction in crime in the local government area. The initiative is co-led by 11 Aboriginal communities and supported by the Shire of Halls Creek and Social Reinvestment WA, which is an Aboriginal-led coalition of many non-profit organisations working towards ending the over-representation of Aboriginal people in WA's justice system.

Translating to "All of Us, Together", Olabud Doogethu aims to reduce incarceration rates and create better outcomes for young Aboriginal people in the Shire of Halls Creek. The team of Youth Engagement Night Officers encourages and assists young people who are out on the streets at night to return home safely.

## Aboriginal Family Led Decision Making

The Mid-West-Gascoyne region and Mirrabooka have been announced as the first two locations for a pilot project which aims to address over-representation of Aboriginal children in the child protection system through supporting Aboriginal families to participate in decisions made for the care and protection of their children.

# Section 4 - Socio-Economic Targets

Under the National Agreement, socio-economic targets are measured at the national level. Each jurisdiction is at a different baseline in relation to each target, reflecting differences in past policies and geography, amongst others factors. Information on how Western Australia is currently performing in relation to each target is included in the next section.

The WA Government will work towards the outcomes for all of the socioeconomic targets. In relation to some targets this will mean, in the first instance, changing the direction of the trend. The below table shows the current baseline positions and trends for Western Australia.

**Table - Targets, trends and baselines**

Outcome	Lead Agency	Is WA trending towards or away from the national target?	From current baseline, target is:
			Highly achievable Aspirational Highly Aspirational
1. Everyone enjoys long and healthy lives	Department of Health	Towards	
2. Children are born healthy and strong	Department of Health	No clear trend	
3. Children are engaged in high quality, culturally appropriate early childhood education in their early years	Departments of Education & Communities	Towards	
4. Children thrive in their early years	Department of Education	Towards	
5. Students achieve their full learning potential	Department of Education	Towards	
6. Students reach their full potential through further education pathways	Department of Training and Workforce Development	Towards	
7. Youth are engaged in employment or education	Departments of Education & Training and Workforce Development	Towards	
8. Strong economic participation and development of people and their communities	Department of Primary Industries and Regional Development	No clear trend	
9. People can secure appropriate, affordable housing that is aligned with their priorities and need	Department of Communities	Towards	
10. Adults are not overrepresented in the criminal justice system	Department of Justice	Away	

Outcome	Lead Agency	Is WA trending towards or away from the national target?	From current baseline, target is:
			Highly achievable Aspirational Highly Aspirational
11. Young people are not overrepresented in the criminal justice system	Department of Justice	Towards	
12. Children are not overrepresented in the child protection system	Department of Communities	Away	
13. Families and households are safe	Department of Communities	NA	NA
14. People enjoy high levels of social and emotional wellbeing	Mental Health Commission	No clear trend	
15. People maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters	Department of Biodiversity, Conservation and Attractions	Towards	
16. Cultures and languages are strong, supported and flourishing	Departments of Local Govt, Sport and Cultural Industries & Education	NA	

# Outcome 1 - Aboriginal and Torres Strait Islander people enjoy long and healthy lives

Life expectancy reflects the combined effects of socioeconomic factors, health risk behaviours and access to high-quality health care services. Monitoring life expectancy will assist in informing overall performance of the health system and social and behavioural determinants of health.

**National target:** Close the Gap in life expectancy within a generation, by 2031.

○ This target is considered highly aspirational for WA, as a substantial gap in life expectancy currently exists. The trend in WA is that life expectancy of Aboriginal people is increasing. The formula used to estimate life expectancy also means it takes a long time to see substantial change.

**Lead Minister:** Minister for Health

**Lead agency:** Department of Health

**Supporting agencies:** WA Country Health Service, Mental Health Commission

## Western Australia's performance: baseline data

In Western Australia in 2015–17, life expectancy at birth for Aboriginal males was 67 years and for Aboriginal females was 72 years. Aboriginal people living in remote or very remote areas statistically have a life expectancy 6-7 years lower than those in major cities.<sup>3</sup>

### Life expectancy at birth, 2015-17

	Western Australia	Australia
Aboriginal males	67 years	72 years
Non-Aboriginal males	80 years	80 years
Aboriginal females	72 years	76 years
Non-Aboriginal females	84 years	83 years

**Source:** Australian Bureau of Statistics 2018, Life tables for Aboriginal and Torres Strait Islander Australians, 2015–2017. Australian Bureau of Statistics Cat. No. 3302.0.55.003. Canberra.

The 2015–17 life expectancy data is not comparable to previous periods due to changes in the identification of Indigenous status in successive censuses. As such, no time series data has been provided in this measure.

Injuries were the leading cause of total disease burden for Aboriginal and Torres Strait Islander people in WA, followed by mental health and substance use issues, cardiovascular disease and cancer.<sup>4</sup>

Risk factors which contributed the most to the burden in Aboriginal and Torres Strait Islander people were tobacco use, alcohol and being overweight or obese.

Inequitable access to health services also contributes to gaps in life expectancy. Between July 2015 and June 2017, both in Western Australia and nationally, the proportion of Aboriginal and Torres Strait Islander hospital patients who had a medical procedure recorded was lower than for non-Indigenous hospital patients.<sup>5</sup>

3 Australian Institute of Health and Welfare 2020. Aboriginal and Torres Strait Islander Health Performance Framework 2020 summary report. Cat. no. IHPF 2. Canberra: AIHW.

4 Australian Institute of Health and Welfare, 2016. [Australian Burden of Disease Study: impact and causes of illness and death in Aboriginal and Torres Strait Islander people 2011](#). Canberra: AIHW

5 Australian Institute of Health and Welfare 2020. [Aboriginal and Torres Strait Islander Health Performance Framework 2020 key health indicators—Western Australia](#). Cat. no. IHPF 9. Canberra: AIHW.

## Health risk factor trends – Indigenous Australians in Western Australia and Australia

	<b>2008</b>	<b>2018-19</b>
No significant change in proportion of current smokers aged 15 and over – Western Australia	44%	42%
Decrease in proportion of current smokers aged 15 and over - Australia	47%	41%
	<b>2012-13</b>	<b>2018-19</b>
No significant change in proportion of adults drinking alcohol at a risky level on a single occasion – Western Australia	56%	59%
Decrease in adults drinking alcohol at a risky level on a single occasion – Australia	53%	50%
	<b>2012-13</b>	<b>2018-19</b>
No significant change in proportion of people aged 15 and over who were overweight or obese - Western Australia	67%	73%
Increase in proportion of people aged 15 or over who were overweight or obese - Australia	66%	71%

Sources: HPF Tables D2.15.1, D2.16.7 – AIHW and ABS analysis of NATSISS 2008, AATSIHS 2012-13, and NATSIHS 2018-19.

Aboriginal and Torres Strait Islander Health Performance Framework 2020  
Key health indicators – Western Australia

From July 2015 to June 2017, 2,900 Aboriginal people in WA took their own leave from hospital. Aboriginal and Torres Strait Islander Western Australians took their own leave from hospital at nearly 10 times the rate (age-standardised) of non-Indigenous Australians, the largest disparity among all jurisdictions.<sup>6</sup>

The rate of health checks for Aboriginal and Torres Strait Islander people in WA has increased from 81 per 1,000 population in 2009–10, to 275 per 1,000 in 2018–19.<sup>7</sup>

## Key partnerships with Aboriginal people

'Partnerships' and 'Aboriginal community control and engagement' are guiding principles in the *WA Aboriginal Health and Wellbeing Framework 2015-2030*. The Framework sets the strategic directions and priority areas to improve the health and wellbeing of Aboriginal people in WA and was developed in partnership with:

- The Aboriginal Health Council of WA
- The WA Aboriginal Health Partnership Forum
- The State-wide Aboriginal Health Network
- The Strategic Aboriginal Health Group.

These groups will continue to be key partners in developing future iterations and implementing strategies and actions under this outcome, along with the Health Closing the Gap (CTG) Senior Officers Group.

<sup>6</sup> Ibid.

<sup>7</sup> Ibid.

## Key strategies

To work toward this target, the WA Government will:

1. Build and expand the Aboriginal health workforce, using a variety of career pathways and employment opportunities.
2. Embed structures, policies and processes to ensure a culturally respectful and non-discriminatory health system.
3. Improve access to high quality health care and services, while supporting communities to take a preventative approach to optimising health and wellbeing.

The key frameworks and strategies to achieve this are:

- Sustainable Health Review: Final Report to the WA Government
- The WA Aboriginal Health and Wellbeing Framework 2015-2030
- Implementation Guide for The WA Aboriginal Health and Wellbeing Framework 2015-2030
- WA Health Aboriginal Workforce Strategy 2014-2024
- WACHS Aboriginal Health Strategy 2019-2024

## Key actions

- Employment of additional Aboriginal staff, including in leadership positions, with priority to increase the proportion of Aboriginal nurses, allied health professionals and medical practitioners as part of multidisciplinary teams. This may include:
  - The Aboriginal Leadership Excellence and Development program (2 intakes per year)
  - The Aboriginal cadetship program (currently 38 Aboriginal cadets across the system)
  - Grad Connect and the Graduate Development Program
  - Implementation of the mandatory Aboriginal Workforce Policy.
- Expansion of mandatory system-wide cultural learning to develop knowledge and understanding of Aboriginal health and to support the growth of a culturally competent and responsive health system.
- Ongoing recognition and strengthening of Aboriginal community-controlled health services as leaders in Aboriginal primary health care, including through sustainable funding for partnerships in prevention and early intervention, including mental health.

## Key areas for further development

- Key performance indicators to monitor access to health services for Aboriginal people e.g. variation in health procedures, gaps in service, and environmental health referrals.
- Targeted culturally secure prevention efforts, including population-wide approaches for Aboriginal people, alongside improving broader health promotion programs.
- Delivering trauma-informed care in early screening and support processes within the health system.

## Outcome 2 - Aboriginal and Torres Strait Islander children are born healthy and strong

A healthy beginning lays the foundation for positive health outcomes throughout life. Biologically, the first 1,000 days of life, from conception, are critical to developing the foundations of a person's future health, growth, and neurodevelopment.<sup>8</sup>

**National target:** by 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.

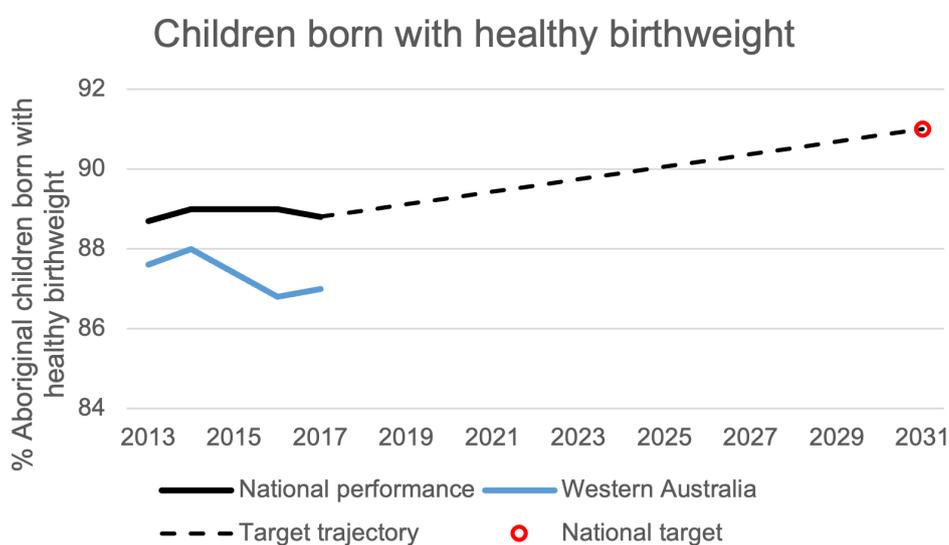
○ This target is considered to be highly achievable in Western Australia. While there is no current clear trend, a relatively small change in outcomes is required for this target to be achieved in Western Australia.

**Lead Minister:** Minister for Health

**Lead agency:** Department of Health

**Supporting agencies:** WA Country Health Service

### Western Australia's performance: baseline data



In 2017, 87% of Aboriginal and Torres Strait Islander babies born in WA recorded a healthy birthweight, slightly below the national average of 88.8%. This compares to 94% for non-Indigenous babies born in WA. There have been no significant changes in this indicator since 2013.

Antenatal care is associated with positive health outcomes as the likelihood of receiving effective health interventions is increased with each visit. In Western Australia in 2017, 56% of Aboriginal and Torres Strait Islander mothers accessed antenatal care in the first trimester of pregnancy, compared with 65% of non-Indigenous mothers. Aboriginal and Torres Strait Islander women are also less likely to attend five or more antenatal appointments, recommended by the Australian Pregnancy Care Guidelines.<sup>9</sup> Barriers to access can include geographic distance and a lack of culturally appropriate services.

Aboriginal and Torres Strait Islander women are also statistically more likely to be exposed to risk factors such as smoking, alcohol and other drug use during pregnancy, in addition to experiencing family and domestic violence (FDV) at greater rates than the general population.<sup>10</sup>

8 Moore T, Arefadib N, Deery A, West S. The First Thousand Days: An Evidence Paper. Centre for Community Child Health, Murdoch Children's Research Institute. Melbourne; 2017

9 AIHW, National Perinatal Data Collection 2016.

10 Australian Government, 2018. Pregnancy Care Guidelines. Canberra: Department of Health;

## Key partnerships with Aboriginal people

'Partnerships' and 'Aboriginal community control and engagement' are guiding principles in the *WA Aboriginal Health and Wellbeing Framework 2015-2030*. The Framework sets the strategic directions and priority areas to improve the health and wellbeing of Aboriginal people in WA and was developed in partnership with:

- The Aboriginal Health Council of WA
- The WA Aboriginal Health Partnership Forum
- The State-wide Aboriginal Health Network
- The Strategic Aboriginal Health Group.

These groups will continue to be key partners in developing future iterations and implementing strategies and actions under this outcome, along with the Women and Newborn Health Network, and the Health CTG Senior Officers Group.

## Key strategies

To work toward this target, the WA Government will:

1. Establish a state-wide program to ensure that all Aboriginal families have access to culturally secure antenatal care.
2. Invest in an Aboriginal maternity workforce to deliver antenatal and postnatal services.
3. Provide early identification of, and education and support services for, maternal health risk factors during pregnancy, including smoking, alcohol and other drugs, mental health, and family and domestic violence.

Key frameworks and strategies to achieve this are:

- WA Aboriginal Health and Wellbeing Framework 2015-2030
- Sustainable Health Review
- WACHS Maternal and Newborn Care Strategy 2019-24
- WACHS Nursing and Midwifery Workforce Plan

## Key actions

- Development and roll out of the Aboriginal Birthing and Growing on Country (BaGoC) project.
- Employ Aboriginal grandmothers, Aboriginal Health Officers, and midwives to provide care in partnership with existing antenatal services i.e. Aboriginal Maternity Group Practice Program.
- Targeted, cross-agency approaches to reduce the incidence of risk behaviours during pregnancy (including the screening and management of the effects of Foetal Alcohol Spectrum Disorder, tobacco or other drug exposure in utero, FDV experienced by mother) and promote healthy homes.
- Culturally secure resources that can be accessed and used within all communities.
- Support positive pre-conception planning amongst adult and adolescent Aboriginal population groups by promoting healthy behaviour choices, safe and healthy relationships and positive cultural, social and emotional wellbeing.

## Key areas for further development and consideration

- Explore opportunities to introduce the Aboriginal Maternal Infant Care model.
- Address the needs of rural and remote women in accessing antenatal care.
- Develop and report other supporting indicators on antenatal risk factors and access to services.

## Outcome 3 - Aboriginal children are engaged in high quality, culturally appropriate early childhood education in their early years.

Early childhood education is crucial to later opportunities, achievements and educational outcomes. Quality and culturally responsive early childhood education is critical for Aboriginal children's identity, which encompasses self-esteem, resilience, healthy growth and capacity to learn.

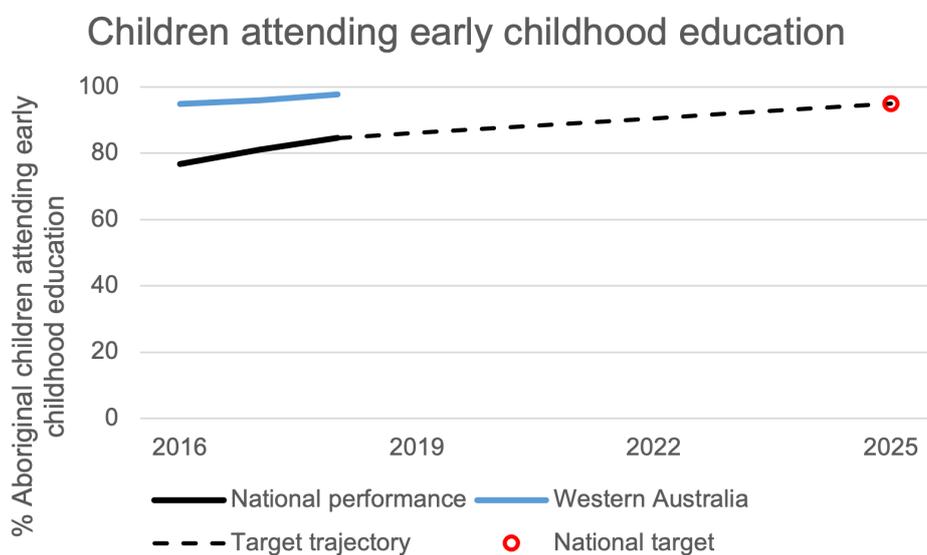
**National target:** By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent.

○ This target is highly achievable for Western Australia – in fact Western Australia has already met the 2025 target of the proportion of WA Aboriginal and Torres Strait Islander children enrolled in year before full-time schooling early childhood education

**Lead Minister:** Minister for Education and Training

**Lead agencies:** Department of Education, Department of Communities

### Western Australia's performance: baseline data



The proportion of WA Aboriginal and Torres Strait Islander children enrolled in year before full-time schooling early childhood education currently exceeds both national performance and the 2025 Target. The data shows that between 2016 and 2018 the proportion of Aboriginal and Torres Strait Islander children enrolled in early childhood education in WA increased by 2.9%. In 2018, WA had a significantly higher rate (97.7%) of Aboriginal and Torres Strait Islander children enrolled in early childhood education, compared to the national rate (84.6%). However, the ABS Australian Demographic Statistics show that enrolment rates in WA were slightly lower for Aboriginal and Torres Strait Islander children (97.7%), than for non-Aboriginal and Torres Strait Islander children (98.9%).

## Key partnerships with Aboriginal people

Aboriginal organisations, stakeholders, local communities and families are active partners in contributing to key initiatives under this part of the plan, including:

- The KindiLink Program that is jointly planned and delivered by early childhood teachers and Aboriginal education officers. The program provides six hours per week of play-and-learn sessions for Aboriginal children and their parents or carers.
- Child and Parent Centre Program that supports young children to make successful transitions into school and increases the capability of parents to provide home environments to support their children's development.
- Partnering in the Enhanced Transition to Schools project with Education and Playgroup WA.
- Key partnerships in developing and implementing our strategies and actions under this outcome will also include two Aboriginal organisations that are contracted to provide and coordinate programs and services at and through Child and Parent Centres (CPC):
- Wunan Foundation for CPC-Kununurra and CPC-Halls Creek
- Marninwarntikura Women's Resource Centre for CPC-Fitzroy Valley

## Key strategies

Key frameworks and strategies to influence this outcome include:

- National Quality Framework for Early Childhood Education and Care Service, a national commitment to quality early childhood education and care outside school hours care services.
- National Quality Standard, developed in partnership with State, Territory and Commonwealth Governments, which informs continuous improvement in the quality of early childhood education, and education care services across Australia.
- The Early Years Learning Framework, developed in partnership with state and territory governments and the commonwealth, which supports educators to extend and enrich children's learning from birth to five years, and through their transition to school.
- The WA National Partnership on Universal Access to Early Childhood Education Implementation Plan 2018-2021, which includes important strategies that focus on Aboriginal children, children experiencing disadvantage, ongoing improvement of programs and services, and transition to school.
- State education strategies to support children's learning prior to school entry, focusing on forging partnerships with families and community-based, non-government organisations, to deliver an integrated suite of family-focused initiatives.
- The Department of Education's Aboriginal Cultural Standards Framework, which drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students.

The strategies for this outcome are closely linked to those for Outcome 4. Combined progress on these outcomes will have a significant impact on the engagement of Aboriginal children in early childhood education.

## Key actions

The WA Government will implement a range of actions and initiatives to strengthen early childhood education outcomes of Aboriginal and Torres Strait Islander children in WA. These include:

- Continuing provision and coordination of programs and services at and through Child and Parent Centres (CPCs) to support families with young children. This will focus on the birth-to-four-years age range, by offering early learning, child and maternal health, and parenting support and wellbeing programs and services.
- Continuing the KindiLink initiative to enhance children's learning, build the confidence and capability of parents as their children's first educators, establish strong home-school partnerships, and contribute to improved long-term school attendance.
- Progressing the Early Years Initiative, a 10-year partnership between the WA Government and its partners, to enable local communities to achieve better learning and development outcomes for children from conception to school entry age (four years old).
- Continuing support for schools to implement the National Quality Standard and Early Years Learning Framework across the early years (Kindergarten to Year 2).
- Continuing and expanding best teaching practice professional learning opportunities for early childhood educators.
- The Department of Communities continuing to provide a key role in child safety and out-of-home care.

## Key areas for further development and consideration

- Strengthen programs and initiatives that enhance Aboriginal children's educational outcomes and build the capability of parents as their children's first educators.
- Strengthen evidence-based policies and initiatives that focus on delivering better educational outcomes and future pathways for Aboriginal students.

## Outcome 4 - Aboriginal and Torres Strait Islander children thrive in their early years

The early years shape every child's future and lay the foundation for development and learning. The early years are critical for establishing self-esteem, resilience, healthy growth and capacity to learn.

**National target:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55 per cent.

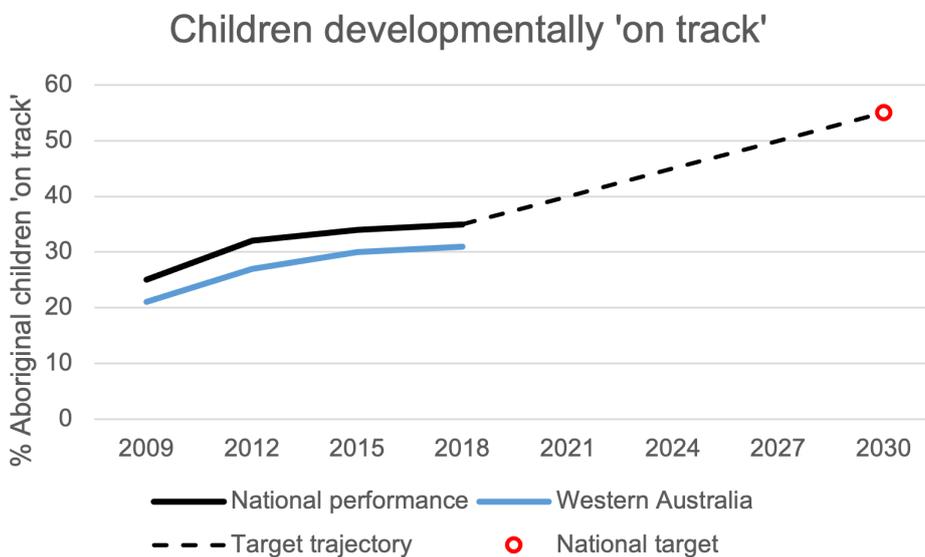
○ This target is considered highly aspirational. WA has seen improvements in this outcome in the last decade, however further significant increases are required.

**Lead Minister:** Minister for Education and Training

**Lead agency:** Department of Education

**Supporting agencies:** Department of Communities

### Western Australia's performance: baseline data



The Australian Early Development Census (AEDC) data shows that the proportion of Aboriginal and Torres Strait Islander children on track on all five domains consistently increased over the 2009-2018 period. The proportion of Aboriginal and Torres Strait Islander children developmentally on track has increased from 21% in 2009 to 31% in 2018. However, the graph shows that WA remains below the national performance rate. The AEDC data indicates that the proportion of WA Aboriginal and Torres Strait Island children developmentally on track has been significantly lower than their non-Indigenous counterparts. In 2018, the proportion of non-Indigenous children developmentally on track was almost double (60%) that of Aboriginal and Torres Strait Island children (31%).

## Key partnerships with Aboriginal people

The Departments of Education and Communities places high importance on partnering with families, communities and Aboriginal organisations to support the engagement of every student and ensure that educational opportunities match the aspirations of families and communities. Aboriginal organisations, stakeholders, local communities and families are active partners in contributing to key initiatives under this part of the plan, including:

- The KindiLink Program, which is jointly planned and delivered by early childhood teachers and Aboriginal and Islander education officers. The program provides six hours per week of play-and-learn sessions for Aboriginal children and their parents or carers.
- The Child and Parent Centre Program, which supports young children to make successful transitions into school and increase the capability of parents to provide home environments to support their children's development.

Key partnerships in developing and implementing our strategies and actions under this outcome will also include two Aboriginal organisations that are contracted to provide and coordinate programs and services at and through Child and Parent Centres (CPC):

- Wunan Foundation for CPC-Kununurra and CPC-Halls Creek; and
- Marninwarntikura Women's Resource Centre for CPC-Fitzroy Valley.

## Key strategies

Key frameworks and strategies to influence this outcome include:

- The *National Quality Framework for Early Childhood Education and Care Service*, which is a national commitment to quality early childhood education and care outside school hours care services.
- The *National Quality Standard*, developed in partnership with State, Territory and Commonwealth Governments, which informs continuous improvement in the quality of early childhood education, and education and care services across Australia.
- The *Early Years Learning Framework*, which forms the foundation for ensuring that children in all early childhood education and care settings experience quality teaching and learning.
- The Agreement for the National Implementation of the Australian Early Development Census – a national data collection implemented every three years. The Census provides information on the number and percentage of pre-primary children developmentally on-track, at risk, or vulnerable across five developmental domains (physical health and wellbeing, social competence, emotional maturity, language and cognitive skills, and communication and general knowledge).
- The Department of Education's *Aboriginal Cultural Standards Framework*, which drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students.

## Key actions

The WA Government will continue implement a range of actions and initiatives to support Aboriginal children to thrive in their early years, including:

- Progressing the Early Years Initiative, a 10-year partnership between the WA Government and its partners to enable local communities to achieve better learning and development outcomes for children from conception to school entry age (four years old).
- Expansion of the Connected Beginnings program to support Aboriginal and Torres Strait Islander children in areas of high need by integrating early childhood, maternal and child health, and family support services.
- Continuing provision and coordination of programs and services at and through Child and Parent Centres (CPCs) to support families with young children, focusing on the birth-to-four-years age range, by offering early learning, child and maternal health and parenting support and wellbeing programs and services.
- Continuation of the KindiLink program, to enhance children's learning, build the confidence and capability of parents as their children's first educators, establish strong home-school partnerships, and contribute to improved long-term school attendance.
- The recognition of language, culture and identity in the early years of social and emotional development, as highlighted by the *Early Years Learning Framework*, supported through English as an Additional Language or Dialect (EALD) programs. This includes professional learning for staff in Two-Way Learning and the EALD Hub, ensuring teachers are able to recognise the importance and value of home language, including Aboriginal English.
- The EALD Early Childhood Progress Map and related professional learning, that allows teachers to monitor, report and plan for the Standard Australian English learning needs specific to students whose first language is another language (such as an Aboriginal language or a creole) or dialect (such as Aboriginal English).
- Department of Communities continuing to provide out-of-home care services for Aboriginal children in care, with a focus on reform activities to improve cultural capability. These activities will contribute to improving development outcomes for Aboriginal children in out-of-home care.

## Key areas for further development and consideration

- Continue to place high importance on partnering with Aboriginal families, communities and agencies to enhance engagement and participation of Aboriginal and Torres Strait Islander children in early years programs that enable better learning and development outcomes.
- Evaluation of outcomes or impacts of early childhood programs on Aboriginal families and children, to inform ongoing planning and decision making.
- Expand best teaching practice and professional learning opportunities for early childhood educators, to enhance learning and development in Aboriginal and Torres Strait Islander children.

## Outcome 5 - Aboriginal and Torres Strait Islander students achieve their full learning potential

Providing culturally responsive educational opportunities that build on the strength of Aboriginal students is critical to their engagement in learning, enabling them to thrive academically and socially, and as a pathway to future success. It is important that the educational opportunities we provide match the aspirations of Aboriginal families and communities in WA.

**National target:** by 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent.

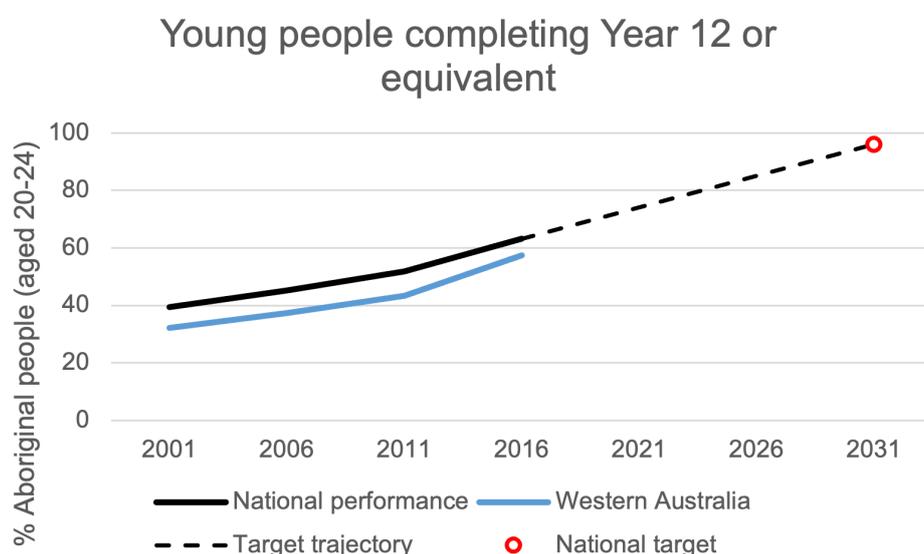
○ This target is considered highly aspirational. WA has seen improvements in this outcome in the last decade, however further significant increases are required.

**Lead Minister:** Minister for Education and Training

**Lead agency:** Department of Education

**Supporting agency:** Department of Training and Workforce Development

### Western Australia's performance: baseline data



The proportion of Aboriginal and Torres Strait Islander 20–24 year olds in WA who have attained Year 12 or equivalent non-school qualification has been consistently increasing over the past 15 years.<sup>11</sup> In 2016, 57% of Aboriginal and Torres Strait Islander 20–24 year olds in WA attained Year 12 or equivalent non-school qualification, slightly below the national average of 63% (see figure).

### Key partnerships with Aboriginal people

The Department of Education's Elders in Residence have, and will continue to, provide advice and guidance to the Department in relation to public schooling directions.

<sup>11</sup> The data for this target are drawn from the ABS Census. The next Census will be conducted in August 2021.

## Key strategies

The key frameworks and strategies that will influence this work are:

- The Department of Education's Strategic Directions for public schools 2020-2024, which sets clear aspirations for every student and focuses on improvement drivers, including enabling Aboriginal students to succeed as Aboriginal people.
- The Department of Education's Building on Strength – Future Directions for WA public schools', specifically:
  - the commitment to create culturally responsive classrooms that build on the strengths of Aboriginal students, engage them in learning and enable them to thrive academically and socially
  - providing educational opportunities that match the aspirations of Aboriginal families and communities.
- The Department of Education's Aboriginal Cultural Standards Framework drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students.
- *Report on the Review of Skills, Training and Workforce Development, June 2020* which includes recommendations for improving employment and training outcomes for Aboriginal people, particularly young people.
- The Aboriginal School-Based Training Program, which supports Aboriginal school students to commence training at school.
- The WA Government *Commitment to Aboriginal Youth Wellbeing*, aimed at reducing the rate of suicide and enhancing the wellbeing of young Aboriginal people

The strategies for this outcome are closely linked to those for Outcomes 6 and 7. Combined progress on these outcomes will have a significant impact on Aboriginal students achieving their full learning potential.

## Key actions

- The School of Isolated and Distance Education Registered Training Organisation will continue to improve access to training for students, including Aboriginal and Torres Strait Islander young people, in regional and remote schools.
- Aboriginal School-Based Training programs will continue to support secondary students to commence training that leads to post school opportunities, including further education pathways.
- A 'Follow the Dream' program which provides tailored, after-school tuition and individualised mentoring support to Aboriginal secondary students, to assist them to achieve positive academic outcomes and meaningful post-school destinations such as university, further training or employment.
- Professional learning for staff, where Aboriginal and non-Aboriginal educators work as partners to co-design programs and approaches.
- Continue to operate the English as an Additional Language or Dialect (EALD) Hub, a self-paced online professional learning course to inform and support the teaching and learning of Aboriginal and Torres Strait Islander EALD students.
- Continue to deliver the EALD Progress Map and related professional learning allowing teachers to monitor, report and plan for the Standard Australian English learning needs specific to students whose first language is another language (such as an Aboriginal language or a creole) or dialect (such as Aboriginal English).
- Implementation of recommendations from the Report on the Review of Skills, Training and Workforce Development which focus on the delivery of wrap around, person-centred education, training and employment support for young Aboriginal people.

## Key areas for further development and consideration

- Identify opportunities to strengthen the cultural responsiveness of procurement processes, service agreements and the programs and services provided by third party providers.
- Identify partnership opportunities to build the capacity of Aboriginal community-controlled organisations to be Registered Training Organisations.

## Outcome 6 - Aboriginal and Torres Strait Islander students reach their full potential through further education pathways

Completing further education offers significant social and economic benefits for Aboriginal people, including improved health outcomes, increased employment opportunities and higher incomes. Empowering Aboriginal students to reach their full potential will provide strong foundations for a fulfilling life.

**National target:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) to 70%.

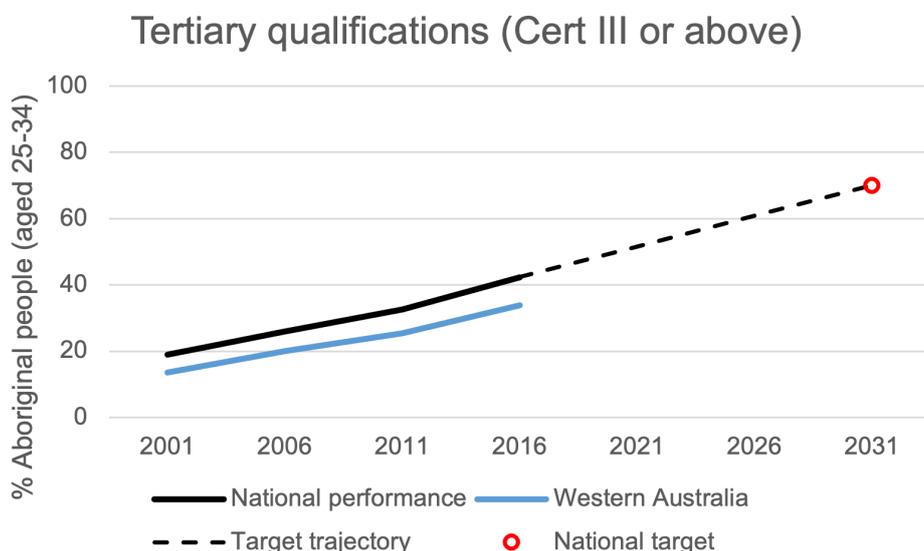
○ This target is considered highly aspirational. WA has seen some improvement in this outcome in the last decade, however further significant increases are required.

**Lead Minister:** Minister for Education and Training

**Lead agency:** Department of Training and Workforce Development

**Supporting agencies:** Department of Education

### Western Australia's performance: baseline data



The proportion of Aboriginal and Torres Strait Islander people aged 25-34 years who have completed a tertiary qualification (Certificate III and above) has been consistently increasing over the past 15 years.<sup>12</sup> In 2016, 33.8% of Western Australian Aboriginal and Torres Strait Islander people aged between 25-34 years had completed a tertiary qualification, which was slightly lower than the national average of 42.3% (see figure).

Since 2006, there has been a steady increase in the number of Aboriginal and Torres Strait Islander people enrolling in higher-level training qualifications in Western Australia. In 2016, approximately 40% of enrolments by Aboriginal and Torres Strait Islander people in publicly funded training courses were for Certificate III qualifications or higher.

<sup>12</sup> The data for this target are drawn from the ABS Census. The next Census will be conducted in August 2021.

## Key partnerships with Aboriginal people

Aboriginal organisations and stakeholders have been, and will continue to be, active partners in the development of key initiatives and strategies under this part of the plan:

- Individual schools may have their own formal and informal advisory mechanisms at the local level.
- Aboriginal staff, including school-based Aboriginal/Islander education officers, provide advice at the local level.
- Noongar leaders provide guidance to the Department of Education through the Danjoo Koorliny systems-change project (designed and led by Aboriginal leaders).
- The Department of Education draws on the knowledge, experiences, worldviews and perspectives of its Elders in Residence to guide its work.

The Department of Training and Workforce Development is exploring Aboriginal partnership and engagement options to help inform the review and development of policies, programs and initiatives that support Aboriginal participation in training.

## Key strategies

The key frameworks and strategies that will influence this are:

- The *Report on the Review of Skills, Training and Workforce Development, June 2020* which includes recommendations for improving employment and training outcomes for Aboriginal people, in particular young people.
- The Department of Training and Workforce Development's 2021-2023 Innovate Reconciliation Action Plan (under development).
- The Department of Education's *Strategic Directions for Public Schools 2020-2024*, which provides every student with a pathway to a successful future.
- The Department of Education's Building on Strength – Future Directions for WA public schools, specifically:
  - the commitment to create culturally responsive classrooms that build on the strengths of Aboriginal students, engage them in learning and enable them to thrive academically and socially; and
  - to provide educational opportunities that match the aspirations of Aboriginal families and communities.
- The Department of Education's *Aboriginal Cultural Standards Framework* drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students.
- The WA Government *Commitment to Aboriginal Youth Wellbeing*, aimed at reducing the rate of suicide and enhancing the wellbeing of young Aboriginal people.

The strategies for this outcome are closely linked to those for Outcomes 5, 7 and 8. Combined progress on these outcomes will have a significant impact on the proportion of Aboriginal people achieving a Certificate III or higher qualification.

- Implementation of recommendations from the Report on the Review of Skills, Training and Workforce Development, which focus on the delivery of wrap around, person-centred education, training and employment support for young Aboriginal people.
- Wrap-around support and services for Aboriginal students studying training qualifications through the Department of Training and Workforce Development funded Participation-Equity program and at TAFE colleges.
- Financial incentives to encourage employers and group training organisations to employ Aboriginal apprentices and trainees.
- Career services and training information for Aboriginal job seekers through Jobs and Skills Centres.
- Aboriginal School-Based Training programs support secondary students to commence training that can lead to post-school opportunities, including further training and education pathways.

## Key actions

To work towards this target, the WA Government will:

- Work with education and training providers, communities and industry to support Aboriginal people to access and complete tertiary qualifications.
- Develop and implement policy settings and programs that support Aboriginal people to complete tertiary qualifications that lead to sustainable employment outcomes.
- Provide and promote a range of qualification pathways.

## Key areas for further development and consideration

- Increased capacity to support Aboriginal people to access apprenticeships, traineeships and higher level training. This includes an awareness of the unique needs of Aboriginal students.
- Increased participation in culturally safe training that leads to sustainable employment outcomes.
- Partnerships with agencies and industry to identify and promote training options for Aboriginal people that result in qualification achievement.
- Identification of the gaps and support needed to help Aboriginal school leavers and young people transition into employment, training or higher education.
- Two-way science approaches for Years K-12 that will build into training and career pathways at Certificate III and higher.
- Continued development of Certificate III and Certificate IV qualifications based on the Department of Education's Aboriginal Languages Teacher Training course.

## Outcome 7 - Aboriginal and Torres Strait Islander youth are engaged in employment and education

Engagement in employment and education is critically important for young Aboriginal people's empowerment, providing the foundations for a fulfilling livelihood.

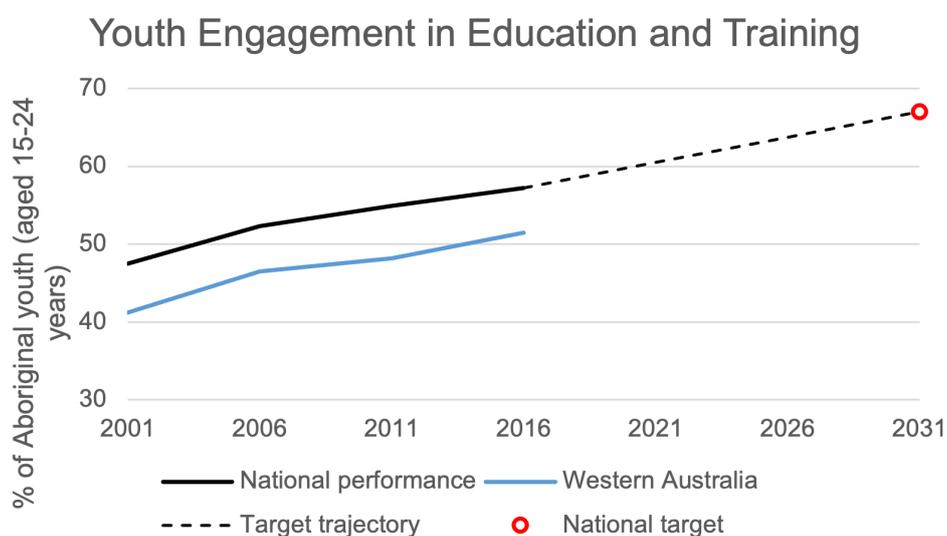
**National target:** by 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent.

○ This target is considered to be highly achievable. There has been a strong increase over the last decade in the number of Aboriginal young people engaged in education and training in Western Australia.

**Lead Minister:** Minister for Education and Training

**Lead agency:** Department of Education; Department of Training and Workforce Development

### Western Australia's performance: baseline data



The proportion of young Aboriginal and Torres Strait Islander people engaged in employment or education has been consistently increasing over the past 15 years.<sup>13</sup> In 2016, 52% of young Aboriginal and Torres Strait Islander people in WA were fully engaged in education or employment, which was slightly below the national average of 57% (see figure).

For those young Western Australian Aboriginal and Torres Strait Islander people who were fully engaged in employment or education, about 70% were studying full-time – most of these being still at secondary school, with others attending university or TAFE. About 30% were working full-time. The major industries of employment were mining, construction and public administration. A small number of young Aboriginal and Torres Strait Islander people were both studying and working part-time.

<sup>13</sup> The data for this target are drawn from the ABS Census. The next Census will be conducted in August 2021.

## Key partnerships with Aboriginal people

Aboriginal organisations and stakeholders have been active partners in the development of key initiatives and strategies under this part of the plan, including:

- Aboriginal staff across the state provided input to the development of the Department of Education's Aboriginal Cultural Standards Framework.
- The Department of Education's Elders in Residence provided advice and guidance to the development of the Department's Aboriginal Cultural Standards Framework.

## Key strategies

The key frameworks and strategies that influence this are:

- The Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020-2025.
- The *Aboriginal Procurement Policy*, which sets targets for a proportion of government contracts awarded to registered Aboriginal businesses and seeks to develop entrepreneurship and business opportunities for the Aboriginal community.
- The Department of Education's *Strategic Directions for public schools 2020-2024*, which sets clear aspirations for every student and focuses on improvement drivers, including enabling Aboriginal students to succeed as Aboriginal people.
- The Department of Education's Building on Strength – Future Directions for WA public schools, specifically:
  - the commitment to create culturally responsive classrooms that build on the strengths of Aboriginal students, engage them in learning and enable them to thrive academically and socially
  - to provide educational opportunities that match the aspirations of Aboriginal families and communities.
- The Department of Education's *Aboriginal Cultural Standards Framework* drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students.
- The *Report on the Review of Skills, Training and Workforce Development, June 2020*, which includes recommendations to improve employment and training outcomes for Aboriginal people, particularly young people.
- The Department of Training and Workforce Development's 2021-2023 Innovate Reconciliation Action Plan (under development).
- The Aboriginal School-Based Training Program, which supports Aboriginal school students to commence training at school.
- The WA Government *Commitment to Aboriginal Youth Wellbeing*, aimed at reducing the rate of suicide and enhancing the wellbeing of young Aboriginal people.

The strategies for this outcome are closely linked to those for Outcomes 5, 6, and 8. Combined progress on these outcomes will have a significant impact on the engagement of Aboriginal people in education and employment.

- An Aboriginal Traineeship Program, centrally funded and coordinated by the Public Sector Commission, providing up to 50 placements across the WA Government sector for young Aboriginal people.
- Implementation of recommendations from the *Report on the Review of Skills, Training and Workforce Development*, which focus on the delivery of wrap around, person-centred education, training and employment support for young Aboriginal people.
- Wrap-around support and services for Aboriginal students studying for training qualifications through the Participation-Equity program and at TAFE colleges, funded by the Department of Training and Workforce Development.

- Financial incentives to encourage employers and group training organisations to employ Aboriginal apprentices and trainees.
- Career services and training information for Aboriginal job seekers through Jobs and Skills Centres.
- Aboriginal School-Based Training programs, which support secondary students to commence training that can lead to post-school opportunities, including further training and education pathways.

## **Key actions**

To work toward this target, the WA Government will:

1. Develop culturally responsive schools that partner with families, communities, and agencies to consistently engage with young Aboriginal people throughout their school lives.
2. Improve access to training programs and mentoring services.
3. Lead by example through excellence in public sector recruitment and support.
4. Lead by example in setting the standard for workplace diversity and inclusion of young Aboriginal people.
5. Provide a range of vocational and university pathways to support Aboriginal students to transition into post-school training, higher education or employment.

## **Key areas for further development and consideration**

- Engaging more young Aboriginal people in full-time employment, training or further education, while exploring ways to support more flexible arrangements, particularly in remote areas.
- Awareness of and opportunities for potential Aboriginal employees, and interested employers, in industries outside of mining, construction and public administration
- Further enhancement of policies which promote the employment and advancement of Aboriginal people in the public sector.
- School-to-work transitions.

## Outcome 8 - Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities

Economic participation and development of Aboriginal and Torres Strait Islander people and communities is critical in providing individuals, families and communities with strong foundations and secure, independent futures. Governments have an important role in boosting Aboriginal people's economic participation and success in employment, procurement, training and business.

**National target:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent.

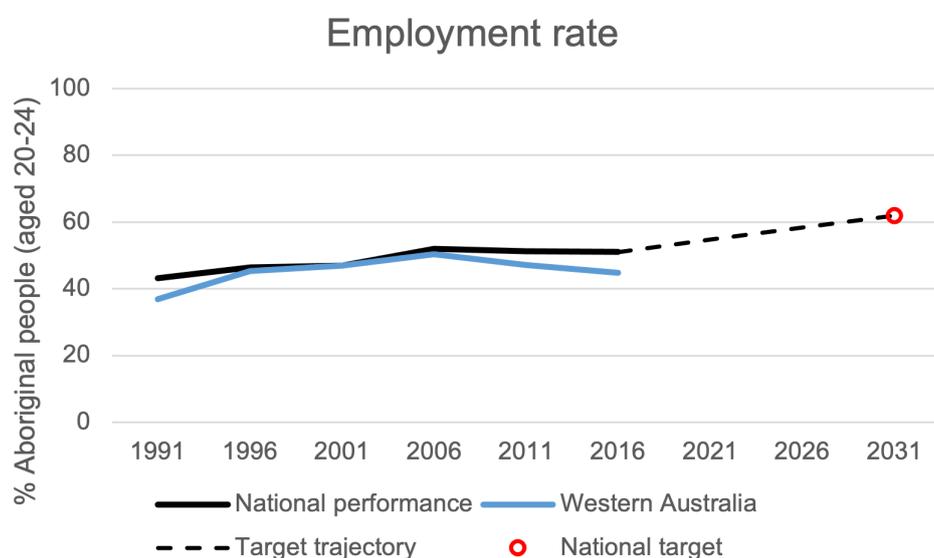
○ This target is considered highly aspirational. It requires a substantial increase in the employment rate, which has not changed substantially in recent decades.

**Lead Minister:** Minister for Regional Development; Agriculture and Food

**Lead agency:** Department of Primary Industries and Regional Development

**Supporting agencies:** Department of Jobs, Tourism, Science and Innovation; Public Sector Commission; Main Roads

### Western Australia's performance: baseline data



The proportion of employed 25-64 year olds in WA from the population in general increased from 68% in 1991 to 76.8% in 2016, an overall increase of 8.8%. Over the same period, the proportion of employed Aboriginal people across the same age cohort in WA increased from 36.8% to 44.7%, after peaking at 50.4% in 2006. This represents an overall gain of 7.9%.

## Key partnerships with Aboriginal people

Key partnerships in developing and implementing strategies and actions under this outcome will include:

- The Aboriginal Advisory Council of WA, who are co-developing, and will assist with the implementation of, the draft Aboriginal Empowerment Strategy
- Native title holders, who will help drive the development and implementation of economic development initiatives within settlement and native title agreements
- Aboriginal organisations involved in supporting and delivering economic development, implementing capacity-building opportunities, and providing training and employment outcomes and linkages
- Aboriginal businesses and peak bodies, such as the Western Australian Indigenous Tourism Operators Council and the Noongar Chamber of Commerce and Industry.

## Key strategies

The key frameworks, policies and strategies to achieve this are:

- The draft Aboriginal Empowerment Strategy, which will include an emphasis on economic development.
- The WA Aboriginal Procurement Policy.
- DPIRD's Aboriginal Economic Development unit, which is focussed on supporting:
  - Aboriginal business development, business leadership and governance; and
  - the unlocking of new economic development opportunities arising from native title agreements, land and sea enterprise, divestment, diversification and strategic projects.
- Native title settlements and agreements featuring economic development commitments and initiatives.
- Land and sea management by Aboriginal Rangers, and increasing the transition into employment and Aboriginal economic outcomes from ranger programs delivered by the Department of Biodiversity, Conservation and Attractions across Western Australia.
- The Public Sector Workforce Diversification and Inclusion Strategy for WA public sector employment 2020-25, and the Action Plan for Aboriginal and Torres Strait Islander people (3.7% target).
- A focused approach towards Aboriginal participation in the rollout of the WA Recovery Plan infrastructure package; and
- The Federal Indigenous Supplier-Use Framework for Federally-funded Infrastructure Projects.

## Key actions

The WA Government will implement a range of actions to increase economic development outcomes in employment, training, procurement and business for Aboriginal people across the State.

This approach will help bridge cultural and economic priorities, identify how a range of levers within Government can be used to create change, and encourage a strength-based focus on supporting success.

A diverse range of Government agencies will identify priority opportunities to support for Aboriginal economic development aspirations in business, procurement, training and employment across public and private projects and initiatives. This includes opportunities to support Aboriginal businesses, procurement, training and employment aspirations, connect Aboriginal people with employers and markets, and to expand markets for Aboriginal businesses and employees. Coordinated Government efforts will help outline the practical actions required to achieve these opportunities.

- Negotiation and implementation of native title settlements and agreements that include Aboriginal economic commitments and initiatives, e.g. South West Native Title Settlement, Yamatji Native

Title Settlement, future native title compensation agreements.

- Delivery of Jina: WA Aboriginal Tourism Action Plan 2021-25.
- Improved access to driver's licences (including birth registrations/certificates) as a precursor to employment.
- Continue to implement the Aboriginal Procurement Policy.
- WA Industry Link (initiatives to increase the number of local Aboriginal businesses).
- All agencies to have internal Aboriginal employment strategies.
- Delivery of DPIRD's Aboriginal Economic Development strategy, including:
  - Providing leadership and procurement advisory support services to Aboriginal business and governance
  - Unlocking opportunities for increased Aboriginal participation and representation in the sandalwood, fishing, forestry, pastoral, and carbon-farming industries
  - Providing partnerships and service contracts to Aboriginal-led organisations, to deliver economic development support programs and services
  - Supporting DPLH land divestment to create economic opportunities, and diversification to increase land enterprise sustainability
  - Targeted, industry-focused workforce development planning and capacity building, to support Aboriginal participation in regions.

## Key areas for further development and consideration

- Government agency access to information about Aboriginal businesses (contact details, profile, capability information), and exchange of information about procurement best practice, to increase the number of Aboriginal businesses contracted by Government.
- Increasing Aboriginal participation, employment, business development and training outcomes in State infrastructure projects.
- Increased use of successful initiatives, including Aboriginal Participation Plans in contracts, and establishing targets in contracts
- Case study development to inform and promote Aboriginal employment and procurement best practice across agencies.
- Implement actions in 2021 Policy Reform forum: establish a multi-department economic development group, including key Aboriginal voices. Review evidence base and best practices from WA and other jurisdictions, including place based innovation. Conduct multi-department 'pop-up' workshops to develop innovations.
- Employment pathways.
- Review of South West Settlement economic development aspirations and opportunities.
- Increasing emphasis on economic development considerations within native title agreement negotiations.
- Broadening economic development support and workforce development.
- Facilitate cross-agency collaboration on Aboriginal economic development through the Land Enterprise and Economic Development team at the Department of the Premier and Cabinet.
- Workforce development to meet regional needs, including consideration of directly-managed construction works over multiple seasons to upskill local workers and build local capability.
- Understanding aspirations and pathways to economic development for remote Aboriginal communities (case by case), as a means for community development as a whole.

# Outcome 9 - Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need

Connecting Aboriginal people to safe, stable, and sustainable homes, while improving housing choice and outcomes for Aboriginal households and communities is critically important for supporting a thriving life, good health, wellbeing, education, and employment outcomes.

**National target:** By 2031, increase the proportion of Aboriginal people living in appropriately sized (not overcrowded) housing to 88 per cent.

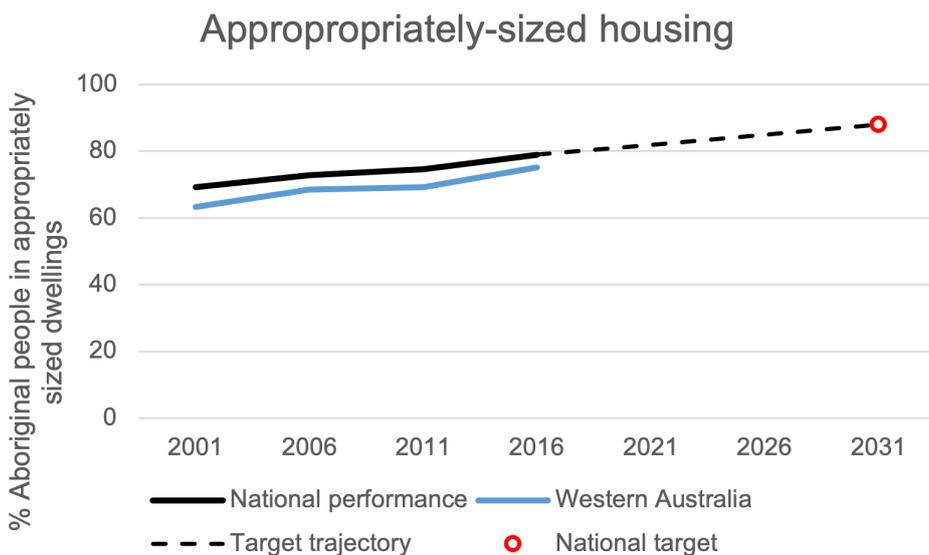
○ This target is considered aspirational. There have been substantial increases in the proportion of Aboriginal people in appropriate housing in the last decade, however as the Commonwealth has discontinued funding for housing there are high rates of overcrowding in remote communities.

**Lead Ministers:** Minister for Housing; Minister for Water; Minister for Health

**Lead agency:** Department of Communities

**Supporting agency:** Department of Health

## Western Australia’s performance: baseline data



The proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing has been increasing over the past 15 years.

In 2016, 75.2 per cent of Aboriginal people in WA were living in appropriately sized dwellings, which was slightly below the national average of 78.9 per cent (see figure).

Increased social housing in regional areas has contributed to improved Aboriginal housing availability. However, to reach the 88 per cent target, further investment in affordable housing options will be required, as well as a more agile housing system that underpins individual, family and community wellbeing.

## Key partnerships with Aboriginal people

- Binarri-binyja yarrowoo Aboriginal Corporation partnership to co-design Transitional Housing Program.
- Nyamba Buru Yawuru (Yawuru) partnership to facilitate the delivery of the “Jalbi Jiya (Your Home)” program (Program) for a five-year term.
- Yindjibarndi Aboriginal Corporation and Yurra Group, to develop apprentice and employee transition accommodation in Roebourne.
- Partnerships with Aboriginal Community Controlled Organisations established under the Housing First Homelessness Initiative.

## Key strategies

The key frameworks and strategies for achieving this will be:

- The WA Housing Strategy, 2020–2030, which includes:
  - A new Social Housing Framework, providing flexible housing stock and removing disincentives to improve life outcomes
  - An Affordable Housing Implementation Plan to deliver a greater range of options and housing choice in regional and remote locations.
- All Paths Lead to a Home: WA’s 10 Year Strategy on Homelessness 2020–2030, which features a Housing First Homelessness Initiative.
- The Aboriginal Housing COVID-19 Recovery Plan and Data Integrity Review.
- The Strategic Asset Plan (SAP) 2021- 2022, which outlines how Communities will use and invest in its housing assets over the next 10-years to deliver on its purpose - to ‘collaborate to create pathways that enable individual, family and community wellbeing’.

## Key actions

To work toward this target, the WA Government will:

1. Strengthen the role of Aboriginal organisations and communities in co-designing and delivering culturally appropriate responses for Aboriginal people.
2. Ensure culturally informed and responsive government policies that address place-based and cohort specific need.
3. Ensure housing and homelessness response services are culturally responsive and flexible to better meet the needs of Aboriginal people.
4. Increase the availability of appropriate accommodation and service options for Aboriginal people and families.

### **Social Housing Economic Recovery Program (SHERP)**

- Under this program the Department of Communities is leading the delivery of a \$319 million investment targeted at social housing to increase the lifespan and quality of homes.
- As part of this COVID-19 economic recovery package, \$80 million will be made available for maintenance of 3,800 regional social housing properties, including remote Aboriginal communities’ stock. The majority of SHERP investment is targeted at the most vulnerable people, on the State’s priority housing waitlist, while also incorporating strategies that enable improved local Aboriginal employment opportunities.

### **Housing and Homelessness Investment Package (HHIP)**

- The WA Government’s \$221 million HHIP package was announced in December 2019 to provide more social and affordable housing for people on low-to-moderate incomes, or at risk of homelessness, while also supporting the WA economy and the housing construction industry.

## North-West Aboriginal Housing Fund

- The \$200 million North-West Aboriginal Housing Fund invests in projects focused on the innovative use of housing and person-centred supports to build opportunity, prosperity and wellbeing for Aboriginal people in the Kimberley and Pilbara. Over a four-year period, the Fund's aims include:
  - Support for 300 families
  - Increased school attendance for at least 600 children
  - Participation in jobs and training for over 300 adults
  - Apprenticeships for 30 young people
  - Eventual home ownership for at least 15 families
  - About \$25 million in services and construction contracts for Aboriginal organisations.

To date, the Fund's investments have been approved for:

- *East Kimberley Transitional Housing Program* - fifty affordable houses constructed, and support services provided for Aboriginal people who aspire to move into the private housing market.
- *Jalbi Jiya partnership with Nyamba Buru Yawuru* - twenty-five properties to support home ownership and other goals for employment, education, and wellbeing.
- *Hedland Transitional Housing Project* - assets repurposed to provide 40 affordable houses and support services for Aboriginal people who aspire to move into the private housing market.
- *Expansion of Aboriginal Short Stay Accommodation* - to build the East Kimberley and Geraldton Aboriginal Short Stay Accommodation facilities.

## Innovation and Sustainability for Housing Affordability

- The technical specifications of WA homes being constructed, maintained, or refurbished have been modified to enhance housing affordability across the State by rolling out improved household water efficiency and reduced power use within all regions.
- This has been achieved by requiring minimum thermal efficiency standards, specifying waterwise fixtures and fittings, using LED lighting, putting weather seals on windows and doors, and installing ceiling fans. Waterwise landscaping is now also a requirement. These requirements commenced in October 2020, and flow-on effects to tenant bills should soon become visible to Aboriginal households and communities.

## Key areas for further development

- Development of an investment framework to guide future decision-making for investment in housing in remote communities, as part of the Strategic Asset Plan.
- Review the Regional Service Delivery Model for Housing Management Services in Remote Indigenous Communities, an action outlined in the Social Housing Framework.

## Outcome 10 - Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system

Aboriginal people are incarcerated at higher rates than the broader Western Australian population, contributing to adverse outcomes for the wellbeing of Aboriginal people and their communities. The overrepresentation of Aboriginal adults in custody and, the criminal justice system more broadly, can be reduced through a range of evidence-based and culturally appropriate interventions. This should lead to improved outcomes and assist with addressing the gap in multiple target areas under this National Agreement.

**National target:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.

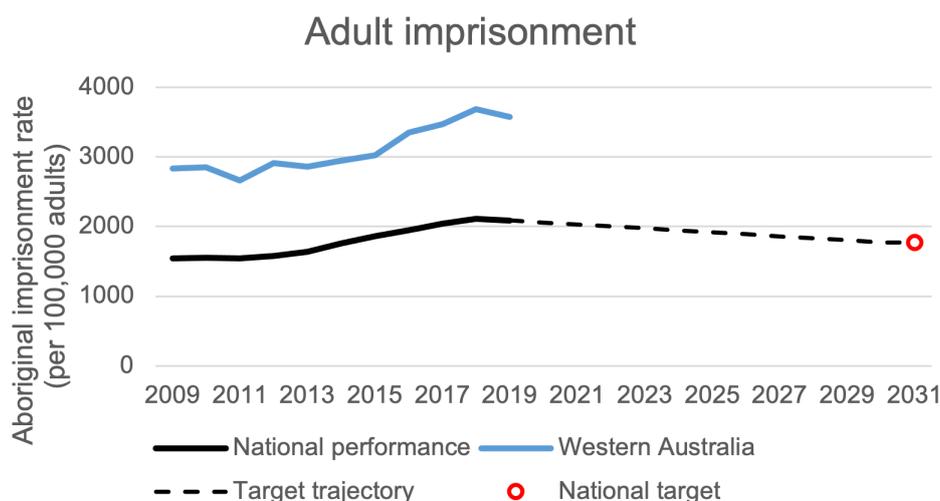
○ This target is considered aspirational. While the number of Aboriginal adults in the criminal justice system has increased in the last decade, the government has implemented a number of key initiatives aimed at reducing imprisonment and the impacts of this initiatives are not yet fully realised.

**Lead Minister:** Attorney General, Minister for Corrective Services

**Lead agency:** Department of Justice

**Supporting agencies:** WA Police

### Western Australia's performance: baseline data



Although the number of Aboriginal and Torres Strait Islander people incarcerated in Western Australia, and in Australia generally, has been increasing since 2009, incarceration rates fell in 2019. However, since 2009, Western Australia has continually imprisoned Aboriginal and Torres Strait Islander people at higher rates than other states and territories.

A range of factors contribute to this disproportionate rate of incarceration. These include aspects of the criminal justice system such as decisions around charging suspects, sentencing, bail and parole.<sup>14</sup> They also include the social, economic, and individual reasons why people come into contact with the justice system, and the reasons they may continue to offend after being released from custody.

<sup>14</sup> In 2019/20 the average daily population of Aboriginal adult prisoners was 2716, and an average of 877 (or 32.3%) of these prisoners had not been sentenced.

## Key partnerships with Aboriginal people

The Department of Justice will establish an Aboriginal Justice Advisory Committee, comprising Aboriginal people from throughout the state, who will provide cultural expertise and advice to the Department's Director General about Aboriginal people and their engagement with the justice system.

The Department has introduced the General Court Intervention Program, delivered by Palmerston (NGO) and the Wungening Aboriginal Corporation, which aims to divert people from the justice system in the pre-sentencing phase. Wungening also leads the Reset Consortium, which provides support for Aboriginal prisoners and assists with reintegration into the community.

## Key strategies

To work toward this target, the WA Government will:

1. Develop culturally safe and competent place-based services, in partnership with the Aboriginal community, to address the factors that contribute to crime and reduce re-offending;
2. Implement tailored initiatives to reduce avoidable remand for Aboriginal people;
3. In partnership with ACCOs, improve access to programs that divert Aboriginal people from the justice system before they are entrenched within it;
4. Develop and implement the Aboriginal Family Safety Strategy;
5. Provide financial support through grants for programs and services to address issues that contribute to the overrepresentation of Aboriginal people in the criminal justice system; and
6. Continue to work with community legal service providers to facilitate meeting the legal needs of Aboriginal people.

## Key actions

- **Aboriginal Overrepresentation Project:** Following the justice pipeline model, examining and responding to underlying contributors and drivers that have led to the significant overrepresentation of Aboriginal Western Australians in custody.
- **Custody Notification Service:** Continuing to provide the service, while monitoring and tracking its benefits.
- **Tracking current reform initiatives:** Tracking the benefits of a program of justice reform initiatives implemented in 2020, aimed at improving community safety and reducing the overrepresentation of Aboriginal people in the criminal justice system. This includes initiatives to reduce avoidable remand, increase sentencing flexibility, increase appropriate access to parole, and prisoner rehabilitation.

## Key areas for further development and consideration

- Explore whether legislative reform is required to address structural barriers to the achievement of the National Agreement target.
- Partnerships that strengthen the capability and capacity of ACCOs and their communities to facilitate the development of targeted place-based initiatives that address local factors underlying criminal behaviour.
- Services to Aboriginal people in prison that address criminogenic needs, improve community reintegration and subsequently reduce recidivism.
- Culturally safe and flexible sentencing options.
- Culturally appropriate rehabilitation programs.
- Strengthening our evidence base to identify factors that contribute to recidivism and developing targeted strategies to address them.
- Interagency partnerships to identify cross-cutting drivers that require a coordinated response.

# Outcome 11 - Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system

Ensuring Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system is essential to facilitating positive outcomes later in life, and to assist in ensuring they have the same opportunities as all other young people.

**National target:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by 30 percent.

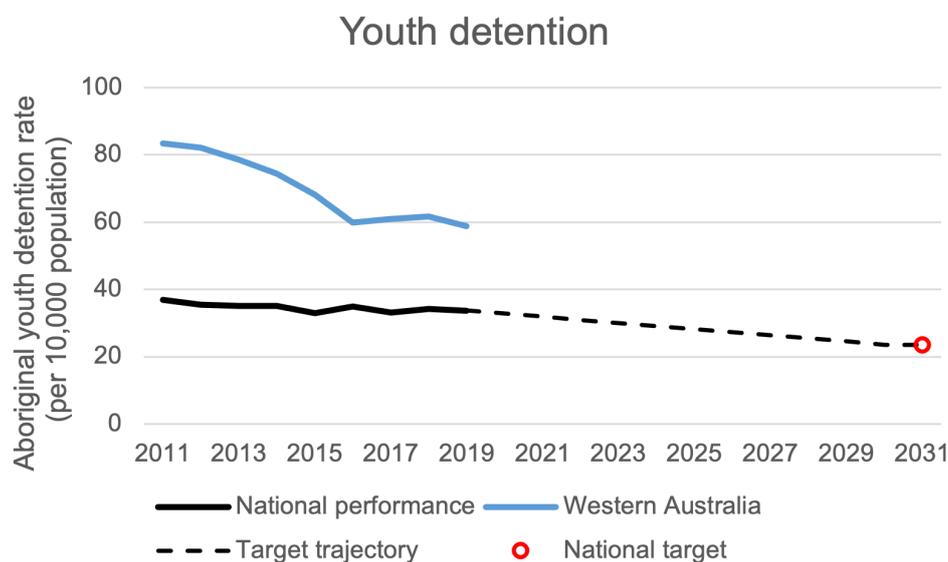
 This target is considered to be highly achievable. There have been substantial decreases in the rate of Aboriginal young people in detention in Western Australia.

**Lead Minister:** Minister for Corrective Services

**Lead agency:** Department of Justice

**Supporting agencies:** Department of Communities, WA Police, Department of Education, Mental Health Commission

## Western Australia's performance: baseline data



Western Australia has the highest rate of Aboriginal and Torres Strait Islander youth detention in the nation, and sentences young Aboriginal and Torres Strait Islander people to detention at 45 times the rate of non-Indigenous young people. However, data indicates that the rate of Aboriginal and Torres Strait Islander youth detention has fallen since 2010-11. The most common offences for which young people are charged include theft, acts intended to cause injury, and unlawful entry with intent. Recent years have seen increasing numbers of young people charged with illicit drug offences.<sup>15</sup> Research suggests that, since June 2015, the numbers of young people in sentenced detention has fallen, while the number of young people on remand in detention has risen.<sup>16</sup> The Commissioner for Children and Young People remarked in 2020 that data shows a correlation between the number of young people who intersect with both the child protection and youth justice systems; over one third of young people in the youth justice system in WA have also been involved in the child protection system.<sup>17</sup>

<sup>15</sup> <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4519.0~2016-17~Main%20Features~Western%20Australia~12; issues-paper-youth-justice-updated-june-2020-final-for-website.pdf> (ccyp.wa.gov.au) both accessed 10 March 2021.

<sup>16</sup> Australian Institute of Health and Welfare. *Youth detention population in Australia 2019*. Bulletin 148. February 2020.

<sup>17</sup> Commissioner for Children and Young People Western Australia. *Youth Justice: Issues Paper*. June 2020.

The Commissioner also noted that recidivism is a major factor in levels of youth detention; in 2017-18, over half of young people released from detention returned within two years.<sup>18</sup> Nationally, the Australian Institute of Health and Welfare notes that young people from remote and very remote areas are much more likely to be subject to supervision, in a custodial or community setting, than those from metropolitan or regional centres, which corresponds with the higher proportion of Aboriginal people living in these areas.<sup>19</sup>

## Key partnerships with Aboriginal people

The Department of Justice will establish an Aboriginal Justice Advisory Committee (AJAC), comprising Aboriginal people from throughout the State, who will provide cultural expertise and advice to the Department's Director General about Aboriginal people and their engagement with the justice system.

Aboriginal organisations and stakeholders have been active partners in the development of key initiatives and strategies for this part of the plan, including the Kimberley Aboriginal Law and Culture Centre, youth bail service providers, and Aboriginal community organisations providing diversion services.

## Key strategies

To work towards the National Agreement target, the WA Government will:

1. Implement the Kimberley Juvenile Justice Strategy, which forms part of the WA Government's Commitment to Aboriginal Youth Wellbeing
2. Promote the empowerment of all Western Australian young people through the implementation of the WA Youth Action Plan 2020-22 and the Young People's Mental Health and Alcohol and Other Drug Use: Priorities for Action 2020-2025
3. Continue work on the Aboriginal Overrepresentation Project (AOP), to consolidate a prioritised list of initiatives that will help reduce Aboriginal overrepresentation in the justice system. These initiatives will complement the Justice Reform Project. Youth justice falls within the scope of the AOP, and a number of proposals in development focus on reducing avoidable remand and providing culturally appropriate diversionary options
4. Work in partnership with Aboriginal community-controlled organisations to develop place-based initiatives to divert young people away from the criminal justice system
5. Develop and implement the Aboriginal Family Safety Strategy
6. Progress actions to meet Closing the Gap targets relating to Aboriginal youth health, education, employment and youth social and emotional wellbeing, which will have a flow-on impact in reducing young Aboriginal people's engagement with the criminal justice system
7. Explore options for holistic programs that provide early intervention to young people at risk, such as the Target 120 initiative
8. Explore whether legislative reform is required to address structural barriers to the achievement of the National Agreement target.

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<sup>18</sup> Ibid.

<sup>19</sup> Australian Institute of Health and Welfare. *Youth justice in Australia: 2018-19*. P(vi).

## Key actions

- **Kimberley Juvenile Justice Strategy:** Continue to deliver the Kimberley Juvenile Justice Strategy and explore further areas for development in line with priorities identified through ongoing engagement with Aboriginal people and communities – including potential on-country alternatives to detention.
- **Night patrols and place-based structured activities:** Engage with youth through Night Patrols, and place-based structured activities, to facilitate young people being in safe places and prevent the conduct of anti-social behaviour and criminal offences.
- **Youth Engagement Program:** Support and monitor the current Youth Engagement Program, delivered by the Aboriginal Legal Service of WA, which provides culturally competent and individualised support to assist Aboriginal young people in meeting the requirements of court orders, subsequently reducing the rate of young people in detention for breaching such orders.

## Key areas for further development and consideration

- Reducing the time for matters to be finalised for young Aboriginal people remanded in detention and improving their capacity to access supports to facilitate their release on bail.
- Improving outcomes for young Aboriginal people who are involved in the child protection system.
- Access to diversionary programs and initiatives for young Aboriginal people throughout the entire state, particularly those in remote areas.
- Support for young Aboriginal people upon release from detention.
- Co-designing community and justice-based strategies and programs to better manage and support at-risk young Aboriginal people.
- Working with partner agencies to provide coordinated support for young people and their families, to address the issues underlying their offending behaviour.
- Exploring legislative changes that may assist to achieve the target.

## Outcome 12 - Aboriginal and Torres Strait children are not overrepresented in the child protection system

A whole-of-government and community approach is critical to addressing the key drivers that contribute to children coming into contact with the child protection system. These include family and domestic violence, substance abuse, unmanaged parental mental health and homelessness. Every effort is made to support Aboriginal families to keep their children safe, and bringing children into care is an option of last resort. When this is necessary, agencies work with the parents and their network to increase safety for the child/ren so reunification with their parents can occur.

**National target:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander children in out of home care by 45 per cent

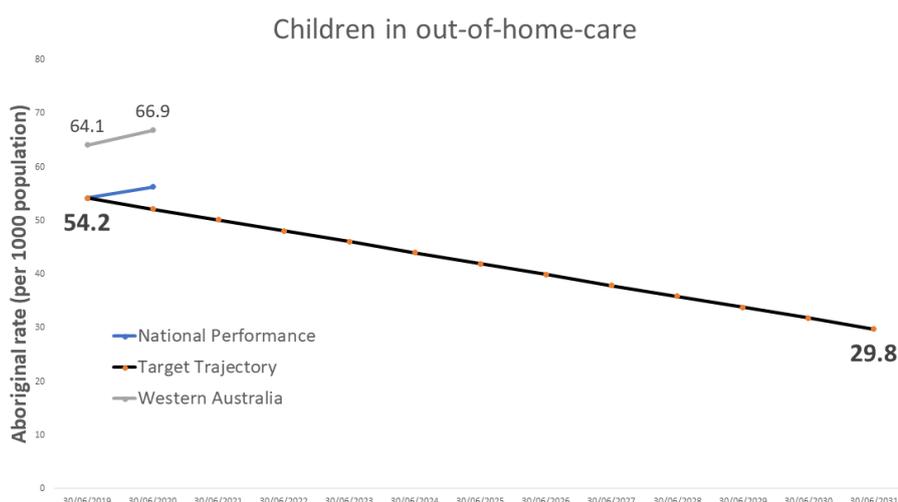
 This target is considered highly aspirational. The rate of Aboriginal children in out-of-home care has increased in the recent decade, and WA needs to turn this trend around before working towards the national target.

**Lead Minister:** Minister for Child Protection

**Lead agency:** Department of Communities

**Supporting agencies:** WA Police Force, Department of Justice

### Western Australia's performance: baseline data<sup>20</sup>



In 2019-20, the Department of Communities recorded the lowest growth rate of Aboriginal children in out-of-home care since 2004.

Implementation of the Earlier Intervention and Family Support Strategy has contributed to the reduced rate of growth. However, to reach the target of reducing the rate of Aboriginal children in care by 45% in 2031, significant investments in prevention and early intervention to address the key drivers contributing to child abuse and neglect, successful reunification of those already in care and efforts to address structural disadvantage will be required.

<sup>20</sup> These calculations have used the following source information:

- Australian Bureau of Statistics 2016 Census Data - Table 5 Estimated resident and projected Aboriginal and Torres Strait Islander population, Series B(a), Single year of age, Western Australia, 2006 to 2031.
- Report on Government Services 2020, Table 16A.2 and the Child Protection Australia 2018-19, Table S5.10.

## Key partnerships with Aboriginal people

- The Supporting Communities Forum is an initiative to build a collaborative partnership between the WA Government and the community services sector, a key contributor to economic growth, employment and community wellbeing, particularly for vulnerable Western Australians.
- The Implementation Group established for the Aboriginal Family Led Decision Making pilot is comprised of entirely Aboriginal membership. Their role is to steer the project, provide guidance, and make decisions about the pilot. The project is co-led and co-designed with Aboriginal people and delivered in partnership with the Department of Communities.
- Establishing a Department of Communities Aboriginal Strategic Advisory Group (Advisory Group) as a successor to the former Aboriginal Cultural Council (Cultural Council), which is in progress.

## Key strategies

There are key strategies underway to reduce the overrepresentation of Aboriginal children in the child protection system. These strategies include:

1. *Building Safe and Strong Families: Earlier Intervention and Support Strategy (EIFSS)*: providing a framework for aligning the service system to meet the current needs of families who are most vulnerable to their children entering out-of-home care.
2. Aboriginal Family Led Decision Making pilot: independent Aboriginal convenors to facilitate a culturally safe process for families to identify and implement strategies to keep their children safe.
3. Pre-birth planning with Aboriginal families: an Aboriginal Senior Practice Development Officer is involved in facilitating pre-birth planning process with Aboriginal families.

## Key actions

### The Specialist Child Protection Unit

- The Specialist Child Protection Unit was established to elevate the profile of child protection and provide a leading voice on child protection matters, both within the Department of Communities and across the sector. Establishing the unit is an opportunity to steward the sector to adopt best practice, embrace culturally appropriate services, and embed sector-wide continuous improvement, which will improve outcomes for children, young people and their families.

### Criteria for Aboriginal Representative Organisations

- Develop and co-design the criteria for Aboriginal Representative Organisations, including how they will be supported, measured and evaluated, while aligning to the Children and Community Services Amendment Bill, due to be debated in Parliament in this term of government.

### Building Safe and Strong Families: Earlier Intervention and Support Strategy (EIFSS)

- A key focus for the EIFSS is funding local Aboriginal community controlled organisations (ACCOs) or services that partner with ACCOs, who employ local Aboriginal people to provide culturally safe services. There are three intensive support programs delivered through the EIFSS:
- Aboriginal In-Home Support Service (AISS), an intensive in-home intervention in the metropolitan area that aims to keep Aboriginal children and young people safely at home with family and connected to Country, culture, and community. AISS is delivered by Wungening Moort; a consortium made up of four service providers – Wungening Aboriginal Corporation, Coolabaroo Community Services, Ebenezer Aboriginal Corporation and Moorditj Koort.
  - Intensive Family Support Service (IFSS), aimed at reducing the number of Aboriginal children entering care, or supporting Aboriginal families whose children are in out-of-home care and require in-home support to assist with reunification. Community service organisations, in partnership with ACCOs, provide culturally competent in-home practical support for the whole family to enhance safety and wellbeing. IFSS has been extended to regional WA.

- Family Support Networks (FSN), which are a partnership between the Department of Communities and the community services sector that support local Aboriginal families in their homes. They provide customised support to families with significant protection concerns and who require the support of more than one service.

### **Aboriginal Family Led Decision Making**

- Establishment of a pilot project which aims to address over-representation of Aboriginal children in the child protection system through supporting Aboriginal families to participate in decisions made for the care and protection of their children.

### **Services for At-Risk Young People**

- The Department of Communities currently funds a number of services across the State to support at-risk young people. These services provide early intervention-focused diversional and recreational activities, and case management for young people at risk, to try and reduce the likelihood of them entering the child protection or justice systems.

### **Key areas for further development**

- Development of a five-year Child Protection Reform Roadmap to document existing child protection reform projects using previous reviews and reports, and develop a comprehensive and coordinated implementation plan for the reforms that prioritises future work and identifies key foundational projects.
- Continue to develop the recently established Specialist Child Protection Unit, to meet the identified functions and core principles.
- *The 10-Year Roadmap to reduce the number of Aboriginal children in care*: in partnership with the Aboriginal community, developing and co-designing a 10-Year Roadmap to reduce the number of Aboriginal children in care.
- Strengthen cultural competence and responsiveness within the workforce.

## Outcome 13 - Aboriginal and Torres Strait Islander families and households are safe

Aboriginal family safety will be achieved through coordinated effort across government in partnership with Aboriginal people and communities addressing the unique drivers of family violence for Aboriginal people and prioritising Aboriginal led and owned responses that are culturally informed and secure.

**National target:** A significant and sustained reduction in violence and abuse against Aboriginal and Torres Strait Islander women and children towards zero.

**Lead Minister:** Minister for Prevention of Family and Domestic Violence

**Lead agency:** Department of Communities

**Supporting agencies:** Department of Justice, WA Police Force

### Western Australia's performance: baseline data

There is no population-level data on violence and abuse against Aboriginal and Torres Strait Islander women and children, that reliably measures all forms of abuse.

The National Aboriginal and Torres Strait Islander Health Survey (NATSIHS) 2018/19 included a module on women's experiences of physical violence. However, due to methodological differences, this data is not strictly comparable to other ABS data sources, including the social surveys (general and Indigenous specific). This means only a single data point is available on Aboriginal and Torres Strait Islander women's experiences of physical violence. There is currently no population data available about the exposure of Aboriginal children to family violence<sup>21</sup>.

Operational data sources including police and specialist homelessness services only capture a sub-set of victim survivors, with a general understanding that there is considerable unmet demand as a result of under-reporting. Increased attention to, and investment in responses to Aboriginal family violence, may lead to an increase in reporting and service access.

### Key partnerships with Aboriginal people

Partnership arrangements for this target, include:

- Establishing the Department of Communities Aboriginal Strategic Advisory Group as a successor to the Aboriginal Cultural Council, which is in progress.
- The Path to Safety Steering Group oversees the implementation of the *Path to Safety: Western Australia's strategy to reduce family and domestic violence 2020-2030*. Aboriginal representation on the Path to Safety Steering Group includes Aboriginal Family Legal Services, Geraldton Regional Aboriginal Medical Service (GRAMS), Noongar Family Safety and Wellbeing Inc.

The Langford Aboriginal Association, contracted by the Department of Communities to deliver the Aboriginal Family Safety Project, which involves the codesign approach to develop a culturally appropriate program to improve the safety of Aboriginal women and their children experiencing family violence. The project is informed by the National Empowerment Project, which aims to empower Aboriginal and Torres Strait Islander people and communities through the promotion of cultural, social, and emotional wellbeing.

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<sup>21</sup> Source: <https://www.closingthegap.gov.au/data>

## Key strategies

*Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020-2030* (Path to Safety) includes Aboriginal family safety as a focus, with the following priority actions:

1. To work with Aboriginal people and communities to co-design and implement a dedicated Aboriginal Family Safety Strategy.
2. To strengthen the role of ACCOs and Aboriginal communities to design and deliver culturally appropriate responses for Aboriginal people.
3. To ensure actions to prevent and reduce family and domestic violence are flexible, culturally responsive, and culturally secure to better meet the needs of Aboriginal people.

## Key actions

### Aboriginal Family Safety Strategy

- Developing a dedicated strategy addressing Aboriginal family violence is a priority action of Path to Safety. The Strategy will be developed in close collaboration with Aboriginal people. It will coordinate effort across government and the community to address the unique drivers of Aboriginal family violence and the disproportionate impact on Aboriginal women and children.

### Culturally Appropriate Programs

- Under Path to Safety, developing culturally appropriate programs to improve the safety and wellbeing of Aboriginal women and their children experiencing family and domestic violence, ensuring that Aboriginal women and children benefit from all support services available to them.

### Rapid Rehousing for Aboriginal Women and Children Leaving Refuge

- A 2021 Government election commitment is for a commitment to Rapid Rehousing for Aboriginal Women and Children leaving refuge – providing support for up to 40 Aboriginal women and their children to enable them to access safe transitional housing in the private rental market.

### Family and Domestic Violence Prevention

- A 2021 Government election commitment is to develop a family and domestic violence prevention framework and associated prevention activities – which includes dedicated approaches for Aboriginal families and communities.

## Key areas for further development

- Developing the capability of ACCOs to deliver services locally.
- Exploring culturally secure men's behaviour change programs.
- Explore governance and funding options to support local solutions led by Aboriginal people, communities, and organisations.

## Outcome 14 - Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing

Supporting Aboriginal people in Western Australia to experience high levels of social and emotional wellbeing (SEWB) will help build community resilience, and empower Aboriginal people and organisations to take a leadership role in developing social and emotional wellbeing programs and interventions for their communities.

**National Target:** Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.

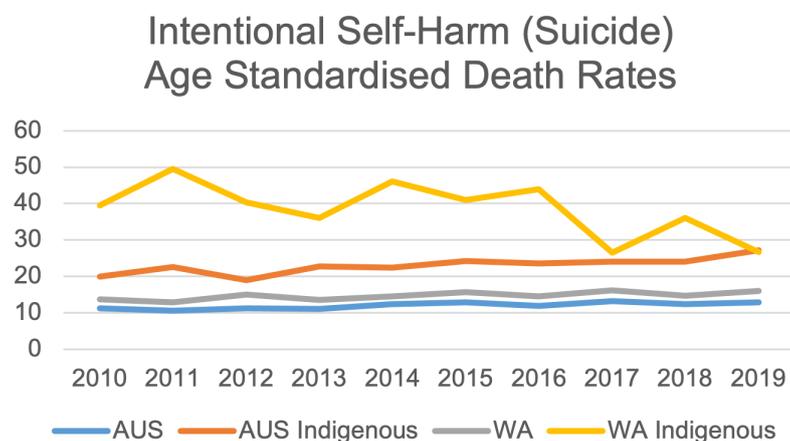
○ This target is considered aspirational. The suicide rate for Aboriginal people has been decreasing in Western Australia.

**Lead Minister:** Minister for Mental Health

**Lead agency:** Mental Health Commission (MHC)

**Supporting agencies:** Department of Communities, Department of Health

### Western Australia's performance: baseline data



Until 2019, Western Australia consistently recorded higher Intentional Self-Harm Age Standardised Death Rates (ISH ASDR) for Aboriginal and Torres Strait Islander people than the national average, and on a number of occasions has recorded the highest ISH ASDR in Australia. However, since 2011, there has been a considerable downward trend in these figures, with 2017 (26.4) and 2019 (26.6) recording the lowest ISH ASDR for Aboriginal and Torres Strait Islander people in Western Australia.

In 2019, Western Australia reported an Aboriginal and Torres Strait Islander ISH ASDR lower than the national Aboriginal and Torres Strait Islander ISH ASDR for the first time since 2010. However, measuring ISH ASDR alone does not adequately represent the significant psychological, socio-economic and cultural influences that affect the level of an individual's social and emotional wellbeing. Further, there is a need to help build the capacity of the Aboriginal community and workforce to navigate, respond to and support Aboriginal people experiencing trauma, loss and grief. Accordingly, it is important to have community and health services that are inclusive and culturally secure.

The Western Australian Suicide Prevention Framework 2021 – 2025 acknowledges that the majority of factors that influence suicide prevention sit outside of the (mental) health environment and, as such, cross-government collaboration is crucial.

## Key partnerships with Aboriginal people

The MHC has engaged with Aboriginal people and representatives from the Aboriginal Community Controlled Organisations (ACCO) sector throughout the development of the Western Australian Suicide Prevention Framework 2021 – 2025. In the development of the *Aboriginal people* stream of the Framework, this included:

- Consultation with the Aboriginal Advisory Council of Western Australia and their endorsement of the proposed approach to developing a Western Australian Aboriginal Suicide Prevention Strategy.
- Consultation and collaboration with the CEO Network group of the Aboriginal Health Council of Western Australia and its member services from across Western Australia, to ensure the approach taken by the MHC is appropriate and fitting for each individual region, given their unique characteristics and needs.
- Continuous engagement with key stakeholders across all Western Australian regions.

## Key strategies

- **Western Australian Suicide Prevention Framework 2021 – 2025**

The Western Australian Suicide Prevention Framework 2021 – 2025 provides the framework for a coordinated approach to address suicide prevention activity in Western Australia from 2021 to 2025 under the four streams of: Prevention/Early Intervention; Support/Aftercare; Postvention; and Aboriginal People.

- **Strong Spirit Strong Mind Aboriginal Programs**

Strong Spirit Strong Mind Aboriginal Programs has a key role in the development of knowledge and skills within the alcohol and other drug (AOD) and broader health services area, through the provision of culturally secure nationally recognised training programs, CHC32015 Certificate III in Community Services and CHC43215 Certificate IV in Alcohol and other Drugs to Aboriginal workers.

## Key actions

- **Develop a regional Aboriginal suicide prevention plan for each of the ten WA health regions**

As part of the Western Australian Suicide Prevention Framework 2021 – 2025, Aboriginal Community Controlled Organisations have been engaged in each of WA's 10 Health Regions to lead the development of Regional Aboriginal Suicide Prevention Plans.

Once developed, the regional plans will be implemented through the Community Liaison Officer program that will see Aboriginal Community Controlled Organisations in each region funded to employ staff to lead the activity in the region. This program is strongly aligned to the key principles of:

- Nothing for Aboriginal people without Aboriginal people
- Aboriginal-led solutions
- Cultural understanding and respect.

- **Social and Emotional Wellbeing Pilot**

For Aboriginal people and their communities, SEWB is the foundation for a holistic concept of physical and mental health. The SEWB of Aboriginal people is strongly influenced by their connection to family, Elders, community, culture, Country and spirituality. These connections work together to provide a culturally safe environment for Aboriginal people and help individuals to maintain and enhance their SEWB. The proposed SEWB Pilot program will support Aboriginal Community Controlled Health Services across 5 sites including the Kimberley, Pilbara, Goldfields, Midwest and South West implement a SEWB Model of service, based on the four pillars of: Culturally Secure Community Development, Psychosocial support; Targeted interventions; and Supported Co-coordinated care.

- **Expansion of the Mental Health Co-Response Program**

The program will expand to Bunbury and Geraldton and provide more mobile mental health teams in the metropolitan areas. The Mental Health Co Response Program is a successful joint initiative between the WA Police, the Mental Health Commission and Health Service Providers. WA Police and Authorised Mental Health Practitioners share information and jointly attend crisis situations where mental illness is identified as a likely factor. The program has successfully diverted people experiencing mental health crisis and/or welfare concerns, including suicide/self-harm and Alcohol and Other Drug related issues, away from the criminal justice system and provided individuals with more effective outcomes.

- **Strengthening the Aboriginal Workforce**

A high quality Aboriginal workforce will enable the development and delivery of culturally secure services and programs. Providing opportunities for participants to train with other Aboriginal workers in scheduled training blocks will allow for the expansion of knowledge and skills to extend outside of the Perth metro area to regional and remote areas where additional challenges hinder both the recruitment and retention of appropriately qualified staff.

- **Strong Spirit Strong Mind – Metro Project**

A culturally secure AOD prevention campaign, which aims to raise awareness of the impacts of AOD and support services available for Aboriginal youth in the Perth Metropolitan area. The government's election commitments included an expansion of this project to the rest of the state.

## **Key areas for further development and consideration**

- Enhancement of the government's social and emotional wellbeing and suicide-prevention activities and initiatives into an Aboriginal Suicide Prevention Strategy, to run over a defined time period with built-in review mechanisms.

## Outcome 15 - Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

Land and water underpin Aboriginal relationships, economies, identities and cultural practices. Many aspects of the land and seascape are important as part of Aboriginal cultural heritage. Recognition of the rights and interests of Aboriginal people supports a caring for country approach to land and sea management and enables cultural obligations to continue to be fulfilled.

### National targets:

**Target 15a** By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interests.

**Target 15b** By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the sea.

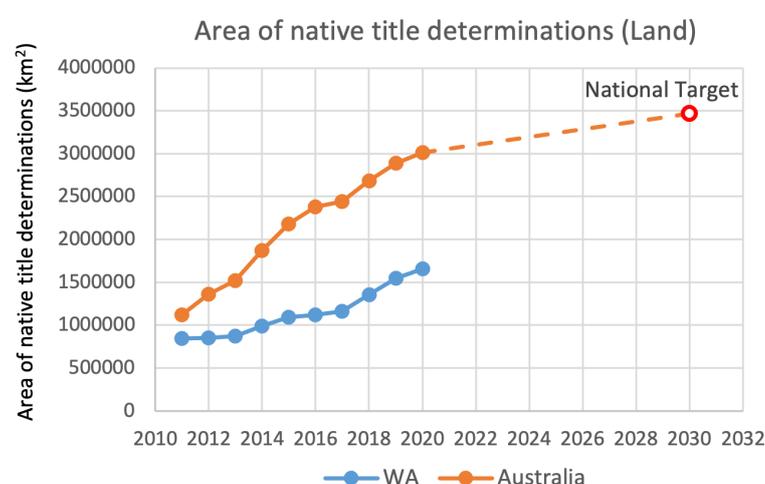
○ The targets are considered to be highly achievable. The areas of land and sea subject to Aboriginal legal interests have increased substantially in the last decade and the WA Government continues to resolve native title claims.

**Lead Minister:** Minister for Environment

**Lead agency:** Department of Biodiversity, Conservation and Attractions (DBCA)

**Supporting agencies:** Department of Planning, Lands and Heritage (15a); Department of Water and Environmental Regulation, Department of Primary Industries and Regional Development (Target 15b)

### Western Australia’s performance: baseline data



The area of native title determinations in WA has almost doubled between 2011 (847,818km<sup>2</sup>) and 2020 (1,653,575km<sup>2</sup>). This is about 65% of WA’s landmass, the highest of any jurisdiction. Combined with 241,849km<sup>2</sup> of Indigenous estate, this represents 75% of total land area in WA under some form of Aboriginal legal rights and interests.

As of June 2020, native title exists over 40,714km<sup>2</sup>, or about 35%, of WA State waters. This proportion reflects the length and configuration of the coastline and strong Aboriginal connections to sea country in the north of the State. Nationally, native title has been determined over only 1.3% of the sea.

The recognition of native title rights and interests, along with amendments made to the *Conservation and Land Management Act 1984*, mean that Aboriginal people can enter into partnerships with the WA Government to manage WA’s nature reserves, national parks, conservation parks, marine nature reserves, marine parks and marine management areas. Formal joint management with Aboriginal people is also possible over Indigenous estate and areas of the conservation estate where native title has been extinguished.

## Key partnerships with Aboriginal people

- Aboriginal partners have a formal decision-making role about the management of jointly managed parks and reserves, through Joint Management Bodies.
- The role of Joint Management Bodies generally includes: making management decisions, assisting with the preparation of policies and programs, and monitoring and providing advice on the use, management and development of the land and sea.
- There are 11 existing joint management arrangements in WA, with more to be established under the Plan for Our Parks initiative and the South West Native Title Settlement. Co-operative Management Committees will be established with the six Noongar Regional Corporations.
- The Aboriginal community and Aboriginal organisations lead the WA Government's Aboriginal Ranger Program, with support from DBCA and other agencies.

## Key strategies

To support and strengthen the relationship that Aboriginal people have with their land and waters, the WA Government will:

1. Increase the area of conservation estate by securing 5 million hectares of new and expanded national parks, marine parks and other conservation reserves.
2. Negotiate Indigenous Land Use Agreements with Aboriginal groups to create and jointly manage additions to the terrestrial and marine conservation estate in all regions of the State.
3. Apply the non-extinguishment principle, meaning that no native title rights or interests will be extinguished by the creation or management of the conservation estate.
4. Support employment and operational training for Aboriginal rangers to carry out land and sea management and build the capacity of Prescribed Bodies Corporate (PBCs).

The key frameworks and strategies to achieve this are:

- Plan for Our Parks 2019-2024
- Co-operative and Joint Management Agreements
- Aboriginal Ranger Program 2017-2022

## Key actions

- Other mechanisms to recognise the legal rights and interests of Aboriginal people, include recognition on the title of the land through joint vesting and the identification and protection of cultural values through statutory management plans.
- Aboriginal people can access the conservation estate for customary purposes such as preparing and consuming food, preparing or using medicine, and practising artistic, ceremonial or other customary activities. This recognises the strong desire of many Aboriginal people to continue living on country from time to time and using the resources of the land and sea.
- Legislative amendments are also proposed to enable joint vesting of marine parks with Aboriginal people and provide statutory recognition that the conservation purpose of marine parks includes the protection and conservation of the value of marine parks to the culture and heritage of Aboriginal people. The proposed amendments will help to recognise Aboriginal legal rights and interests in the sea.

## Key areas for further development and consideration

- Strengthening engagement and relationship building during Indigenous Land Use Agreement negotiation processes.
- Governance capacity of Joint Management Bodies.
- Policies and guidelines on protecting and conserving the value of the land to the culture and heritage of Aboriginal people, joint vesting and other key policy gaps.

# Outcome 16 - Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing

Culture and language shape our identity and are intrinsic to our sense of belonging. Vibrant, flourishing Aboriginal languages and cultures offer significant social and economic benefits to Aboriginal people, families and communities, and to Western Australian society.

**National target:** By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken.

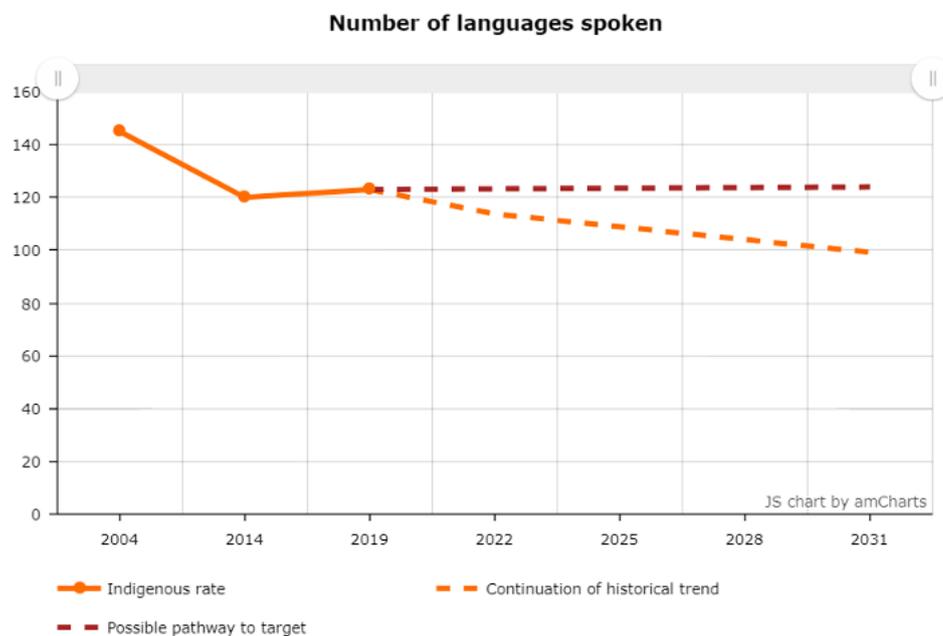
 This target is considered aspirational. The strength of Aboriginal languages has been decreasing both nationally and in WA.

**Lead Minister:** Minister for Culture and the Arts

**Lead agency:** Department of Local Government, Sport and Cultural Industries

**Supporting agencies:** Department of Education

## Western Australia's performance: baseline data



Data for this target come from the National Indigenous Languages Survey and are not available for each State and Territory. That Survey shows a small decline in the number of Aboriginal languages being spoken (see figure below). Similarly, the number of Aboriginal languages classified as “strong” has also declined from 18 in 2004, to 14 in 2019.

Additional data on languages is available from the ABS Census. According to the 2016 Census, 14% of Aboriginal people in WA spoke an Aboriginal language as their main language spoken at home. The Census identified a total of 60 different Aboriginal languages in WA, and about 60% of Aboriginal people living in remote communities reported that they spoke an Aboriginal language at home.

## Key partnerships with Aboriginal people

Aboriginal organisations and stakeholders have been, and will continue to be, active partners in the development of key initiatives and strategies under this part of the plan, including:

- Aboriginal people, communities, and organisations across the State, who will be consulted on the direction, development and implementation of the Aboriginal Arts and Cultural Strategy;
- The Aboriginal Languages Reference Group, who will oversee the development of Guidelines for Implementing Aboriginal Languages programs in schools and Aboriginal teachers' recruitment and employment;
- Aboriginal Languages of Western Australia Working Party generates ideas and documents to provide support to the Senior Consultants Aboriginal Languages and the Aboriginal Languages of Western Australia Reference Group;
- Aboriginal staff across the State, including those who provided input to the development of the Department of Education's Aboriginal Cultural Standards Framework;
- Language and language resource centres across the State, including: Mirima Dawang Woorlabgerring Language and Cultural Centre, Nyamba Buru Yawuru Language Centre, Wangka Maya Pilbara Aboriginal Language Centre, Irra Wangga Bundiyarra Language Centre, Noongar Boodjar Language Centre, Goldfields Aboriginal Language Centre and Kimberley Language Resource Centre (language preservation);
- The Aboriginal Art Centre Hub of WA, a (peak body) which provides informal advice on programs for Aboriginal art centres in WA;
- The Western Australian Museum Aboriginal Advisory Committee established to advise the Museum on its management of Aboriginal cultural material and on related issues;
- Aboriginal Arts Peer Panellists, who provide advice on Aboriginal arts projects;
- The Department of Education's Elders in Residence, who provided advice and guidance to the development of the Department's Aboriginal Cultural Standards Framework, and who participate on the Aboriginal Languages Reference Group.

## Key strategies

The WA Government will implement a range of actions to support and strengthen Aboriginal cultures and languages, and expand the uptake and use of Aboriginal languages across the State, including by:

1. Working with Aboriginal language centres to support language revitalisation in their regions, including support for language teachers and trainees in schools.
2. Supporting and expanding the teaching of Aboriginal languages in Western Australian schools.
3. Continuing to provide advice and support to identify, respect and support the contemporary languages spoken by Aboriginal families and community, including Aboriginal creoles and Aboriginal English.
4. Providing financial support for cultural and language projects, such as through DLGSCI's Culture and the Arts (CATA) Division project funding, including Arts (under/over 15k), and Connecting to Country grant programs;
5. Commencing in 2021, research and development of an Aboriginal Arts and Cultural Strategy, which will include consulting with the Aboriginal community on arts and cultural programs.

The key frameworks and strategies that will influence this are:

- The Western Australian Cultural Infrastructure Framework 2030+ (launched in December 2020). The Framework facilitates proposals for places that promote respect for, maintenance of, and celebration of Aboriginal culture and heritage. Consultation with young Aboriginal people and Elders who can facilitate engagement opportunities are identified as a priority outcome of the Framework.
- The Department of Education's Aboriginal Cultural Standards Framework, which drives the Department's work to strengthen the wellbeing, engagement and achievement of Aboriginal students;

- The development of an Aboriginal Arts and Cultural Strategy (research, consultation and development to commence in 2021);
- The forthcoming draft Aboriginal Empowerment Strategy, which emphasises the need for Government agencies to recognise and value Aboriginal peoples' cultures and languages, and to invest in initiatives that support Aboriginal cultural identity and cultural continuity.

## Key actions

Key actions to achieve this outcome include:

- Development of nationally recognised credentialed training, based on the Department of Education Aboriginal Languages Teacher Training course. The course will be accredited by the Training Accreditation Council (TAC), recognised within the Australian Qualifications Framework, and provide employment pathways for Aboriginal educators.
- Development of Guidelines for schools for the implementation of Aboriginal languages programs and employment of Aboriginal languages teachers.
- Development of flexible digital Noongar language resources to be integrated into classrooms with a Noongar speaker or person.
- Continuation of professional learning for Department of Education staff in the Two-Way Learning program, which support learning about Aboriginal language backgrounds and the identification and valuing of Aboriginal English as the most commonly spoken first language of Aboriginal people.
- Implementation of the Aboriginal Languages in Custody Program: working with Aboriginal language centres to develop language courses to be taught in all WA prisons.
- Continuation of the Connecting to Country programs for funding Aboriginal cultural maintenance projects that foster the intergenerational transfer of knowledge, preservation of culture and strengthening of Aboriginal communities.
- Building on culturally relevant and accessible software developed for Aboriginal communities: a digital platform providing learning and access to heritage collections including photographs, oral histories, audio recordings, video recordings, and genealogical information.

## Key areas for further development and consideration

- Explore the concept of a dedicated Aboriginal languages grants program to support language revitalisation and preservation.
- Partnerships with Aboriginal communities and language centres to enhance the use and working knowledge of Aboriginal languages for people of all ages.
- Strengthen the mentoring arrangements that support Aboriginal languages teacher trainees during their three-year in-school traineeships.
- Partnerships between schools and local communities to establish and deliver Aboriginal languages programs.
- Working through the education system to identify and respect Aboriginal English.
- Continue to explore and develop digital approaches, content and accessibility for cultural and language resources.
- Special cultural advisory role to government (including local government), on a range of cultural and linguistic matters, linking agencies with communities and advising on regional cultural projects.

# Section 5 - Additional actions

## Cross-cutting outcome areas

Aboriginal people in Western Australia experience the issues raised in the Priority Reforms and socio-economic targets under the National Agreement in different ways, depending on their circumstances. The term “Aboriginal Western Australians” includes a diverse range of identities and backgrounds. Particular attention must be paid to how Closing the Gap works for:

- men and women
- young people
- seniors
- people with disability
- people identifying as LGBTIQ+
- people living in urban, regional and remote areas
- people of a wide range of linguistic and cultural identities
- members of the Stolen Generations and their descendants

Many of the initiatives included in the Implementation Plan use one or more of these specific lenses, such as gender, disability, or remoteness. However, in the development of this phase one Plan, the government has not yet had the opportunity to engage with Aboriginal people on how the overall Closing the Gap framework can be enhanced to better address the needs and priorities of Aboriginal Western Australians in all their diversity.

Future iterations of the Plan will reflect deeper engagement on these issues and a more explicit approach to the intersections of diverse identities and backgrounds.

Data-development activities (outlined below) will seek, where possible, to disaggregate data for the socio-economic targets so that progress across diverse groups can be better understood.

## Data development

For many of the targets and indicators under the National Agreement, the data needed to track progress is either does not exist or isn’t adequately available. Data development is the process of collecting new data, or making improvements to existing data, and is important to provide better insight into the lived experiences of Aboriginal people and to measure Government performance.

The National Agreement lists over 100 items for data development. To address this data gap, all parties are developing a national Data Development Plan, which is expected to be completed by July 2022. The Data Development Plan will prioritise and outline the actions required for each data development item.

When the Data Development Plan is complete, the WA Government will start the work required to develop the new data items.

Data development will allow the government to report against the target framework for the Priority Reform Areas and socio-economic targets. This data development and reporting is important for knowing whether the state is making progress and where more effort is required. For example, once the Data Development Plan has been nationally agreed, the government will report on:

- the number and type of partnerships between the WA Government and Aboriginal communities and organisations;
- the number of government contracts awarded to ACCOs for different types of services;
- government actions to eliminate racism and embed and practice meaningful cultural safety; and
- WA Government initiatives to make data more accessible for Aboriginal communities and organisations.

# Communications

A Joint Communications Strategy was agreed by the Joint Council on Closing the Gap in April 2021. The Joint Communications Strategy fulfils the commitments of the Parties under Section 10 of the National Agreement.

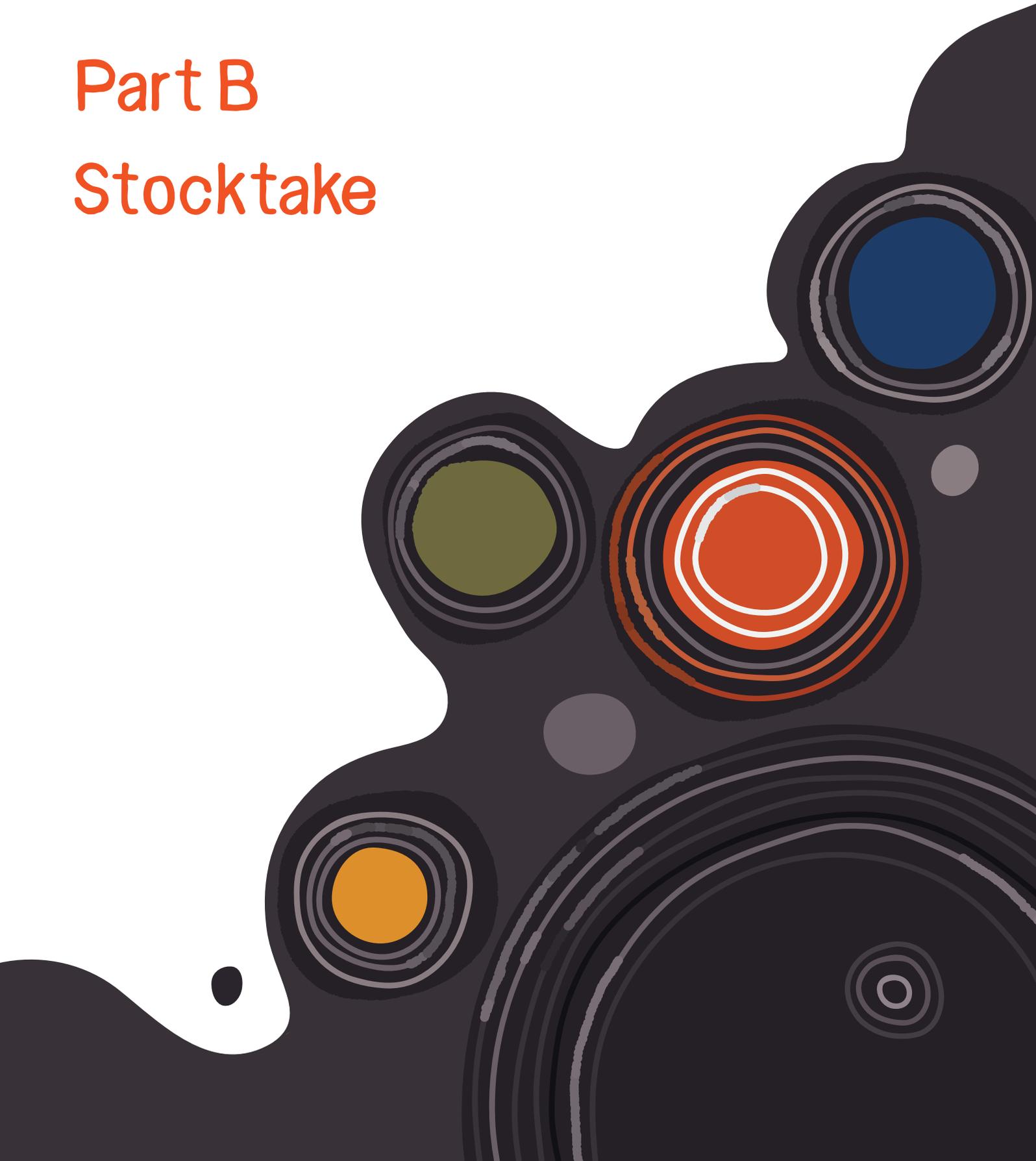
As outlined in the National Agreement, the Joint Communications Strategy is designed to:

- Support Aboriginal and Torres Strait Islander people, organisations and communities to take ownership of and engage in the implementation of the National Agreement (Clause 133a)
- Build awareness and ownership of the Agreement to assist Aboriginal and Torres Strait Islander people in engaging with governments on how to apply the commitments under the National Agreement to communities and organisations across the country (Clause 132 and 133a)
- Provide for a central role for Aboriginal and Torres Strait Islander media, in particular community-controlled and community-generated media, that includes the production, promotion and distribution of materials and information across a range of mediums to Aboriginal and Torres Strait Islander people, as well as to other Australians (Clause 135)
- Ensure all communications under the National Agreement are accessible and work to preserve the many Aboriginal and Torres Strait Islander languages (Clause 136)
- Ensure communications are developed and implemented in partnership and with shared ownership between the Coalition of Peaks and Governments (Clause 17a)
- Proactively deliver clear, timely, relevant and accessible information about the Agreement in ways that meet local, place-based needs and interests
- Enhance the trust, credibility, reliability, accountability and reputation of the Agreement with Aboriginal and Torres Strait Islander stakeholder
- Build the positive reputation of the Agreement by promoting its progress and outcomes to the wider Australian community
- Encourage and promote community-generated content and communications to further education and understanding of Closing the Gap.

The Joint Communications Strategy provides examples of key communication actions which could be undertaken by parties. The WA Government is committed to prioritising commissioning community-controlled organisations and other Aboriginal organisations to deliver communication actions. WA is currently considering its approach to communication in relation to the National Agreement in line with the Joint Communications Strategy. Detail will be provided in WA's first Annual Report and the next iteration of this Plan.

# Part B

## Stocktake



# Priority Reform One

## – Formal Partnerships and Shared Decision-Making

### Priority Reform One Outcome:

Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.

### Priority Reform One Target:

There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in place in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives.

This section reflects the following:

- existing arrangements with advisory bodies, networks and groups that have been established to seek Aboriginal input into Government decision-making. These will be reviewed in accordance with the National Agreement;
- existing projects which incorporate partnership arrangements as a key element of their design; and
- actions which promote and move towards future partnership arrangements.

Action	New or Existing	Funding	Timeframe	Minister
<b>Existing Advisory Bodies</b>				
1. <b>Aboriginal Strategic Advisory Group</b> Supports the Department of Communities to exercise governance, strategy and responsibilities within a culturally secure framework, replacing the Aboriginal Cultural Council.	Existing	Funding requirements to be determined	2021/2022	Multiple Ministers
2. <b>Elders in Residence – Department of Education</b> Provide strategic advice on public schooling directions and matters relating to Aboriginal children and families.	Existing	Yes – delivery within existing resources	Ongoing (current arrangements in place until 31 December 2021)	Minister for Education

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>State-wide Aboriginal Health Network</b></p> <p>Chaired by the Director General of the Department of Health, the key role of the SAHN is to provide an overarching mechanism to improve health outcomes for Aboriginal people across Western Australia. Membership includes Health Service Providers, Commonwealth Department of Health and the Aboriginal Health Council of WA.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Health
<p>4. <b>Strategic Aboriginal Health Group</b></p> <p>An internal committee of Aboriginal health leaders established to align and coordinate strategic planning with the direction and priority areas of the WA Aboriginal Health and Wellbeing Framework. It provides cultural leadership to influence, drive and embed Aboriginal policy, program and service initiatives across the health system.</p>	Existing	No	Ongoing	Minister for Health
<p>5. <b>Mental Health Commission Aboriginal Advisory Group</b></p> <p>The Mental Health Commission Aboriginal Advisory Group provides culturally secure consultation and advice on programs, resources, campaigns, workforce development initiatives, evaluation and research produced by the MHC.</p>	Existing	Delivery within existing agency resources	Ongoing	Minister for Mental Health
<p>6. <b>Elders in Residence – Mental Health Commission</b></p> <p>Provide advice and guidance to staff at the Mental Health Commission on a range of matters relating to Aboriginal people.</p>	Existing	Delivery within existing agency resources	Ongoing	Minister for Mental Health

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Main Roads Aboriginal Advisory Group</b></p> <p>The purpose of the Aboriginal Advisory Group is to:</p> <ul style="list-style-type: none"> <li>inform and support the implementation of the Aboriginal Employment Initiatives Strategic Business Case employment and participation initiatives across Main Roads;</li> <li>assist in the guidance of Aboriginal business development across the State to assist in delivering Main Roads works and services; and</li> <li>champion Aboriginal participation by raising awareness of State and National initiatives that encourage Aboriginal employment.</li> </ul>	Existing	Yes – funded from normal operating appropriation	Ongoing - meets at least quarterly each financial year	Minister for Transport
<p>8. <b>Indigenous Saltwater Advisory Group</b></p> <p>Representatives from nine saltwater country groups in the Kimberley that work together on regional issues, in particular research and monitoring needs and priorities.</p> <p>ISWAG provides guidance and advice to DBCA and external researchers and organisations, supports regional collaborative projects and ensures that Indigenous knowledge and western science come together for best practice healthy country management.</p>	Existing	Funding opportunities being explored	Ongoing	Minister for Environment
<p>9. <b>Bespoke project advisory groups for transport infrastructure projects</b></p> <p>Advisory groups are established to maximise economic and employment opportunities for Aboriginal people and Aboriginal businesses, and facilitate Aboriginal people to contribute to the planning of the Project in a culturally safe way.</p>	Existing	Yes – funded from Capital Project Budgets	30 June 2021 (depending on the phase of the Capital Project)	Minister for Transport

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>WA Aboriginal Health Partnership Forum</b></p> <p>The WA Aboriginal Health Partnership Forum brings together key stakeholders from across the health sector, including representatives from Government, non-Government and Aboriginal Community Controlled Health Organisations, to effect real and sustainable improvements in the health and wellbeing of Aboriginal Western Australians.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Health
<p>11. <b>Western Australian Museum Aboriginal Advisory Committee</b></p> <p>The Committee’s role is to advise the WA Museum on issues relating to:</p> <ul style="list-style-type: none"> <li>• the care and management of Aboriginal and Torres Strait Islander collections;</li> <li>• education and public programs that have Aboriginal content or that are of particular interest to Aboriginal and Torres Strait Islander peoples; and</li> <li>• relationships and liaison between the Museum and Aboriginal and Torres Strait Islander communities.</li> </ul>	Existing	Funded within agency resources	Ongoing	Minister for Culture and the Arts

Action	New or Existing	Funding	Timeframe	Minister
<p>12. <b>METRONET Noongar Reference Group - cultural advice across the METRONET Program of projects</b></p> <p>The role of the METRONET Noongar Reference Group is to provide input, advice and support to the METRONET Office, METRONET Lead Agencies and their contractors for the engagement streams of Noongar Cultural Recognition and Noongar Cultural Input into Place Making as outlined in the METRONET Aboriginal Engagement Strategy (Gnarla Bidji – Our Pathways).</p> <p>During the project planning and operational phases the Group functions as a verifying body for various Noongar Cultural Context Documents and guide programs related to Cultural Awareness Training and Cultural Recognition activities. During the various project design phases the Group’s focus will be on providing relevant cultural input in the development of relevant METRONET design elements, which can include but is not necessarily limited to landscaping, art and urban design.</p>	Existing	Yes	Ongoing in line with delivery timeframe for the Metronet projects	Minister for Transport
<p>13. <b>Western Australian Police Force – Aboriginal Police Advisory Forum</b></p> <p>The Aboriginal Police Advisory Forum convenes quarterly to discuss issues of importance and to influence and provide feedback on existing policing programs and/or contemporary issues.</p>	Existing	Funded within agency resources	Ongoing	Minister for Police

Action	New or Existing	Funding	Timeframe	Minister
<b>Projects incorporating partnership as a key element</b>				
14. <b>Dampier Peninsula Project</b> The Project aims to maximise the social and economic opportunities arising from the sealing of the Cape-Leveque Road and mitigate potential impacts through partnering with the Traditional Owners and community councils to protect the unique social, cultural and environmental values of the area.	Existing	\$1.021 million has been allocated to this project over three years	2019-20 to 2021-22	Minister for Regional Development; Minister for Transport
15. <b>Bidyadanga Land Activation Pilot</b> The Bidyadanga Pilot is a joint venture between governments (Commonwealth, State and Local), community residents and native title holders to reform land tenure in Bidyadanga to improve economic, health and social outcomes, re-engage with the Commonwealth Government to increase participation in service delivery and divest the Aboriginal Lands Trust estate.	New	\$7.3 million	2020 to 2022	Minister for Aboriginal Affairs; Minister for Lands
16. <b>Yajilarra Dialogues</b> The WA Government is supporting the inaugural Yajilarra Dialogues in the Fitzroy Valley. This initiative aims to bring together leaders from across Australia, including Ministers and senior Government officials. It will use collaborative and innovative public policy approaches to empower Aboriginal people and co-design new pathways with Aboriginal people that have impact and produce sustainable outcomes. Aboriginal culture will feature at the heart of the culturally immersive Yajilarra Dialogues.	Existing	\$750,000	July 2021	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>17. <b>Strategic Coordination of Development on Yawuru land</b></p> <p>In 2019, the WA Government entered into a Strategic Engagement Framework with Nyamba Buru Yawuru (NBY) representing the Yawuru native title holders, to streamline the progression of economic development opportunities and activation of the Yawuru land assets arising from the 2010 Indigenous Land Use Agreements.</p>	Existing	\$200,000 to assist with NBY's participation in the Strategic Engagement Framework	Ongoing	Various
<p>18. <b>Early Years Initiative</b></p> <p>The Early Years Initiative is a partnership between the WA Government (Departments of Communities, Health and Education) and the Minderoo Foundation. The Initiative will work with four partner communities from metropolitan, regional, remote, and very remote Western Australia. The Central Great Southern shires of Katanning, Broomehill-Tambellup, Kojonup, and Gnowangerup was the first community to join the Initiative. In addition to the Central Great Southern, the Early Years Initiative is now being implemented in Armadale West, and discussions are underway to finalise the remote and very remote communities. The Early Years Initiative is a 10-year commitment to work differently with four Western Australian communities to improve the development, health and learning of children birth to four years, in order to create lasting change.</p>	Existing	Yes – delivery within existing resources	Effective 2018-19 – 2027-28	Minister for Child Protection; Minister for Education; Minister for Health
<p>19. <b>Aboriginal Family Led Decision Making</b></p> <p>Establishment of a pilot project which aims to address the over-representation of Aboriginal children in the child protection system through supporting Aboriginal families to participate in decisions made for the care and protection of their children. The two pilot sites are the Mid-West Gascoyne region and Mirrabooka.</p>	New	Funding approved two years (2020-21 – 2021-22)	Effective 2020-21 – 2021-22	Minister for Child Protection

Action	New or Existing	Funding	Timeframe	Minister
<p>20. <b>Empowered Young Leaders/ Empowered Youth Network</b></p> <p>The Kimberley Empowered Youth Network is a strategy that enables young Aboriginal people to contribute to decisions that directly affect them and future generations. It also forms part of the WA Government's commitment to Aboriginal Youth Wellbeing and joint response to suicide prevention.</p>	New	\$1.3 million	2020-2021 to 2023-2024	Minister for Youth
<p>21. <b>Murujuga Aboriginal Corporation (MAC)</b></p> <p>Murujuga Heritage Committee (representatives from MAC and the five Murujuga Traditional Owner groups in addition to key State and Commonwealth Government agencies). Established to provide cultural advice and input to Murujuga World Heritage nomination. The MAC Circle of Elders provides cultural guidance, advice and direction.</p> <p>The Department of Water and Environmental Regulation is working in partnership with MAC to implement the Murujuga Rock Art Strategy, including the monitoring program. This partnership reflects a shared commitment to a constructive long-term relationship to support the implementation of the Strategy and includes funding to support MAC in its long-term endeavour to manage Murujuga.</p>	Existing	\$1.393 million over four years	Commenced 2020, scheduled to conclude in 2024	Minister for Environment
	Existing	\$150,000 for 2020-21 and 2021-22	Ongoing	Minister for Environment

Action	New or Existing	Funding	Timeframe	Minister	
<b>Actions which move towards future partnership arrangements</b>					
23.	<p><b>Consider both state-wide and regional representation, and aim to maximise alignment with the national Indigenous Voice progress</b></p> <p>Work in partnership with Aboriginal people to develop options for a formal system for Aboriginal representation in WA, to enable stronger engagement and partnership between Aboriginal people and the government.</p>	New	Funding requirements to be determined through design process	Design work in 2021-22	Minister for Aboriginal Affairs
24.	<p><b>Stocktake of existing partnership arrangements across government</b></p> <p>The Department of the Premier and Cabinet will co-ordinate a whole-of-government stocktake of partnership arrangements with Aboriginal organisations, including Aboriginal community-controlled organisations. This stocktake will identify existing WA Government agency partnerships arrangements, including whether they are policy or place-based partnerships.</p>	New	Yes – delivery within existing resources	Stocktake to be completed 2022	Minister for Aboriginal Affairs
25.	<p><b>Place-based partnership</b></p> <p>The WA Government intends to establish a place-based partnership that will support the aspirations of Aboriginal people and – subject to its finalisation – cover many socioeconomic outcomes of the National Agreement.</p>	New	Funding requirements to be determined through design process	Place-based partnerships must be established by 2024 under the National Agreement	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>26. <b>Whole-of-Government Land &amp; Native Title Policy Framework</b></p> <p>The WA Government is updating and reviewing its current land and native title policies to develop a Whole of Government Land and Native Title Policy Framework. The Framework will provide the operational and policy guidance for Government agencies to support the draft Aboriginal Empowerment Strategy, with the objectives of promoting a consistent approach to Crown land administration that maximises opportunities for Aboriginal people to achieve their aspirations for involvement in decision making on land; recognition and protection of Aboriginal culture and heritage; and social and economic development. Key strategies under the Framework include taking a new approach to native title negotiations that seeks to maximise the economic, cultural and social value of the agreements, and embed ongoing partnership arrangements into the future.</p>	New	No (currently in development phase)	Ongoing	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>27. <b>Review of regional coordination arrangements for WA Government agencies</b></p> <p>At present, regional coordination arrangements are in the form of District Leadership Groups or Human Services Regional Managers Forums across the State. These groups have been maturing over time to include membership and cross-sector engagement across WA Government, Commonwealth and local government, non-Government and Aboriginal organisations.</p> <p>The Government has heard and acknowledged the views of Aboriginal community members and organisations about how these existing forms of regional coordination could be strengthened and enhanced. In 2018, the Western Australian Public Sector Leadership Council endorsed the Department of Communities to lead the development of, and provision of support to, District Leadership Groups across the State.</p>	Existing	Funding requirements to be determined through design process	Ongoing	Minister for Community Services
<p>28. <b>Stronger involvement of Aboriginal people in service design through a State-wide Commissioning Strategy and Agency Commissioning Plans</b></p> <p>The WA Government will develop a State-wide Commissioning Strategy to gain a whole-of-government perspective and approach to the commissioning of community services. The Strategy will help shape a more coherent, coordinated and holistic approach to delivering sustainable human and community service outcomes.</p>	New	Funding requirements to be determined	Commencing 2021-22	Minister for Finance

Action	New or Existing	Funding	Timeframe	Minister
<p>29. <b>Improving the alignment of agency-specific Aboriginal advisory bodies</b></p> <p>The Aboriginal Advisory Council of Western Australia will formalise links with and between agency-specific Aboriginal advisory bodies, improving whole-of-system alignment and collaboration on Closing the Gap and Aboriginal affairs more broadly.</p>	New	Yes – delivery within existing resources	Commencing 2021	Minister for Aboriginal Affairs
<p>30. <b>10-Year Roadmap to reduce the number of Aboriginal children in care</b></p> <p>Develop and co-design a 10-Year Roadmap to reduce the number of Aboriginal children in care in partnership with the Aboriginal community.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Child Protection
<p>31. <b>Aboriginal Family Safety Strategy</b></p> <p>Develop and co-design a dedicated, culturally considered, and Aboriginal led, Aboriginal Family Safety Strategy that is a priority focus area of the Path to Safety, WA's strategy to reduce family and domestic violence 2020-2030.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Prevention of Family and Domestic Violence
<p>32. <b>Aboriginal Representative Organisations</b></p> <p>Develop and co-design the criteria for Aboriginal Representative Organisations and how they will be supported, measured and evaluated, aligning to the Children and Community Services Amendment Bill.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services
<p>33. <b>Establish broader Aboriginal advisory approaches for public education</b></p> <p>In order to strengthen the education outcomes of Aboriginal students through improved engagement with Aboriginal families, communities and organisations; and to facilitate working collaboratively to set directions and priorities for Aboriginal students.</p>	New	Yes – delivery within existing resources	Ongoing	Minister for Education

Action	New or Existing	Funding	Timeframe	Minister
<p>34. <b>Joint management arrangements</b></p> <p>Joint management arrangements ensure Aboriginal people have a formal decision-making role about the management of jointly managed parks and reserves. This will be achieved through Joint Management Bodies or Park Councils, established under the Conservation and Land Management Act 1984. Additional co-operative and joint management arrangements will be established under Plan for Our Parks initiative and South West Native Title Settlement.</p>	<p>Eleven existing arrangements</p>	<p>Funding for joint management linked to ILUAs. Amounts vary between Aboriginal partner groups</p>	<p>Ongoing</p>	<p>Minister for Environment</p>
<p>35. <b>Establishment of Aboriginal Justice Advisory Committee</b></p> <p>Committee of Aboriginal people from across the State to provide cultural advice on justice issues to the Director General of the Department of Justice. The establishment of the Aboriginal Justice Advisory Committee will allow the Aboriginal voice to be part of the development and implementation of place and community based justice policy and practice, with its initial focus on women and young people.</p>	<p>New</p>	<p>Yes – delivery within existing resources for an initial four years at a total cost of \$336,871</p>	<p>Ongoing</p>	<p>Attorney General; Minister for Corrective Services</p>

Action	New or Existing	Funding	Timeframe	Minister
<p>36. <b>Implementation of Gnarla Bididi Strategy – Aboriginal Engagement Strategy (METRONET)</b></p> <p>The METRONET Aboriginal Engagement Strategy (Gnarla Bididi – Our Pathways) provides a Noongar-led guide and framework for Aboriginal engagement and participation across all METRONET Transport Infrastructure and METRONET Station Precinct projects to be implemented by the METRONET Office; the various METRONET Lead Agencies and the METRONET Project Delivery Contractors.</p> <p>The Strategy is supported by a framework of five engagement streams with targets:</p> <ol style="list-style-type: none"> <li>1. Noongar Cultural Recognition</li> <li>2. Noongar Cultural Input into Place Making</li> <li>3. Aboriginal Procurement</li> <li>4. Aboriginal Employment</li> <li>5. Land Access and Sites Management.</li> </ol>	Existing	Yes	Ongoing in line with delivery of METRONET projects	Minister for Transport
<p>37. <b>Increasing Aboriginal Representation on Local Councils</b></p> <p>Exploring opportunities to support more Aboriginal people to stand for Local Government Council elections.</p>	New	\$30,000 towards 2021 election campaign	Lead up to October 2021 local government elections	Minister for Local Government
<p>38. <b>Build networks for Aboriginal public sector employees</b></p> <p>Provide opportunities for Aboriginal and Torres Strait Islander staff to connect and contribute to better ways of working with the community and across the sector.</p>	New	Yes – delivery within existing resources	To be established by 2022	Minister for Public Sector Management

# Priority Reform Two

## - Building the Community-Controlled Sector

### Priority Reform Two Outcome:

Building the community-controlled sector: There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.

### Priority Reform Two Target:

Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations.

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Develop the Aboriginal Community Controlled Organisation (ACCO) Consortium</b></p> <p>The WA Government is contributing to the establishment of a consortium to represent Western Australian ACCOs. The consortium will:</p> <ul style="list-style-type: none"> <li>• support capability and capacity development in the ACCO sector;</li> <li>• advocate for the sector's interests; and</li> <li>• provide advice to the Government and, where appropriate, collaborate or partner with the Government on issues and priorities relevant to the ACCO sector or Aboriginal service-users.</li> </ul>	New	\$1.4 million over four years	Target date for establishment of consortium: 2021/22	Minister for Aboriginal Affairs
<p>2. <b>Whole of Government ACCO Strategy</b></p> <p>The ACCO Strategy is intended to increase opportunities for ACCOs to deliver contracted services to their communities. It aims to facilitate innovation in the community services sector by investing in services that support:</p> <ul style="list-style-type: none"> <li>• ACCO capacity building;</li> <li>• collaboration and partnership between existing ACCOs; and</li> <li>• collaboration and partnership between ACCOs and mainstream community sector organisations.</li> </ul>	New	Development of the Strategy is within existing agency resourcing	Target date for strategy launch: 2022	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>ACCO Capability Building – Grants</b> To be awarded to eligible Aboriginal not-for-profit or charitable organisations for capability building activities that provide services to Aboriginal communities within WA.</p>	New	Yes – funding secured	To be awarded by 30 June 2021	Minister for Community Services
<p>4. <b>Review of expenditure on Aboriginal programs and services</b> The WA Government will undertake a review of current spending on Aboriginal programs and services by mid-2022. The review will identify opportunities to reprioritise spending for better outcomes, including potential options to deliver services through or in partnership with Aboriginal community-controlled organisations.</p>	New	Yes – delivery within existing resources	Mid-2022	Treasurer
<p>5. <b>Representation of Aboriginal Community-Controlled Organisations in Education</b> Explore further opportunities to draw on Aboriginal perspectives and increase representation of ACCOs as part of the Department of Education’s Commissioning Plan.</p>	New	Yes – delivery within existing resources	Timing to be determined	Minister for Education
<p>6. <b>Lotterywest – Grants to support the activities of Aboriginal organisations</b> In addition to the \$1.87 m granted to Aboriginal organisations under the Strengthening and Adapting Organisations program, Lotterywest awarded a further \$1 m to Aboriginal organisations in 2020-21 under the Building Community, Early Intervention, and Crisis and Emergency Relief programs. In 2021-22, Lotterywest grants will return to the Community Investment Framework, under which one of the key outcomes is “Indigenous heritage and culture is respected, acknowledged and embraced”.</p>	New	\$1.0 million in 2021-22	Grants are determined throughout each year	Premier

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>State-wide Commissioning Strategy</b></p> <p>Individual Agency-level Commissioning Plans developed and incorporated into the State-wide Commissioning Strategy will provide a coordinated approach to delivering sustainable community service outcomes and consider:</p> <ul style="list-style-type: none"> <li>• how agencies will prioritise the wellbeing of Aboriginal people through the commissioning of services;</li> <li>• how agencies will engage with ACCOs and other Aboriginal businesses; and</li> <li>• strengthening the involvement of Aboriginal people and organisations in designing and evaluating services – through partnership, co-design, and place-based approaches in community services.</li> </ul>	New	Funding requirements to be determined	Commencing 2021-22	Minister for Finance
<p>8. <b>Ngaanyatjarra (NG) Lands Pilot Project</b></p> <p>The pilot aims to increase employment and training opportunities for Aboriginal youth and economic development in the NG Lands. Ngaanyatjarra Council Aboriginal Corporation is engaged to perform the management and delivery of maintenance works and services in the NG Lands.</p>	New	Funding requirements to be determined	Late 2021	Minister for Housing; Minister for Aboriginal Affairs; Minister for Lands
<p>9. <b>Housing First Homelessness Initiative</b></p> <p>HFHI funds ACCOs to deliver culturally safe services for Aboriginal people who are sleeping rough in the metropolitan area. Approximately 42 per cent of funding from the Metropolitan Area Housing First Support Services was quarantined specifically for ACCOs to deliver culturally safe services to Aboriginal people who are sleeping rough.</p>	New	Yes – funding secured	Commenced March 2021	Minister for Community Services

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>State Disability Strategy Action Plan 2020-2030 – ACCO Grants</b></p> <p>In May 2019 an Expression of Interest was undertaken to allocate \$2.5 million to advocacy providers throughout WA. A total of 10 ACCOs/organisations focussed on supporting Aboriginal people were subsequently awarded grants.</p>	Existing	Yes – funding secured	Commenced 2020/21FY	Minister for Disability Services
<p>11. <b>Aboriginal In-Home Support Service</b></p> <p>The Aboriginal In-Home Support Service is an intensive in-home intervention that aims to keep Aboriginal children and young people safely at home with family and connected to Country, culture, and community. AISS is delivered by Wungening Moort; a consortium made up of four service providers – Wungening Aboriginal Corporation, Coolabaroo Community Services, Ebenezer Aboriginal Corporation and Moorditj Koort. Wungening Moort services all four child protection corridors from four hubs (Cannington/Armadale, Fremantle/Rockingham, Mirrabooka/Joondalup, and Perth/Midland).</p>	Existing	Yes	May 2018 to May 2023 (5-year contracts)	Minister for Child Protection
<p>12. <b>Intensive Family Support Service</b></p> <p>Targeted towards local Aboriginal families from entering care or whose children are in out-of-home care and require in-home support to assist reunification. Community service organisations, in partnership with ACCOs, provide culturally competent in-home practical support for the whole family to enhance safety and wellbeing. IFSS has been extended to regional WA.</p>	Existing	Yes	May 2018 to May 2023 (5-year contracts)	Minister for Child Protection;

Action	New or Existing	Funding	Timeframe	Minister
<p>13. <b>Family Support Networks</b></p> <p>Partnership between Government and the community services sector that support local Aboriginal families in their home. They provide targeted support to families with significant protection concerns and who require the support of more than one service.</p>	Existing	Yes – delivery within existing resources	Ongoing to 2023	Minister for Child Protection
<p>14. <b>Addressing Family Violence in the Kimberley - Grants Program</b></p> <p>To develop place-based family violence services in the Kimberley region with evidence-based interventions that are flexible, culturally responsive, informed by local needs, and designed by or in partnership with ACCOs with a focus on prevention and response.</p>	New	Yes – funding secured	Commenced February 2021	Minister for Prevention of Family and Domestic Violence
<p>15. <b>Strong Spirit Strong Minds Aboriginal Programs</b></p> <p>Strong Spirit Strong Minds Aboriginal Programs are delivered through Wungening (including the Aboriginal Alcohol and Other Drug Worker Training Program).</p>	Existing	No	Ongoing	Minister for Mental Health
<p>16. <b>Sobering Up Centres</b></p> <p>Sobering Up Centres provide a safe environment in which people found intoxicated in public may sober up. A person being cared for in a Sobering Up Centre can expect:</p> <ul style="list-style-type: none"> <li>• access to bathroom facilities, a shower, bed, clean clothes, and a simple nutritious meal;</li> <li>• non-discriminatory and non-judgemental care; and</li> <li>• referral to other agencies and services if required.</li> </ul> <p>Consultation with Sobering Up Centres providers, future procurement planning and implementation of the recommendations of the Independent Review into Sobering Up Centres in WA will be undertaken in 2021.</p>	Existing	In 2020/21 recurrent funding has been budgeted for the sobering up centre services	Ongoing	Minister for Mental Health

Action	New or Existing	Funding	Timeframe	Minister
<p>17. <b>Mental health/AOD support service delivery</b></p> <p>Restricted tender process with ACCOs to deliver services under the following program areas for Aboriginal people with mental health concerns/ AOD issues in both metropolitan and regional areas: individual advocacy; group support; mutual support and self help.</p>	New	Funding to be determined	Successful respondents to commence service delivery from 1 January 2022	Minister for Mental Health
<p>18. <b>Outcomes Framework for Aboriginal Health 2020-2030</b></p> <p>Implement Outcomes Framework for Aboriginal Health 2020-2030 which guides funding of community-based health services that align with the Aboriginal Health and Wellbeing Framework 2015-2030. The Framework outlines that Aboriginal Community Controlled Health Services should be engaged as the preferred provider of community-based health care services to Aboriginal communities.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Health
<p>19. <b>ReSet</b></p> <p>Delivered by a consortium run by Wungening Aboriginal Corporation, ReSet works with people in prison, and their families, to prepare them for release from prison. Once they are released ReSet continues to support them to successfully reintegrate back into community. This support includes assistance to deal with barriers from a range of social, health, economic and personal challenges in the re-entry process.</p> <p>By promoting the provision of culturally competent prison and post release programmes, this action aims reduce recidivism rates and thus support the achievement of Target 10.</p>	Existing	\$47 million over five years	Ongoing – retendered through a co-designed procurement process	Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>20. <b>General Court Intervention Program (GCIP) – provision of Connect Wanju (Connect Welcome)</b> - partnership between Palmerston and Wungening Aboriginal Corporation.</p> <p>The GCIP is a pilot program that aims to provide early intervention and priority access to community programs and services to people on bail, appearing at the Perth Magistrates Court. The GCIP will also focus on participants’ social and emotional wellbeing, substance use, socio-economic needs and homelessness. As such, it will assist in addressing a range of outcomes including those related to healthy lives, housing and increased safety.</p>	Existing	<p>\$1.47 million per annum</p> <p>GCIP is a four (4) year pilot program, funded as part of the Justice Reform Program</p>	<p>1 October 2020 - 30 June 2023</p>	Attorney General

## Priority Reform Three

### – Transforming Government Organisations

#### Priority Reform Three Outcome:

Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.

#### Priority Reform Three Target:

Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism.

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>The Aboriginal Cultural Heritage Bill (2021)</b></p> <p>The Bill establishes a modern approach to protecting Aboriginal cultural heritage in Western Australia that will reset the relationship between land users and Traditional Owners and transform how Aboriginal cultural heritage is identified, managed and conserved.</p>	New	To be determined following Government consideration and legislative processes	To be determined following Government consideration and legislative processes	Minister for Aboriginal Affairs
<p>2. <b>Accountability framework for Aboriginal Affairs</b></p> <p>An accountability framework will be developed to provide the basis for transparent measurement and reporting on progress under both the Strategy and Closing the Gap. The accountability framework will address:</p> <ul style="list-style-type: none"> <li>• the changes the Government makes in the way it works with Aboriginal people; and</li> <li>• life outcomes that Aboriginal people experience.</li> </ul>	New	To be determined	Work commencing 2021	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>Embedding understanding of Closing the Gap throughout Government agencies</b></p> <p>The WA Government will use a range of tools and processes to ensure that all Government agencies, from executive leadership to frontline service delivery staff, understand the State's commitments under the National Agreement on Closing the Gap, and the strategic directions of the draft Aboriginal Empowerment Strategy, and how these commitments relate to their work.</p>	New	Yes – delivery within existing resources	Ongoing	Minister for Aboriginal Affairs
<p>4. <b>Draft Aboriginal Empowerment Strategy</b></p> <p>All WA Government agencies will be guided by the Aboriginal Empowerment Strategy, which provides the high-level direction for efforts towards a future in which "all Aboriginal people, families and communities are empowered to live good lives and choose their own futures from a secure foundation".</p>	New	N/A	To be released in 2021	Minister for Aboriginal Affairs
<p>5. <b>Development and implementation of Reconciliation Action Plans</b></p> <p>Reconciliation Action Plans (RAPs) provide a framework for organisations to support the national reconciliation movement. RAPs help contribute to advancing five dimensions of reconciliation by supporting respectful relationships with Aboriginal people. There are four types of RAPs (Reflect, Innovate, Stretch, Elevate), which set out different minimum requirements for an organisation.</p>	Existing	No	Ongoing	Multiple Ministers

Action	New or Existing	Funding	Timeframe	Minister
<p>6. <b>Review of expenditure on Aboriginal programs and services</b></p> <p>The WA Government will undertake a review of current spending on Aboriginal programs and services by mid-2022. The review will identify opportunities to reprioritise spending for better outcomes, including potential options to deliver services through or in partnership with Aboriginal community-controlled organisations.</p>	New	Yes – delivery within existing resources	Mid-2022	Treasurer

Action	New or Existing	Funding	Timeframe	Minister
<p>6. The following WA Government agencies have developed and implemented Reconciliation Action Plans:</p> <p>REFLECT</p> <ul style="list-style-type: none"> <li>• Landgate.</li> <li>• Department of Planning, Lands and Heritage.</li> <li>• Central Regional TAFE.</li> <li>• Department of Primary Industries and Regional Development.</li> <li>• WA Police Force.</li> </ul> <p>STRETCH</p> <ul style="list-style-type: none"> <li>• DevelopmentWA.</li> <li>• WA Mental Health Commission.</li> <li>• Water Corporation.</li> </ul> <p>INNOVATE</p> <ul style="list-style-type: none"> <li>• South Metro TAFE: November 2020 to May 2022.</li> <li>• Government Employees Superannuation Board (GESB) (WA).</li> <li>• Legal Aid WA WA Department of Transport.</li> <li>• Horizon Power.</li> <li>• WA Department of Mines Industry Regulation and Safety.</li> <li>• North Regional TAFE.</li> <li>• Department of Justice.</li> <li>• Department of Water and Environmental Regulation.</li> <li>• WA Police Force.</li> </ul>				

Action	New or Existing	Funding	Timeframe	Minister
<p>6. The Department of Health uses the WA Aboriginal Health and Wellbeing Framework 2015-2030 to perform many of the equivalent functions of a Reconciliation Action Plan.</p> <p>The following agencies have Reconciliation Action Plans in development: Department of Education; Department of Training and Workforce Development, Department of Fire and Emergency Services.</p> <p>The Lead Agency Reconciliation Action Plan is intended to develop a collaborative Reconciliation Action Plan in order to demonstrate the commitment of the lead agencies to reconciliation. The lead agencies are the Department of the Premier and Cabinet, the Public Sector Commission and the Department of Treasury.</p>				

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Workforce Diversification and Inclusion Strategy</b></p> <p>The Workforce Diversification and Inclusion Strategy for WA public sector employment 2020-2025 and Action Plan for Aboriginal and Torres Strait Islander people which includes a target of 3.7% representation. The twin goals of the strategy are to increase the representation of people from different backgrounds at all levels across our sector, and to ensure all staff in the sector experience a sense of belonging and inclusion in the work environment. The action plan includes both actions for the Public Sector Commission and for other WA Government agencies. The four focus areas for action are:</p> <ul style="list-style-type: none"> <li>• Educate and empower: A knowledge and capability uplift is a priority consideration in workforce planning for Aboriginal and Torres Strait Islander people.</li> <li>• Attract and develop: Recruitment and development practices proactively identify and support the talent of Aboriginal and Torres Strait Islander people.</li> <li>• Lead and build: There is deliberate leadership to build organisation cultures where all people are treated fairly and respectfully.</li> </ul> <p>Account and celebrate: Responsibility is taken for improving the representation and inclusion of Aboriginal and Torres Strait Islander people in public sector employment.</p>	Existing	No	Ongoing to 2025	Minister for Public Sector Management

Action	New or Existing	Funding	Timeframe	Minister
<p>8. <b>Engagement with Elders, community leaders and members to present at events, Welcome to Country, NAIDOC, Reconciliation Week</b></p> <p>Departments have developed guidelines for cultural protocols for use by staff and acknowledge the importance of Aboriginal Elders and community leaders representing their communities at significant events, while ensuring all employees respectfully acknowledge the traditional custodians of the land where its operations are based. This promotes achievements associated with Outcomes relating to maintaining cultural relationships with traditional lands and strengthening Aboriginal cultures and languages.</p>	Existing	No	Ongoing	Multiple Ministers
<p>9. <b>Enhancement of the Aboriginal Cultural Capability Reform Program</b></p> <p>The purpose of the ACCRP is to lead the development of a culturally competent workforce that recognises Aboriginal values and culture.</p>	Existing	Yes – funding secured.	Timeframe to be determined	Minister for Community Services
<p>10. <b>National Disability Service WA Funding</b></p> <p>Since 2018, Communities has funded NDS WA to develop and release its Aboriginal and Torres Strait Islander Employment Guide and Toolkit to assist WA disability sector organisations to grow their Aboriginal workforce and ensure the provision of culturally appropriate services to Aboriginal people with disability.</p>	Existing	Yes – funding secured	Commenced 2020/21FY	Minister for Disability Services

Action	New or Existing	Funding	Timeframe	Minister
11. <b>Fitzroy Crossing Service Hub</b> The Fitzroy Crossing Service Hub and shopfront is Communities' first integrated, place-based service centre, co-designed with 17 local organisations to improve service delivery and better respond to local needs in Fitzroy Crossing.	New	Yes – delivery within existing resources	Ongoing	Minister for Community Services
12. <b>OurSPACE Foster and Family Carer Support Service</b> The program provides culturally responsive, trauma-informed support to empower carers to understand and meet the needs of the children in their care.	Existing	Yes – funding secured	To November 2021	Minister for Community Services
13. <b>WA Government Internal Policies, including anti-discrimination and anti-harassment policies, codes of conduct, and equity, diversity and inclusion plans</b> Development and implementation of departmental anti-discrimination and anti-harassment policies that aim to reduce incidence of racism and promote equality. Development and implementation of plans and codes of conducts that that value, celebrate and promote Aboriginal culture and learning, cultural safety and reduction of discriminatory practices	Existing	Yes – delivery within existing resources	Ongoing	Multiple Ministers

Action	New or Existing	Funding	Timeframe	Minister
<p>14. <b>Danjoo Koorliny</b></p> <p>Danjoo Koorliny Walking Together Towards 2029 and Beyond is a bold, long-term, large-scale, Aboriginal-led systems change project to help Aboriginal and non-Aboriginal people to walk together and co-create a better future for all. It is facilitated through the Centre for Social Impact at the University of Western Australia. It aims to build partnerships between Aboriginal Western Australians and the broader community through increased awareness, understanding and reconciliation with our collective past.</p> <p>Senior Aboriginal leaders, Dr Noel Nannup OAM, Dr Richard Walley OAM, Professor Emeritus Colleen Hayward AM and Ms Carol Innes, are the project leaders of Danjoo Koorliny. The Danjoo Koorliny Social Impact Festival is held annually to reflect on the past year and set the focus for the year(s) ahead, looking toward 2029 as the culmination of awareness raising and shared understanding.</p>	Existing	Yes	To 2029	Minister for Aboriginal Affairs
<p>15. <b>Aboriginal Cultural Standards Framework</b></p> <p>Through the Framework developed and implemented by the Department of Education, schools are supported to build and maintain mutually respectful relationships with Aboriginal students and their families that reflect a genuine partnership and appreciation of the strengths of Aboriginal students, their families and communities.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>16. <b>Support cultural responsiveness of staff across public schools</b></p> <p>School education staff are supported to increase their cultural understanding through:</p> <ul style="list-style-type: none"> <li>• co-design and prototype a culturally responsive program for school leaders;</li> <li>• professional learning for schools to embed whole school culturally responsive approaches; and</li> <li>• professional learning to support teachers to embed Aboriginal histories, cultures and languages into classroom practice.</li> </ul>	<p>New (under development)</p> <p>Existing</p> <p>Existing</p>	<p>Yes – delivery within existing resources</p>	<p>Ongoing</p>	<p>Minister for Education</p>
<p>17. <b>WA Public School Curriculum</b></p> <p>Aboriginal and Torres Strait Islander histories and cultures are included in each learning area of the Western Australian Curriculum. The Aboriginal and Torres Strait Islander Histories and Cultures Cross-Curriculum Priority provides opportunities for all students to deepen their knowledge of Australia by engaging with the world’s oldest continuous living cultures.</p>	<p>Existing</p>	<p>Yes – delivery within existing resources</p>	<p>Ongoing</p>	<p>Minister for Education</p>
<p>18. <b>Aboriginal Languages Teacher Training</b></p> <p>Aboriginal Languages Teacher Training is provided for Aboriginal staff to become languages teachers.</p>	<p>Existing</p>	<p>Yes – delivery within existing resources (\$220,000 per year)</p> <p>\$600,000 – online Aboriginal Languages resource development, total over three years</p>	<p>Ongoing</p> <p>December 2023</p>	<p>Minister for Education</p>

Action	New or Existing	Funding	Timeframe	Minister
<p>19. <b>Development of management plans for national parks</b></p> <p>The Department of Biodiversity, Conservation and Attractions is responsible for preparing and implementing management plans for marine and terrestrial parks and reserves in accordance with the <b>Conservation and Land Management Act 1984</b>.</p> <p>The Act includes a management objective to protect and conserve the value of the lands and waters to the culture and heritage of Aboriginal people. Management plans provide the foundation for managing land and using parks and reserves for customary activities.</p>	Existing	Yes, funding secured through Plan for Our Parks for the majority of planning processes	Management planning related to Plan for Our Parks reserve proposals commenced Feb 2019, scheduled to conclude in June 2024.	Minister for Environment
<p>20. <b>Aboriginal Leadership Excellence and Development</b></p> <p>supports Aboriginal employees to gain the skills, abilities and confidence necessary to succeed in senior management, executive and leadership roles in the WA health sector.</p>	Existing	Yes	Ending 2022	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>21. <b>Custody Notification Services</b> operated by the ALSWA providing welfare checks and legal advice to Aboriginal people in police custody. The main objectives of the CNS are to:</p> <ul style="list-style-type: none"> <li>• Prevent or reduce Aboriginal deaths in police custody;</li> <li>• Prevent or reduce harm suffered by Aboriginal people in police custody; and</li> <li>• Protect the legal rights of Aboriginal people in police custody.</li> </ul> <p>The CNS not only promotes welfare of Aboriginal people who have been taken into custody and allows improved access to legal assistance its promotion of welfare interests for Aboriginal peoples in custody means it has some relevance in supporting targets relating to Aboriginal health and wellbeing (such as those associated with Outcome 1 and Outcome 14).</p>	Existing	Co-funded by the Commonwealth (\$2.25 million) and WA Governments (\$606,000) over 3 years	2022	Minister for Aboriginal Affairs; Minister for Police; Attorney General
<p>22. <b>Aboriginal Overrepresentation Project:</b> determining a list of prioritised initiatives that will reduce Aboriginal overrepresentation in the criminal justice system, to be considered for funding and implementation. This initiative is unfunded and dependent on Government funding.</p>	New	Funding requirements to be determined	July 2021	Attorney General; Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>23. <b>WA Office of Crime Statistics and Research (WACSAR)</b></p> <p>WACSAR has responsibility for monitoring and evaluating the impacts of new and existing departmental policies and programs. When a policy/ program has significant impacts on, or is delivered in partnership with, Aboriginal communities, Aboriginal stakeholders are invited to be members of the evaluation/ monitoring Project Reference Group.</p>	Existing	Internally funded	Ongoing	Attorney General
<p>24. <b>Department of Justice Aboriginal Workforce Development Strategy and Employment Programs</b></p> <p>The Aboriginal Workforce Development Strategy (AWDS) focuses on employment pathways for future and existing Aboriginal employees. The aim is to attract Aboriginal talent which will ensure cultural competent services that are shaped and informed by the perspectives and insights of our Aboriginal employees. Whilst also creating entry level pathways, the AWDS will also support applicants throughout the recruitment processes and career progression for existing staff. As at 30 June 2020 the Department had 348 Aboriginal employees which represents 5.9 percent of the workforce.</p>	Existing	Yes – delivery within existing resources	Ongoing	Attorney General; Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>25. <b>Implementation of Western Australian Cultural Infrastructure Framework 2030+</b></p> <p>The WA Cultural Infrastructure Framework 2030+ identifies how cultural infrastructure can increase participation in arts, culture and creative activities for all Western Australians and showcase the State to the world. A key outcome of the Framework is opportunities for Aboriginal art, culture and heritage to be strong, respected</p>	Existing	No	Ongoing	Minister for Culture and the Arts
<p>26. <b>Implementation of the Arts Organisation Investment Program</b></p> <p>The Arts Organisation Investment Program funds the following organisations:</p> <ul style="list-style-type: none"> <li>• Kimberley Aboriginal Law and Culture Centre</li> <li>• Magabala Books</li> <li>• Murrageku</li> <li>• Yirra Yaakin Theatre Company</li> <li>• Aboriginal Art Centre Hub WA</li> </ul>	Existing	Funded within agency resources	Funding from 2020 to 2022 and 2023, depending on contract	Minister for Culture and the Arts
<p>27. <b>Community Sporting and Recreation Facilities Fund Policy</b></p> <p>\$500,000 is notionally allocated within the full amount of the Community Sporting and Recreation Facilities Fund to projects that provide sport and recreation infrastructure to remote Aboriginal communities and regional communities with a significant Aboriginal population. While encouraged to seek co-contributions from local governments, the federal government, private business, philanthropy or relevant Aboriginal Corporations, regional and remote Aboriginal communities may be eligible for up to 100% of the project cost for high priority projects.</p>	Existing	Funding requirements determined on a project-by-project basis	Fund is ongoing; individual projects funded through Fund on own timeframes	Minister for Sport and Recreation

Action	New or Existing	Funding	Timeframe	Minister
<p>28. <b>Aboriginal Arts and Cultural Strategy</b></p> <p>The development of an Aboriginal Arts and Cultural Strategy is in the early stages of research and scoping.</p>	New	Funding requirements to be determined	Ongoing	Minister for Culture and the Arts
<p>29. <b>Aboriginal Journey Ways Project</b></p> <p>The Aboriginal Journey Ways Project is a collaborative initiative between Main Roads and Kurongkurl Katitjin, the Centre for Australian Indigenous Education and Research at Edith Cowan University. The first stage of the Project researched and documented traditional Aboriginal journey ways, tracks and places aligned to the Main Roads road network.</p> <p>Five reports were produced that include traditional narratives and maps aligned with modern Main Roads' roads and bridges, which included the spiritual significance of the route and information about Aboriginal occupation. The idea of a journey relates to the passage of people through time and the landscape. The research highlights the significance of country and journey for Aboriginal peoples where groups of Aboriginal peoples and families made journeys, often over many generations. It demonstrates that Aboriginal people and their culture were shaped by great journeys into new landscapes.</p>	Existing	Yes – Funded from normal Operational and Capital Project Budgets	31 December 2021 for Aboriginal Journey Ways Project.	Minister for Transport

Action	New or Existing	Funding	Timeframe	Minister
29. To honour this part of Aboriginal culture and heritage, Main Roads plans to share these journeys and associated stories with the wider community, road users and visitors to Western Australia via an online story map and signage on the road network. Aboriginal culture and heritage, Main Roads plans to share these journeys and associated stories with the wider community, road users and visitors to Western Australia via an online story map and signage on the road network.				
30. <b>Aboriginal History Unit and Research Services</b> Within the Department of Local Government, Sport and Cultural Industries, this Unit manages access to restricted historical record collections and delivers services to connect Aboriginal people with their families through archival and oral historical research. It also develops educational and historical resources to promote an in-depth understanding of Aboriginal history in Western Australia and in response to the Aboriginal voice for truth-telling as a source of healing and reconciliation.	Existing	Funded within agency resources	Ongoing	Minister for Aboriginal Affairs

Action	New or Existing	Funding	Timeframe	Minister
<p>31. <b>Western Australian Police Force – Aboriginal Affairs Division</b></p> <p>As part of the WA Police’s commitment to building better relationships with Aboriginal people, the Aboriginal Affairs Division was established in 2019. The new Division’s primary role is to build, foster and sustain better relationships with the Aboriginal people and communities of WA. The division also provides cultural guidance, education and policy advice to all WA Police employees, with the goal of improving relationships and respect for Aboriginal culture throughout the state.</p>	Existing	Funded within agency resources	Ongoing	Minister for Police
<p>32. <b>Support cultural responsiveness of WA Police force staff across WA</b></p> <p>WA Police Force staff are looking to use technology to increase their cultural understanding. A number of mobile phone applications will be made available for all employees to build fairness and respect through the use of language and cultural protocols</p>	Existing	Funded within agency resources	Ongoing	Minister for Police
<p>33. <b>WA Police Force Aboriginal Employee Network</b></p> <p>The WA Police Force will establish a state-wide Aboriginal Employee Network, including the development of strategies and programs to recruit, retain and enhance the careers of Aboriginal employees.</p>	New	Funded within agency resources	Ongoing	Minister for Police

# Priority Reform Four – Shared Access to Data and Information at a Regional Level

## Priority Reform Four Outcome:

Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

## Priority Reform Four Target:

Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development.

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Scoping Proposal for a Kimberley Data Project</b></p> <p>The WA Government has commissioned a scoping proposal for a project to improve the availability of data about suicide and self-harm in the Kimberley. This proposal is intended to be developed in partnership between Government agencies, ACCOs, Aboriginal health organisations, and other key stakeholders.</p>	New	\$150,000	2020/21 to 2021/22	Minister for Aboriginal Affairs; Mental Health
<p>2. <b>Privacy and Responsible Information Sharing Legislation</b></p> <p>The WA Government has committed to introducing whole-of-government Privacy and Responsible Information Sharing (PRIS) legislation to protect privacy and enable safe information sharing within the public sector and with trusted external bodies – this includes ACCOs.</p> <p>The PRIS legislation is aimed at responding to community concerns about privacy and building the trust and social licence necessary to share information responsibly for the benefit of the community.</p>	New	No (currently in development phase)	Ongoing	Minister for Innovation and ICT

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>WA Child Development Atlas</b></p> <p>Various Government agencies – including the Departments of Education, Health, and the WA Police Force – provide data for Telethon Kids Institute’s WA Child Development Atlas. The WA Child Development Atlas includes area-level indicators on the health, wellbeing education and development for children and young people aged 0-24 years. It can be used to understand neighbourhood factors, children’s development outcomes and the provision of services in an area. WA Government agencies, Local Governments and community service providers, including Aboriginal Community Controlled Health Services are able to access the detailed data and maps through an online portal.</p>	Existing	Yes – delivery within existing resources	Ongoing	Multiple Ministers
<p>4. <b>Data sharing arrangements</b></p> <p>Data sharing arrangements are in place with a number of organisations that provide direct support for Aboriginal students in partnership with public schools.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education
<p>5. <b>Public Health Planning</b></p> <p>A pilot study to explore the feasibility of providing population health status data to local governments to help inform their public health plans which are required under the Public Health Act 2016. Will include a focus on local governments that have a significant Aboriginal population and identifying what data can be disaggregated by Aboriginal status.</p>	Existing	Funding requirements to be determined	Ongoing	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>6. <b>Western Australian Office of Crime Statistics and Research (WACSAR)</b></p> <p>WACSAR will be an independent source of crime data and research that will provide a statistical data hub for the criminal justice sector. Disaggregated data will be made available to the community through the WACSAR website, which is currently under development. Available data sets will be expanded over time.</p> <p>Consultation occurs with regard to the data reporting requirements included in service delivery contracts. This helps to ensure that appropriate data is collected from the outset. Improved data will lead to increased ability to monitor outcomes associated with policy and operations, in turn supporting more successful evaluation exercises and the development of more effective policies and operations.</p>	Existing	Yes – delivery within existing resources	2021/22	Attorney General
<p>7. <b>Online Land Access Portal</b> which provides access to the Aboriginal representatives established under both the Yamatji Nation Agreement and the South West Native Title Settlement to view all information relating to the land on offer under these agreements. Provides support and training to these organisations in the use of this system.</p>	Existing	Over \$2 million has enabled the development, build, release and ongoing maintenance of the Portal. \$450,000 of funding is allocated for enhancements, further development and ongoing maintenance of the Portal.	5 Years	Minister for Lands

Action	New or Existing	Funding	Timeframe	Minister
<p>8. <b>Director of Equal Opportunity in Public Employment annual report</b></p> <p>Reporting of equal employment opportunity data from public sector agencies, Government Trading Enterprises, universities and local government (tabled in Parliament) including representation of diversity in the Senior Executive Service and across salary bands. The report also highlights key achievements across government and areas of priority for action.</p>	Existing	Yes – delivery within existing resources	September each year	Minister for Public Sector Management
<p>9. <b>Public Sector Commission - Agency Diversity Dashboard</b></p> <p>Comparative data to support agencies in workforce planning and diversity management. CEOs and Directors General are provided with a quarterly report on the representation of people from diverse groups, including rates of reporting of diversity status and equity index results.</p>	Existing	Yes – delivery within existing resources	Quarterly workforce data reporting	Minister for Public Sector Management
<p>10. <b>Target 120 – Data Development</b></p> <p>Target 120 is an across-government strategy that supports identified young people and families presenting with complex needs to reduce contact with the justice system and improve whole-of-life outcomes. Department of Treasury provides data linkages and actuarial services to the initiative on behalf of Communities.</p>	Existing	Yes – funding secured	Commenced 2018/19 to 2021/22FY	Minister for Child Protection
<p>11. <b>Tracking current reform initiatives</b></p> <p>Tracking the benefits of a program of justice reform initiatives, implemented in 2020, aimed at improving community safety and reducing the overrepresentation of Aboriginal people in the criminal justice system. This includes initiatives to reduce avoidable remand, increase sentencing flexibility, increase appropriate access to parole, and prisoner rehabilitation.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Corrective Services

# Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives

**Target 1: Close the Gap in life expectancy within a generation, by 2031.**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>The WA Aboriginal Health and Wellbeing Framework 2015-2030</b></p> <p>The Framework identifies a set of strategic directions and priority areas to improve Aboriginal health and wellbeing over the next 15 years. It was developed to ensure Aboriginal people in WA have access to high quality health care and services, while assisting community to make good health a priority through a focus on prevention.</p> <p>The Framework’s strategic directions set the pathway that health and wellbeing stakeholders may take to achieve the vision of Aboriginal people living long, well and healthy lives. It highlights the priority areas identified through consultation. To achieve real change in health outcomes takes time. This is a long-term agenda and provides a 15-year focus to ensure strong outcomes can be achieved.</p>	Existing	Yes – delivery within existing resources	Commenced (2015), scheduled to conclude 2030	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>2. <b>Sustainable Health Review (SHR) Final Report</b></p> <p>Strategy 1 of the Sustainable Health Review is 'Commit and collaborate to address major public health issues'. Recommendation 3 (a): 'Reduce inequity in health outcomes and access to care with focus on Aboriginal people and families in line with the WA Aboriginal Health and Wellbeing Framework 20152030'. Priorities for implementation include:</p> <ul style="list-style-type: none"> <li>• Ongoing recognition and strengthening of Aboriginal Community Controlled Health Services as leaders in Aboriginal primary health care including through sustainable funding for partnerships in prevention and early intervention including mental health.</li> <li>• Employment of additional Aboriginal staff, including in leadership positions, to meet the WA health system target of 3.2 per cent of Aboriginal employees by 2026, with priority to increasing the proportion of Aboriginal nurses, allied health professionals and medical practitioners as part of multidisciplinary teams.</li> <li>• Expansion of mandatory system wide cultural learning to develop knowledge and understanding of Aboriginal health and to support the growth of a culturally competent and responsive health system.</li> </ul>	Existing	Funding requirements to be determined	Ongoing (2020)	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>Election Commitment - Expansion of Aboriginal and midwifery support programs at King Edward Memorial Hospital</b></p> <p>The election commitment includes:</p> <ul style="list-style-type: none"> <li>• an expansion of Aboriginal midwifery and support programs by up to 15 FTE;</li> <li>• \$5.2 million for the Aboriginal midwifery group practices; and</li> <li>• \$1.8 million for the Strong Links Program.</li> </ul>	Existing	Funding requirements to be determined	To be determined	Minister for Health
<p>4. <b>National Safety and Quality Health Service Standards</b></p> <p>Six actions in the national standards focus specifically on meeting the needs of Aboriginal and Torres Strait Islander people to improve the quality of care and health outcomes for Aboriginal people and provide practical strategies for health service organisations to consider implementing.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Health
<p>5. <b>Strong Spirit Strong Mind Strategy and Framework</b></p> <p>The Strong Spirit Strong Mind Metro Strategy 2021-2024 and the Strong Spirit Strong Mind Framework for Western Australia 2021-2025 aim to raise awareness of the harms associated with alcohol and other drugs. The revised Framework includes more of an emphasis on the importance of social and emotional wellbeing (mental health) in the overall health of Aboriginal people of WA. The Framework will be launched in 2021.</p>	Existing	\$9.2 million to expand Metro Project state-wide, an Aboriginal Drug and Alcohol awareness project.	Planned for launch in 2021	Minister for Mental Health
<p>6. <b>Election commitment - New Aboriginal Specific health and aged care facilities</b></p> <p>Election commitment towards a new 80 bed Aboriginal health and aged care facility in Queens Park.</p>	New	\$10 million	To be determined	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Election Commitment - Replacement of accommodation for Puntukurnu Aboriginal Medical Service Staff</b></p> <p>Election commitment of \$1.76 million for the replacement of the accommodation for Puntukurnu Aboriginal Medical Service Staff in Jigalong.</p>	New	\$1.76 million	To be determined	Minister for Health
<p>8. <b>Connecting to Country grants program</b></p> <p>Supports the Commitment to Aboriginal Youth Wellbeing by providing grants of up to \$25,000, to eligible organisations, to:</p> <ul style="list-style-type: none"> <li>• facilitate sharing of cultural knowledge and skills between generations, such as preservation of language, stories and dance</li> <li>• recognise Aboriginal cultural leadership within the Aboriginal community and support leadership development in young people</li> <li>• contribute to stronger community mental health and wellbeing and promote traditional ways of maintaining cultural knowledge</li> </ul>	Existing	\$1.4 million	3 years (2020-2023)	Minister for Culture and the Arts

Action	New or Existing	Funding	Timeframe	Minister
<p>9. <b>Election Commitment – Regional and Remote Hospital Upgrades</b></p> <p>Upgrades to infrastructure and services in the regional health space including:</p> <ul style="list-style-type: none"> <li>• Building a new Meekatharra hospital – \$13.3 million.</li> <li>• An upgrade to the Meekatharra Health Service - \$5 million.</li> <li>• Karratha Health Campus Boost - \$10 million.</li> <li>• An MRI unit at Hedland Hospital Campus - \$6 million.</li> <li>• Women’s Community Health Service Pilot in the West Pilbara in partnership with the Karratha Women’s Health Care Place.</li> <li>• Laverton Hospital upgrades - \$16.8 million.</li> <li>• Tom Price Hospital Redevelopment - \$5.3 million.</li> <li>• Therapy Centre in Kalgoorlie - \$2.8 million.</li> <li>• Kalgoorlie Health Campus MRI Suite - \$600,000.</li> <li>• Geraldton Health Campus Redevelopment - \$82.3 million.</li> </ul>	New	Various	To be determined, will vary for specific project	Minister for Health

## Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong

**Target 2: by 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>WA Aboriginal Health and Wellbeing Framework 2015-2030</b></p> <p>A strategic direction within the Framework is to promote good health across the life course. Maternal health priorities include:</p> <ul style="list-style-type: none"> <li>• mother and babies receive the best possible care and support for a good start to life; and</li> <li>• support preconception planning, identification of maternal health risk factors, access to antenatal care and healthy birth weight.</li> </ul>	Existing	Yes – delivery within existing resources	Commenced 2015, scheduled to conclude 2030	Minister for Health
<p>2. <b>Sustainable Health Review</b></p> <p>Strategy 3 - Great beginnings prioritises the first 1000 days of life, from conception. Recommendation 8 of the Enduring Strategies and Recommendations describes the priorities in implementation:</p> <ul style="list-style-type: none"> <li>• System level targets set for healthy women and babies for example healthy pre-natal booking weight.</li> <li>• A state-wide program to ensure that all Aboriginal families have access to culturally secure antenatal care</li> <li>• Introduction and evaluation of further targeted, cross-agency approaches to reducing the incidence of alcohol consumption during pregnancy, and for screening and management of the effects of Fetal Alcohol Spectrum Disorder.</li> </ul> <p>Other key policies include the WACHS Maternal and Newborn Care Strategy and WACHS Nursing and Midwifery Workforce Plan.</p>	Existing	Funding requirements to be determined	Ongoing	Minister for Health
<p>3. <b>Election Commitment – New Women and Babies Hospital</b></p> <p>\$1.8 billion investment into building a new world-class Women and Babies Hospital for Western Australians.</p>	New	\$1.8 billion	Timeframe to be determined	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>Improving maternal health services for Aboriginal families</b></p> <p>Current initiatives include:</p> <ul style="list-style-type: none"> <li>• workforce growth and development e.g. appointment of Principal Aboriginal Nursing and Midwifery Officer;</li> <li>• provision of culturally secure maternity services. For example, the Aboriginal Maternity Group Practice model employs Aboriginal grandmothers, Aboriginal Health Officers and midwives to provide care in partnership with antenatal services in various areas of WA;</li> <li>• education and support services for risk factors during pregnancy including smoking and alcohol e.g. Moort Boodjari Mia program;</li> <li>• targeted, cross-agency approaches to reduce the incidence of risk behaviours during pregnancy (including the screening and management of the effects of Foetal Alcohol Spectrum Disorder, tobacco or other drug exposure in utero, FDV experienced by mother) and promote healthy homes;</li> <li>• culturally secure resources that can be accessed and used within all communities; and</li> <li>• supporting positive pre-conception planning amongst adult and adolescent Aboriginal population groups by promoting healthy behaviour choices, safe and healthy relationships and positive cultural, social and emotional wellbeing.</li> </ul>	Existing	Yes – funding secured	Ongoing	Minister for Health

Action	New or Existing	Funding	Timeframe	Minister
<p>5. <b>Preventing Fetal Alcohol Spectrum Disorder (FASD) Project</b></p> <p>A suite of evidence-based state-wide and targeted prevention initiatives, including:</p> <ul style="list-style-type: none"> <li>• The development and implementation of a state-wide, whole-of-population public education campaign that increases the awareness of the harms associated with alcohol use in pregnancy. This process was informed by robust state-wide consultation, including with Aboriginal and Torres Strait Islander peoples in metro and regional WA.</li> <li>• Training to assist health workers across the state to discuss stopping and reducing alcohol use during pregnancy and FASD prevention.</li> <li>• The development of a data information system that identifies high-risk communities and monitors changes in key indicators over time.</li> <li>• Funding to support evidence-informed community actions in areas that experience high levels of alcohol-related harm.</li> </ul>	Existing	\$2.7 million	July 2020 - June 2022	Minister for Mental Health

## Outcome 3:

# Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years

**Target 3: By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Kimberley Schools Project</b></p> <p>The Kimberley Schools Project aims to customise, intensify and accelerate all children’s learning in participating Kimberley schools and communities. The Project is delivered in both public and non-government schools in the Kimberley Education Region.</p>	Existing	\$25 million	2018 - 2022	Minister for Education and Training
<p>2. <b>National Partnership on Universal Access to Early Childhood Education 2018-2021 (UANP)</b></p> <p>The UANP supports states and territories to increase participation rates in preschool and ensure national consistency in the number of hours available</p>	Existing	Federally funded. Total expected for 2021 is \$46.5 million	Agreement ceases December 2021	Minister for Education and Training
<p>3. <b>National Quality Framework and Standard for Early Childhood Education and Care Service</b></p> <p>The National Quality Framework was developed in partnership with State, Territory and Commonwealth Governments, informs continuous improvement in the quality of early childhood education, and education care services across Australia.</p>	Existing	Federally Funded through to December 2024	Ongoing (dependent on Universal Access National Partnership)	Minister for Education and Training
<p>4. <b>KindiLink</b></p> <p>KindiLink is jointly planned and delivered by early childhood teachers and Aboriginal and Islander education officers provides six hours per week of play-and-learn sessions for Aboriginal children not old enough to enrol in Kindergarten. KindiLink enhances children’s learning, build the confidence and capability of parents as their children’s first educators, establish strong home-school partnerships, and contribute to improved long-term school attendance.</p>	Existing	Federally funded through 2020 – 2021 budget \$2.5 million	Extended through to December 2021.	Minister for Education and Training

Action		New or Existing	Funding	Timeframe	Minister
5.	<p><b>Child and Parent Centre program</b></p> <p>The Child and Parent Centre program supports families with young children, focusing on the birth to four years age range, by offering early learning, child and maternal health and parenting support and wellbeing programs and services.</p>	Existing	State funding 2020 – 2021 program budget \$8.875 million	Ongoing	Minister for Education and Training
6.	<p><b>Better Beginnings</b></p> <p>Better Beginnings is a family literacy program that connects families with books through free reading packs. It distributes literacy resources for families with children aged 0-5 in remote Aboriginal communities across WA through the Read to Me, I Love it! program. This program is developing targeted reading packs for Aboriginal families distributed through locally based community service providers. It also:</p> <ul style="list-style-type: none"> <li>• distributes literacy development information to locally based health, education and family centred service providers;</li> <li>• builds community capacity through training in early literacy for Aboriginal Playgroup Leaders;</li> <li>• training for public libraries to deliver culturally relevant services for Aboriginal families; and</li> <li>• develops resources in Aboriginal languages to support children’s language and literacy in a culturally meaningful way.</li> </ul>	Existing	Jointly funded by WA Government and Rio Tinto	Ongoing	Minister for Culture and the Arts

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Early Years Initiative</b></p> <p>The Early Years Initiative is a partnership between the WA Government (Departments of Communities, Health and Education) and the Minderoo Foundation. The Initiative will work with four partner communities from metropolitan, regional, remote, and very remote Western Australia. The Central Great Southern shires of Katanning, Broomehill-Tambellup, Kojonup, and Gnowangerup was the first community to join the Initiative. In addition to the Central Great Southern, the Early Years Initiative is now being implemented in Armadale West, and discussions are underway to finalise the remote and very remote communities. The Early Years Initiative is a 10-year commitment to work differently with four Western Australian communities to improve the development, health and learning of children birth to four years, in order to create lasting change.</p>	Existing	Yes – delivery within existing resources	Commenced 2018-19 to 2027-28	Minister for Child Protection; Minister for Education and Training

## Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years

**Target 4: By 2031, increase the proportion of Aboriginal and Torres Strait Islander children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent.**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Agreement for the National Implementation of the Australian Early Development Census</b></p> <p>A national data collection implemented every three years. The Census provides information on the number and percentage of pre-primary children developmentally on-track, at risk, or vulnerable across five developmental domains (physical health and wellbeing, social competence, emotional maturity, language and cognitive skills, and communication and general knowledge.</p>	Existing	Federally funded \$1.1 million over three years	Funding Agreement: July 2020 – August 2023	Minister for Education and Training
<p>2. <b>Child and Parent Centre program</b></p> <p>The Child and Parent Centre program supports young children to make successful transitions into school and increase the capability of parents to provide home environments to support their children's development.</p>	Existing	State funding 2020 – 2021 program budget \$8.875 million	Ongoing	Minister for Education and Training
<p>3. <b>KindiLink</b></p> <p>KindiLink is jointly planned and delivered by early childhood teachers and Aboriginal and Islander education officers provides six hours per week of play-and-learn sessions for Aboriginal children not old enough to enrol in Kindergarten. KindiLink enhances children's learning, build the confidence and capability of parents as their children's first educators, establish strong home-school partnerships, and contribute to improved long-term school attendance.</p>	Existing	Federally funded through UANP. 2020 – 2021 budget \$2.5 million	Extended through to December 2021.	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>National Quality Framework and Standard for the Early Childhood Education and Care service</b></p> <p>The National Quality Framework was developed in partnership with State, Territory and Commonwealth Governments, informs continuous improvement in the quality of early childhood education, and education care services across Australia.</p>	Existing	Federally funded.	Ongoing (dependent on Universal Access National Partnership)	Minister for Education and Training
<p>5. <b>Early Years Initiative</b></p> <p>The Early Years Initiative is a partnership between the WA Government (Departments of Communities, Health and Education) and the Minderoo Foundation. The Initiative will work with four partner communities from metropolitan, regional, remote, and very remote Western Australia. The Central Great Southern shires of Katanning, Broomehill-Tambellup, Kojonup, and Gnowangerup was the first community to join the Initiative. In addition to the Central Great Southern, the Early Years Initiative is now being implemented in Armadale West, and discussions are underway to finalise the remote and very remote communities. The Early Years Initiative is a 10-year commitment to work differently with four Western Australian communities to improve the development, health and learning of children birth to four years, in order to create lasting change.</p>	Existing	Yes	Effective 201819 – 2027-28	Minister for Education and Training; Minister for Child Protection
<p>6. <b>Early Years Learning Framework</b></p> <p>The Early Years Learning Framework was developed in partnership with State, Territory and Commonwealth Governments, supports educators to extend and enrich children’s learning from birth to five years and through their transition to school.</p>	Existing	Federally funded	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Australian Early Development Census: Using data to inform community development</b></p> <p>a national data collection implemented every three years. The Census provides information on the number and percentage of pre-primary children developmentally on-track, at risk, or vulnerable across five developmental domains (physical health and wellbeing, social competence, emotional maturity, language and cognitive skills, and communication and general knowledge).</p>	Existing	Federally funded \$1.1 million over three years	Funding Agreement: July 2020 – August 2023	Minister for Education and Training
<p>8. <b>Connected Beginnings</b></p> <p>Connected Beginnings supports Aboriginal and Torres Strait Islander children in areas of high need by integrating early childhood, maternal and child health, and family support services.</p>	Existing	Federally funded initiative contracting NGOs.	Timeframe to be determined	Minister for Education and Training
<p>9. <b>English as an Additional Language/Dialect Early Childhood Progress Map</b></p> <p>The EAL/D Early Childhood Progress Map and related professional learning, that allows teachers to monitor, report and plan for the Standard Australian English learning needs specific to students whose first language is another language (such as an Aboriginal language or a creole) or dialect (such as Aboriginal English).</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>Better Beginnings</b></p> <p>Better Beginnings is a family literacy program that connects families with books through free reading packs. It distributes literacy resources for families with children aged 0-5 in remote Aboriginal communities across WA through the Read to Me, I Love it! program. This program is developing targeted reading packs for Aboriginal families distributed through locally based community service providers. It also:</p> <ul style="list-style-type: none"> <li>• distributes literacy development information to locally based health, education and family centred service providers;</li> <li>• builds community capacity through training in early literacy for Aboriginal Playgroup Leaders;</li> <li>• training for public libraries to deliver culturally relevant services for Aboriginal families; and</li> <li>• develops resources in Aboriginal languages to support children’s language and literacy in a culturally meaningful way.</li> </ul>	Existing	Jointly funded by WA Government and Rio Tinto	Ongoing	Minister for Culture and the Arts

## Outcome 5: Aboriginal and Torres Strait Islander students achieve their full learning potential

**Target 5: by 2031, increase the proportion of Aboriginal and Torres Strait Islander people (age 20-24) attaining year 12 or equivalent qualification to 96 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Kimberley Schools Project</b></p> <p>The Kimberley Schools Project aims to customise, intensify and accelerate all children’s learning in participating Kimberley schools and communities. The Project is delivered in both public and non-government schools in the Kimberley Education Region.</p>	Existing	\$25 million	2018 - 2022	Minister for Education and Training
<p>2. <b>School of Isolated and Distance Education Registered Training Organisation</b></p> <p>Established by the Department of Education in response to the thin training market in regional and remote WA. SIDEW RTO provides a system-level solution to improve access to training for students, including Aboriginal and Torres Strait Islander young people, in regional and remote schools. The SIDE RTO is working closely with schools to develop targeted training programs that build students’ foundation skills and increase access, success and retention in Vocational Education and Training.</p> <p>The SIDE RTO provides a cost effective opportunity for students to gain access to qualifications where they might otherwise be unavailable. In 2021, the SIDE RTO will expand its qualification offerings for 2022. Qualifications have been identified specifically for Aboriginal students to ensure the training is relevant and meaningful.</p>	Existing	\$489,780	2019 – 2022	Minister for Education and Training
<p>3. <b>Aboriginal School-Based Training Program</b></p> <p>This program supports Aboriginal secondary students in Years 10, 11 and 12 to commence training that leads to post school opportunities, including employment or further education pathways. Qualification completion contributes to Year 12 or equivalent attainment.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>Follow the Dream</b></p> <p>Follow the Dream provides enriched educational and experiential opportunities for male and female Aboriginal students. The Program celebrates culture, strengthens a sense of belonging and connection to community and empowers students to pursue their aspirations.</p>	Existing	\$34.5 million	2021-26	Minister for Education and Training
<p>5. <b>Increasing young female Aboriginal engagement in schools</b></p> <p>A range of programs that enhance the engagement of female Aboriginal students in Western Australian public schools. These programs are delivered by:</p> <ul style="list-style-type: none"> <li>• Glass Jar Australia Ltd.;</li> <li>• SHINE Inspire Achieve Belong Inc.;</li> <li>• The Wirrpanda Foundation Ltd; and</li> <li>• Stars Foundation Ltd.</li> </ul>	Existing	\$4.25 million	2021	Minister for Education and Training
<p>6. <b>Clontarf Foundation Football Academies program</b></p> <p>Clontarf’s school-based programs (academies) support male Aboriginal students, with the intention of strengthening students’ health and well-being outcomes and building upon their self-esteem, equipping them with skills to increase their employment.</p>	Existing	\$30 million	2020-24	Minister for Education and Training
<p>7. <b>Supports available for the literacy and learning needs of Aboriginal students</b></p> <p>Various initiatives, including:</p> <ul style="list-style-type: none"> <li>• Tracks to Two-Way Learning professional learning and resources.</li> <li>• EAL/D Progress Map.</li> <li>• Capability Framework: Teaching Aboriginal and Torres Strait Islander EAL/D Learners.</li> <li>• EAL/D Hub (online professional development resource).</li> </ul>	Existing	<p>Yes – delivery within existing resources</p> <p>\$1.6 million budget allocation for the online EAL/D Hub over 5 years</p>	Ongoing 2021-25	Minister for Education and Training
<p>8. <b>Training support</b></p> <p>Wraparound support and services are provided to Aboriginal students undertaking training, including through the Participation-Equity Program and at TAFE colleges.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>9. <b>Aboriginal youth training and employment pilot programs</b></p> <p>Two programs are being piloted to support implementation of Aboriginal employment and training recommendations from the Report on the Review of Skills, Training and Workforce Development, June 2020. One will focus on supporting young Aboriginal jobseekers to enter the workforce by addressing their individual barriers to participation, and the other will support the engagement of Aboriginal youth in education, training and/or employment through a 'caring for country-caring for self' program.</p>	New	Yes – delivery within existing resources	July 2021 to June 2022	Minister for Education and Training
<p>10. <b>Every day matters: 10 point plan to improve attendance</b></p> <p>This plan aims to improve attendance in school by embedding culturally responsive approaches to strengthen student attendance, including incorporating local Aboriginal culture and language, building collaborative community relationships and defining what student success looks like in local contexts.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Education and Training
<p>11. <b>Election Commitment – Upgrades to Regional and Remote High Schools</b></p> <p>Various commitments, including:</p> <ul style="list-style-type: none"> <li>• Redeveloping Derby High School - \$20.9 million.</li> <li>• Upgrades to Halls Creek District High School – \$10 million.</li> <li>• Kalgoorlie-Boulder Community High School - New STEM Classroom - \$1 million.</li> <li>• Kalgoorlie-Boulder Community High School Performing Arts Centre Refurbishment - \$500,000.</li> </ul>	New	\$32.4 million	Timeframe to be determined	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>12. <b>Election Commitment - \$95 million of new initiatives to enhance vocational education and training (VET) in high schools</b></p> <p>Various commitments, including:</p> <ul style="list-style-type: none"> <li>• Professional development for career guidance leaders in 70 WA schools to help students career pathways.</li> <li>• New programs for Year 8 and 9 students to provide earlier exposure to VET career options.</li> <li>• Industry placements for TAFE lecturers and school teachers for professional development.</li> <li>• New support scheme to keep vulnerable VET students engaged and more information for parents.</li> </ul>	New	\$95 million	Timeframe to be determined	Minister for Education and Training
<p>13. <b>Election Commitment - Additional training places for school students</b></p> <p>Increased access to VET courses at TAFE colleges for Year 11 and 12 students, with an additional 2,000 places funded in 2022, 2,000 in 2023 and 4,000 in 2024. STEM courses and pre-apprenticeships in areas of industry will need to be prioritised.</p>	New	\$29.8 million	Timeframe to be determined	Minister for Education

## Outcome 6: Aboriginal and Torres Strait Islander students reach their full potential through further education pathways

**Target 6: by 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 who have completed a tertiary qualification (Certificate III and above) to 70 per cent**

Action	New or Existing	Funding	Timeframe	Minister
1. <b>Jobs and Skills Centres</b> Career services and training information are available for Aboriginal people through a network of Jobs and Skills Centres and outreach services across Western Australia.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
2. <b>Employer incentives</b> Financial incentives to encourage employers and group training organisations to employ Aboriginal apprentices and trainees are available through the Jobs and Skills WA Employer Incentive Scheme and/or Western Australian Group Training Program.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
3. <b>Training Support</b> Wraparound support and services are provided to Aboriginal students undertaking training, including through the Participation-Equity Program and at TAFE colleges.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
4. <b>The Two-way Science Initiative</b> The Department of Education has developed the Two-way Science Initiative for Western Australian public schools. Two-way Science is a culturally responsive model of education that connects local Aboriginal knowledge to the science curriculum in an integrated learning program. The approach promotes Indigenous leadership in education, and fosters partnerships between schools, communities, Indigenous ranger programs and scientists leading to locally relevant training and career pathways including Certificate III and higher qualifications. The program is being trialled with an initial allocation of \$1.1 million.	New	\$1.1 million	2021-2022 (for pilot)	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>5. <b>Aboriginal youth training and employment pilot programs</b></p> <p>Two programs are being piloted to support implementation of Aboriginal employment and training recommendations from the Report on the Review of Skills, Training and Workforce Development, June 2020. One will focus on supporting young Aboriginal jobseekers to enter the workforce by addressing their individual barriers to participation, and the other will support the engagement of Aboriginal youth in education, training and/or employment through a 'caring for country-caring for self' program.</p>	New	Yes – delivery within existing resources	July 2021 to June 2022	Minister for Education and Training
<p>6. <b>Aboriginal school-based training program</b></p> <p>This program supports Aboriginal secondary students in Year 10, 11 and 12 to commence training that leads to post school opportunities, including employment or further education pathways.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
<p>7. <b>On Country Teacher Education pilot program</b></p> <p>The Department of Education has partnered with Curtin University to develop and pilot a program to support Aboriginal staff working in support roles to become teachers through the completion of a Bachelor of Education (Primary Education) delivered by Curtin University. The program commenced in 2020.</p>	Existing	\$3 million	2020-2022	Minister for Education and Training
<p>8. <b>Career Pathways project</b></p> <p>In collaboration with Initial Teacher Education providers, the Department of Education will communicate and collaborate with all public schools to make information about pathways into Universities for Aboriginal students available. Information is available on a dedicated Department of Education website. The Department supports Aboriginal staff through professional coaching and fee support to complete various tertiary qualifications.</p>	Existing	Yes – delivery within existing resources	2020-2021	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>9. <b>Undergraduate Allied Professional Program (UAPP)</b></p> <p>In collaboration with the not-for-profit organisation, CareerTrackers, the Department of Education has opened up 10 paid summer internships for final year Aboriginal undergraduate students. CareerTrackers will work with these students throughout the year and over the course of their study to support them to complete their qualifications. It is anticipated that the paid internships will encourage them to pursue careers in the public sector. CareerTrackers Alumni have higher retention rates than other University students.</p>	Existing	Yes – delivery within existing resources	2020-2022	Minister for Education and Training

## Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment and education

**Target 7: by 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 per cent**

Action	New or Existing	Funding	Timeframe	Minister
1. <b>Workforce Diversification and Inclusion Strategy</b> The Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020-2025 and Action Plan for Aboriginal and Torres Strait Islander people which includes a target of 3.7% representation.	Existing	No	2025	Minister for Public Sector Management
2. <b>Aboriginal Traineeship Program</b> The Aboriginal Traineeship Program centrally funded and coordinated by the Public Sector Commission, this program provides up to 50 placements across the WA government sector for Aboriginal young people aged up to 24 years.	Existing	\$2.7 million annually	Ongoing program offered each calendar year	Minister for Public Sector Management
3. <b>Aboriginal school-based training program</b> This program supports Aboriginal secondary students in Year 10, 11 and 12 to commence training that leads to post school opportunities, including employment or further education pathways.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
4. <b>Jobs and Skills Centres</b> Career services and training information are available for Aboriginal people through a network of Jobs and Skills Centres and outreach services across Western Australia.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
5. <b>Employer incentives</b> Financial incentives to encourage employers and group training organisations to employ Aboriginal apprentices and trainees are available through the Jobs and Skills WA Employer Incentive Scheme and/or Western Australian Group Training Program.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>6. <b>Election Commitment - Upgrades Regional and Remote High Schools</b></p> <p>Various commitments, including:</p> <ul style="list-style-type: none"> <li>• Roebourne District High School - \$42 million</li> <li>• Karratha Senior High School Upgrades - \$42 million</li> <li>• Hedland Senior High School Upgrades – \$15 million</li> <li>• Broome Senior High School Upgrades – \$4.4 million</li> <li>• Newman Senior High School New STEM Classroom - TBA</li> </ul>	New	Funding allocated per project	To be determined	Minister for Education and Training
<p>7. <b>Election Commitment – Upgrades to regional TAFE facilities including:</b></p> <p>Various commitments, including:</p> <ul style="list-style-type: none"> <li>• North Regional TAFE Pundulmurra (South Hedland) Trades Expansion - \$22 million</li> <li>• North Regional TAFE Minurmarghali Mia (Roebourne) New Classroom Block - \$5 million</li> <li>• North Regional TAFE – Broome Hospitality and Student Services Centre - \$10 million</li> <li>• North Regional TAFE – Kununurra Health and Hospitality Trade Training Centre - \$10 million</li> </ul>	New	Funding allocated per project	To be determined	Minister for Education and Training
<p>8. <b>Training support</b></p> <p>Wraparound support and services are provided to Aboriginal students undertaking training, including through the Participation-Equity Program and at TAFE colleges.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
<p>9. <b>Jobs and Skills WA website – Aboriginal services</b></p> <p>Resources, an Aboriginal Services Jobs Board and Deadly Jobs Facebook page are available on the Jobs and Skills WA website to help employers to attract, recruit and retain Aboriginal employees and/or advertise employment opportunities for Aboriginal people.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>Working Together – Connecting Businesses and Young Aboriginal People in the Workplace</b></p> <p>The Regional Chamber of Commerce and Industry WA is contracted to provide information, support, and advice to business owners and operators in the Goldfields, Mid-West, Great Southern, West Kimberley and South West regions to attract, recruit and retain young Aboriginal Employees.</p>	Existing	Yes – delivery within existing resources	To 30 June 2022	Minister for Education and Training
<p>11. <b>Aboriginal youth training and employment programs</b></p> <p>Two programs are being piloted to support implementation of Aboriginal employment and training recommendations from the Report on the Review of Skills, Training and Workforce Development, June 2020. One will focus on supporting young Aboriginal jobseekers to enter the workforce addressing their individual barriers to participation, and the other will support the engagement of Aboriginal youth in education, training and/or employment through a 'caring for country-caring for self' program.</p>	Existing	Yes – delivery within existing resources	July 2021 to June 2022	Minister for Education and Training
<p>12. <b>Water Corporation Scholarship Program</b></p> <p>Delivered in partnership with indigenous not-for-profit Madalah Limited, the program will provide \$700,000 to support a total of 20 students by 2026. The financial contribution will assist with tuition and boarding fees and related expenses. Work placements will also be an option for the four students, including two from regional Western Australia. Each will be mentored by senior Water Corporation leaders, and given an insight into career opportunities in the fields of science, technology, engineering and mathematics. The program sits alongside Water Corporation's Emerging Aboriginal Leadership Program and reflects its commitment to creating training and employment opportunities for Indigenous Western Australians.</p>	New	\$700,000	2026	Minister for Water

Action	New or Existing	Funding	Timeframe	Minister
<p>13. <b>Every day matters: 10 point plan to improve attendance</b></p> <p>This plan aims to improve attendance in school by embedding culturally responsive approaches to strengthen student attendance, including incorporating local Aboriginal culture and language, building collaborative community relationships and defining what student success looks like in local contexts.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Education
<p>14. <b>West Pilbara Plan</b></p> <p>The West Pilbara Plan is the WA Government working with Aboriginal elders, community members and service providers in and around Roebourne to address intergenerational disadvantage and child sexual abuse.</p>	Existing	Yes – delivery within existing resources	Conclude 2020/21	Minister for Child Protection
<p>15. <b>The State Literacy Strategy 2017-2027</b></p> <p>The Library’s literacy strategy champions the role of libraries as key partners in early childhood, family and adult literacy acquisition and lifelong development for all Western Australians.</p> <p>The strategy provides educational services through local libraries in order to address the literacy gap present in Western Australia.</p>	Existing	Funded internally by State Library of WA	2017-2027	Minister for Culture and the Arts
<p>16. <b>WA Museum Emerging Curators programme</b></p> <p>The WA Museum’s Emerging Curators Program enables Aboriginal and Torres Strait Islander participants across WA to gain museum-related skills and experience including curation and storytelling, exhibition development, and conservation and object handling.</p>	Existing	\$0.070 million per annum	Ongoing	Minister for Culture and the Arts

Action	New or Existing	Funding	Timeframe	Minister
<p>17. <b>Aboriginal youth training and employment pilot programs</b></p> <p>Two programs are being piloted to support implementation of Aboriginal employment and training recommendations from the Report on the Review of Skills, Training and Workforce Development, June 2020. One will focus on supporting young Aboriginal jobseekers to enter the workforce by addressing their individual barriers to participation, and the other will support the engagement of Aboriginal youth in education, training and/or employment through a 'caring for country-caring for self' program.</p>	New	Yes – delivery within existing resources	July 2021 to June 2022	Minister for Education and Training
<p>18. <b>Working Together – Connecting Businesses and Young Aboriginal People in the Workplace</b></p> <p>The Regional Chamber of Commerce and Industry WA is contracted to provide information, support and advice to business owners and operators in the Goldfields, Mid West, Great Southern, West Kimberley and South West regions to attract, recruit and retain young Aboriginal employees.</p>	Existing	Yes – delivery within existing resources	To 30 June 2022	Minister for Education and Training

## Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities

**Target 8: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Workforce Diversification and Inclusion Strategy</b></p> <p>The Workforce Diversification and Inclusion Strategy for WA public sector employment 2020-2025 and Action Plan for Aboriginal and Torres Strait Islander people which includes a target of 3.7% representation. The twin goals of the strategy are to increase the representation of people from different backgrounds at all levels across our sector, and to ensure all staff in the sector experience a sense of belonging and inclusion in the work environment. The action plan includes both actions for the Public Sector Commission and for other WA Government agencies. The four focus areas for action are:</p> <ul style="list-style-type: none"> <li>• Educate and empower: A knowledge and capability uplift is a priority consideration in workforce planning for Aboriginal and Torres Strait Islander people.</li> <li>• Attract and develop: Recruitment and development practices proactively identify and support the talent of Aboriginal and Torres Strait Islander people.</li> <li>• Lead and build: There is deliberate leadership to build organisation cultures where all people are treated fairly and respectfully.</li> <li>• Account and celebrate: Responsibility is taken for improving the representation and inclusion of Aboriginal and Torres Strait Islander people in public sector employment.</li> </ul>	Existing	No	2025	Minister for Public Sector Management

Action	New or Existing	Funding	Timeframe	Minister
<p>2. <b>Recruitment Exceptions under the Equal Opportunity Act</b></p> <p>Targeted recruitment and development through exceptions under the Equal Opportunity Act.</p>	Existing	No	Ongoing	Minister for Public Sector Management
<p>3. <b>Main Roads Aboriginal Employment and Retention Strategy</b></p> <p>The Strategy provides a cohesive set of actions to Establish Foundations, Attract, Appoint, Retain and Advance Aboriginal people towards accelerating improvements in Closing the Gap, with a key priority to attract and retain Aboriginal employees in Main Roads.</p>	Existing	Funding from within recurrent and capital appropriations	2020 to 2023	Minister for Transport
<p>4. <b>In-house Aboriginal business database</b></p> <p>The In-house Aboriginal business database within the Transport Portfolio that keeps up-to-date contact, profile and capability information about Aboriginal businesses. This makes funding Aboriginal businesses fast and easy for Transport personnel.</p>	Existing	Funding from within existing recurrent appropriations	December 2021	Minister for Transport
<p>5. <b>Main Roads - Procurement practices</b></p> <p>Main Roads delivery contracts now require mandatory Aboriginal Participation Plans, mandatory and incentivised targets for Aboriginal employment and business spend, and price preference up to \$500,000 for tenders that include Aboriginal employment and subcontracting arrangements to registered Aboriginal businesses. Incentives are included in Main Roads long term maintenance contracts to support employment of Aboriginal people and businesses.</p>	Existing	Funding from within recurrent and capital appropriations for Projects	Aligned to delivery timeframes for the projects	Minister for Transport
<p>6. <b>Improving access to driver licences</b></p> <p>Ongoing program of works that seeks to improve access to driver and vehicle licensing services in regional and remote area and breaks down systemic barriers to obtaining and retaining a driver's licence. Holding a driver license significantly improves ability to attend place of employment and also to gain a wider range of employment (holding of a driver licence is a precondition to many employment opportunities).</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Transport

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Gnarla Bididi</b></p> <p>The Gnarla Bididi (our pathways) METRONET Aboriginal Engagement Strategy has been developed by the METRONET Office to guide the planning and delivery of Aboriginal engagement throughout the planning, design and delivery of the METRONET program of projects.</p> <p>To support employment outcomes under this Strategy, a METRONET's Aboriginal Employment and Retention Toolkit has been developed in partnership with a Aboriginal consultancy and provides guidance to the METRONET Office (MO) and METRONET Lead Agencies (MLA) (e.g. PTA, OMTID, DevWA) to improve employment outcomes with Aboriginal staff by addressing 7 key action areas to build capability to create a culturally safe workplace, attract, recruit, retain, support and develop Aboriginal staff at all levels.</p>	Existing	Yes	Ongoing in line with delivery of Metronet Projects	Minister for Transport
<p>8. <b>WA Health Aboriginal Workforce Policy</b></p> <p>To increase the representation of Aboriginal people across all levels of the workforce and achieve the WA Public Sector Commission's Aboriginal employment target. The Policy mandates seven strategies to support progress to achieve the employment target including; application of Section 51 of the Equal Opportunity Act 1984 to recruitment processes. Examples of the application of Section 51 include the GradConnect and Graduate Development Program recruitment processes.</p>	Existing	No	Ongoing	Minister for Health
<p>9. <b>Employment in Northern Beef Industry</b></p> <p>Support to increase Aboriginal employment, skills and business capacity, investment, and representation and voice of Aboriginal pastoral leaseholders in development of northern beef industry.</p>	Existing	Aboriginal Pastoral Program COVID Recovery Project \$2.4 million	Four years	Minister for Agriculture and Food; Regional Development

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>Support for Aboriginal business development</b></p> <p>The Department of Primary Industries and Regional Development supports Aboriginal business development through:</p> <ul style="list-style-type: none"> <li>• Aboriginal business development, procurement advisory service, governance grants and business leadership program;</li> <li>• Jawun secondments: placing of skilled seconders into Indigenous organisations; and</li> <li>• delivery by Aboriginal organisations as priority.</li> </ul>	Existing	Aboriginal Governance and Leadership Program \$4.2 million over four years	2021-24	Minister for Agriculture and Food; Regional Development
<p>11. <b>Delivery of the Aboriginal Economic Development strategy</b></p> <p>Delivery of the Aboriginal Economic Development strategy includes:</p> <ul style="list-style-type: none"> <li>• Providing leadership and procurement advisory support services to Aboriginal business and governance.</li> <li>• Unlocking opportunities for increased Aboriginal participation and representation in the sandalwood, fishing, forestry, pastoral, and carbon-farming industries.</li> <li>• Providing partnerships and service contracts to Aboriginal-led organisations, to deliver economic development support programs and services.</li> <li>• Supporting DPLH land divestment to create economic opportunities, and diversification to increase land enterprise sustainability.</li> <li>• Targeted, industry-focused workforce development planning and capacity building, to support Aboriginal participation in regions.</li> </ul>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Agriculture and Food; Regional Development

Action	New or Existing	Funding	Timeframe	Minister
<p>12. <b>Sandalwood Taskforce Report</b></p> <p>The WA Sandalwood Taskforce was established in late 2019 to explore opportunities for Aboriginal economic development in the WA sandalwood industry. The Taskforce included representatives from a number of WA Government agencies and from Aboriginal groups and businesses with an interest in the wild sandalwood industry. The report produced by the WA Sandalwood Taskforce outlined eight recommendations to Government that would support increased economic opportunities for Aboriginal communities using Western Australia's wild sandalwood resource. The WA Government has committed to implement all of the recommendations of the WA Sandalwood Taskforce Report, as well as establish an Aboriginal Sandalwood Industry Body to assist the Government in implementing the recommendations from the Report.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Forestry; Minister for Environment
<p>13. <b>Aboriginal Ranger Program</b></p> <p>The Aboriginal Ranger Program was established to protect the environment and leverage the social and economic benefits that employment provides in regional and remote areas. It supports Aboriginal rangers to undertake land management activities across tenures. An election commitment of \$50 million has been made to expand this program (refer to Outcome 15).</p>	Existing	\$20 million from Royalties for Regions – all funds fully committed; election commitment of further \$50 million	2017 to 2025	Minister for Environment
<p>14. <b>Offsets Fund for Recovery Program</b></p> <p>The funding was provided to create regional employment for conservation roles in partnership with Aboriginal prescribed body corporates and other organisations.</p>	Existing	\$8 million new funding from 2020-21 to 2022-23	2020-21 to 2022-23	Minister for Environment
<p>15. <b>Native Vegetation Rehabilitation Scheme</b></p> <p>Additional funding to create 'green jobs' for local workers (predominantly Traditional Landowners) to deliver on ground works.</p>	Existing	\$15 million additional funding from 2020-21 to 2022-23	2020-21 to 2022-23	Minister for Environment

Action	New or Existing	Funding	Timeframe	Minister
<p>16. <b>The Aboriginal Business Round of the Local Capability Fund</b></p> <p>Provides grant funding to improve the capability, capacity and competitiveness of Aboriginal Businesses to supply goods and services to major markets.</p>	Existing	\$600,000	2021-22	Minister for State Development, Jobs and Trade
<p>17. <b>Delivery of Jina: WA Aboriginal Tourism Action Plan 2021-25</b></p> <p>The Jina Plan is a whole of government approach to guide, align, collaborate and communicate the activities of government partners to grow economic and social outcomes for Aboriginal people and communities through tourism. It was launched in May 2021, and supports the \$20 million election commitment for Aboriginal Tourism given by the McGowan Government.</p>	New	\$20 million	2021-2025	Multiple Ministers – lead is Minister for Tourism
<p>18. <b>The Aboriginal Tourism Recovery Plan</b></p> <p>This plan was designed to support WA's export ready Aboriginal tourism businesses to remain open during international border closures. The lack of overseas travellers (and the slow return of interstate visitors) has impacted significantly on the Aboriginal tourism sector as this is its main market.</p>	Existing	\$300,000	2020-2021	Minister for Tourism
<p>19. <b>Camping with Custodians</b></p> <p>This program involves the development of high quality campgrounds on Aboriginal Lands. It provides local employment and training opportunities through tourism and construction in the development and maintenance of campgrounds. A new Camping with Custodians campground is currently being developed at Djarindjin on the Dampier Peninsula with another campground in the planning stages for Lombadina. The Jina Plan has identified a commitment towards the expansion of the network and ongoing support for the existing campgrounds.</p>	Existing	\$3.336 million in Recovery Plan funding allocated for Djarindjin and Lombadina campgrounds, with funding for additional campgrounds to be identified from the \$20 million Tourism Fund election commitment	2021-2025	Minister for Tourism

Action	New or Existing	Funding	Timeframe	Minister
<p>20. <b>Aboriginal Cultural Centre</b></p> <p>The development of an Aboriginal Cultural Centre will provide the opportunity to develop a significant piece of community infrastructure using a Cultural Knowledge Framework embedded with the Strategic Asset Management Framework. The project has funding committed to develop the business case, design, and seed funding for construction. The centre will provide opportunities in the creative economy, as well as jobs in the planning, design, construction, and operation process.</p>	New	\$50 million commitment. Final cost to be confirmed	Targeted opening 2028	Multiple Ministers
<p>21. <b>Election Commitment - Plan for Kimberley Growing our Tourism Sector</b></p> <p>Various commitments, including:</p> <ul style="list-style-type: none"> <li>• \$35 million for the development of a new Broome Boating Facility at Entrance Point;</li> <li>• \$4.5 million to provide facilities and upgrade roads to meet visitor demand and environmental management, in partnership with Yawuru, in Yawuru conservation parks; and</li> <li>• \$400,000 for the preparation of a visitor plan to guide government and joint management partners in determining sustainable and culturally appropriate visitor usage at Dampier Peninsula and Buccaneer Archipelago.</li> </ul>	New	Various	To be determined	Minister for Tourism; Minister for Environment
<p>22. <b>Regional Aboriginal Events Scheme</b></p> <p>Tourism WA administers the Regional Aboriginal Events Scheme grant program, in which \$150,000 per year (from the \$1 million Regional Events Scheme fund – R4R program) is allocated towards supporting events that focus on the participation and leadership of Aboriginal people.</p>	Existing	\$150,000	Ongoing	Minister for Tourism

Action	New or Existing	Funding	Timeframe	Minister
<p>23. <b>Election Commitment - Plan for Pilbara Growing our Tourism Sector</b></p> <p>Election commitment to invest \$5 million for improvements to visitor facilities at Conzinc Bay in Murujuga National Park, to support increased visitation associated with the Murujuga Living Knowledge Centre, as well as the management of islands on the Dampier Archipelago, supported by Murujuga Aboriginal Rangers.</p>	New	TBA	TBA	Minister for Environment
<p>24. <b>Election Commitment - Redevelopment of Boongarup Pool Recreation site</b></p> <p>Election commitment of \$2 million for redevelopment of Boongarup Pool recreation site in Walyunga National Park. Works to be carried out in partnership with Traditional Owners, supporting local jobs and Aboriginal business development opportunities.</p>	New	\$2 million	To be determined	Minister for Environment
<p>25. <b>Aboriginal Procurement Policy</b></p> <p>The Aboriginal Procurement Policy contributes to employment by establishing targets for a minimum number of contracts being awarded to Aboriginal businesses and organisations. The current Aboriginal Procurement Policy will continue for a further three years, following a review which found the policy to have been a success in government contracting with Aboriginal businesses. The Department of Finance is considering expanding the new policy to further improve economic prosperity of the Aboriginal community via 'Aboriginal Participation' requirements in the government supply chain. These requirements are under development and recommendations have been made to the Minister for Finance for consideration. Should approval be given, consultation will commence with agencies, industry and relevant industry bodies. As part of the implementation of the current policy capability building of Aboriginal businesses has been occurring across the state through three contracted suppliers.</p>	Existing	Yes – delivery from existing resources	Ongoing	Minister for Finance

Action	New or Existing	Funding	Timeframe	Minister
<p>26. <b>Social Housing Economic Recovery Program (SHERP)</b></p> <p>Under this program the Department of Communities is leading the delivery of a \$319 million investment targeted at social housing to increase the lifespan and quality of homes. As part of this COVID-19 economic recovery package, \$80 million will be made available for maintenance of 3,800 regional social housing properties, including remote Aboriginal communities' stock. The majority of SHERP investment is targeted at the most vulnerable people, on the state's priority housing waitlist, while also incorporating strategies that enable improved local Aboriginal employment opportunities.</p>	New	Yes – funding secured	Commenced 2019-20	Minister for Housing
<p>27. <b>Election Commitment - Regional Road Upgrades</b></p> <p>Various initiatives, including:</p> <ul style="list-style-type: none"> <li>• Great Northern Highway Ord River North Project - \$98.1 million (Stages 2 and 3).</li> <li>• Gibb River Road Upgrades - \$36 million (annual program of works over 4 construction seasons).</li> <li>• Great Northern Highway - Broome to Derby Upgrade - \$25.9 million (various Stages).</li> </ul>	New	Funding allocated per project	Commencing over 2021 - 2022	Minister for Transport
<p>28. <b>Election Commitment –Upgrades to National Parks</b></p> <p>Various initiatives, including:</p> <ul style="list-style-type: none"> <li>• Kimberley Visitor Facilities in National Parks - \$1 million.</li> <li>• Karijini National Park Upgrades - \$10 million.</li> <li>• Karijini National Park - Fortescue Falls Lookout and Dales Campground Upgrades - \$1.02 million.</li> <li>• Ngajari Trail Upgrade - \$1.33 million.</li> <li>• Pilbara National Park Visitor Facility Upgrades - \$400,000.</li> <li>• Goldfields-Esperance National Park Upgrades to Visitor Facilities - \$700,000.</li> </ul>	New	Funding allocated per project	To be determined	Minister for Environment

Action	New or Existing	Funding	Timeframe	Minister
29. <b>Jobs and Skills WA website – Aboriginal services</b> Resources, an Aboriginal Services Jobs Board and Deadly Jobs Facebook page are available on the Jobs and Skills WA website to help employers to attract, recruit and retain Aboriginal employees and/or advertise employment opportunities for Aboriginal people.	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
30. <b>Cultural competency training for businesses</b> Release of an Aboriginal Cultural Competency Directory on the Jobs and Skills WA website, which includes details of Aboriginal businesses providing cultural competency and awareness training and services, and the development of a cultural competency skill set, to support employers to provide culturally safe workplaces for Aboriginal employees.	New	Yes – delivery within existing resources	Commencing January 2021	Minister for Education and Training
31. <b>Regional Telecommunications Project</b> Provides State co-contributions to Commonwealth and industry programs aimed at expanding mobile coverage and other fit-for-purpose telecommunications solutions across regional WA. Co-funded initiatives under the Commonwealth Mobile Black Spot Program and Regional Connectivity Program include new and upgraded base stations to expand/improve mobile coverage, community-scale Wi-Fi networks, nbn access technology upgrades, and enterprise-grade fixed wireless installations.	Existing	Yes – \$14.8 million	2021-22 to 2022-23	Minister for Agriculture and Food; Regional Development

Action	New or Existing	Funding	Timeframe	Minister
<p>32. <b>Local Content Adviser Network (LCAN)</b></p> <p>The LCAN takes a lead role in maximising the participation of regional businesses (that includes Aboriginal Businesses) in the supply of goods and works and services contracted by Government in the regions. The LCAN collaborates on the delivery of the DPIRD Aboriginal Economic Development strategy through Aboriginal Business Engagement and capability/capacity in regional WA.</p> <p>There are nine Local Content Advisers located in all nine Regional Development Commission areas of WA. A core activity of the LCAN is to Influence and support the implementation and application of the WAIPS, Buy Local Policy and Aboriginal Procurement Policy. A current objective is to devise a strategic approach to address 'the business capability gap' between Northern and Southern Aboriginal Small to Medium Enterprises.</p>	Existing	Delivery within existing agency resources	Ongoing	Minister for Agriculture and Food; Regional Development
<p>33. <b>Aboriginal cultural tourism on Wadjemup (Rottnest Island)</b></p> <p>Call for expressions of interest for Aboriginal cultural tourism business to service visitors to Wadjemup (Rottnest Island) during the summer of 2021-22. The expression of interest includes specific calls for Aboriginal cultural tourism, recreational leisure activities, an inflatable water park for North Thomson Bay, and for 'pop-up' businesses to service increased demand during December and January and to diversify island offerings. The island benefited from a number of major improvements in 2020 including the upgrade of 10 kilometres of roads in the Settlement, construction of a new \$3 million Fuel Jetty and a \$1 million revamp of the Island museum, which is now known as Wadjemup Museum.</p>	New	To be determined	2021-22	Minister for Tourism; Culture and the Arts; Heritage

Action	New or Existing	Funding	Timeframe	Minister
<p>34. <b>Aboriginal Governance and Leadership Development Program</b></p> <p>The Aboriginal Governance and Leadership Development Program (AGLDP) is a multi-dimensional initiative providing opportunities for Aboriginal people in in corporate governance, procurement and business leadership.</p> <p>The AGLDP comprises three streams:</p> <ul style="list-style-type: none"> <li>• Aboriginal Corporate Governance Development (ACGD) – competitive grant to eligible Aboriginal businesses in regional and remote locations to assist with improving commercial focused governance practice.</li> <li>• Aboriginal Procurement Advisory Service – Advisory service to assist in increasing and maximising the participation of Aboriginal businesses in state-wide procurement opportunity.</li> <li>• Aboriginal Business Leaders Initiative – a regional program aimed at strengthening Aboriginal business participation through training, mentoring and coaching opportunities.</li> </ul> <p>An election commitment has been made to provide an additional \$6.5 million to this program to help increase economic participation of Aboriginal people in regional WA.</p>	Existing	\$2.3 million as of 2020 and election commitment of further \$6.5 million	Timeframe to be determined	Minister for Regional Development

## Outcome 9: Aboriginal and Torres Strait people secure appropriate, affordable housing that is aligned with their priorities and need

**Target 9: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Social Housing Economic Recovery Program (SHERP)</b></p> <p>Under this program the Department of Communities is leading the delivery of a \$319 million investment targeted at social housing to increase the lifespan and quality of homes. As part of this COVID-19 economic recovery package, \$80 million will be made available for maintenance of 3,800 regional social housing properties, including remote Aboriginal communities' stock. The majority of SHERP investment is targeted at the most vulnerable people, on the state's priority housing waitlist, while also incorporating strategies that enable improved local Aboriginal employment opportunities.</p>	New	Yes – funded secured	Commenced 2019/20FY	Minister for Housing
<p>2. <b>Hedland Transitional Housing Program (Hedland Aboriginal Home Ownership Program)</b></p> <p>Assets repurposed to provide 40 affordable houses and support services for Aboriginal people who aspire to move into the private housing market.</p>	Existing	Yes – funding secured	Commenced 2019-20	Minister for Housing
<p>3. <b>East Kimberley Transitional Housing Program</b></p> <p>Fifty affordable houses constructed, and support services provided for Aboriginal people who aspire to move into the private housing market.</p>	Existing	Yes – funding secured	Commenced 2017-18	Minister for Housing

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>Housing First Homelessness Initiative (HFHI)</b></p> <p>HFHI funds ACCOs to deliver culturally safe services for Aboriginal people who are sleeping rough in the metropolitan area. Approximately 42 per cent of funding from the Metropolitan Area Housing First Support Services was quarantined specifically for ACCOs to deliver culturally safe services to Aboriginal people who are sleeping rough.</p>	New	Yes – funding secured	Commenced March 2021	Minister for Community Services
<p>5. <b>Jalbi Jiya partnership with Nyamba Buru Yawuru</b></p> <p>Twenty-five properties to support home ownership and other goals for employment, education, and wellbeing. Seventeen properties will provide home ownership opportunities and a further eight will be used as long-term rentals.</p>	New	Yes – funding secured	Commenced 2020-21	Minister for Housing
<p>6. <b>Expansion of Aboriginal Short Stay Accommodation Facilities</b></p> <p>The WA Government has provided \$38 million in funding to build the East Kimberley and Geraldton Aboriginal Short Stay Accommodation facilities. Since opening in December 2018, Broome has provided over 3500 people with over 33,600 bed nights of accommodation, while Derby has provided more than 61,595 bed nights since September 2014.</p>	New	Yes – funding secured	Commenced 2020-21	Minister for Housing
<p>7. <b>Election Commitment: Transitional Accommodation for Rough Sleepers</b></p> <p>Provide transitional crisis accommodation for people experiencing homelessness in the Perth metropolitan area and Fremantle. Up to 100 people will be housed and supported at a transitional accommodation facility, with an embedded service delivery model, whilst the longer term projects such as Common Ground are completed. \$3.8 million will be redirected to provide intensive intervention for clients of the service in partnership with an Aboriginal Community Controlled Organisation to ensure residents receive the support they need.</p>	New	Yes – Funding secured	Timeframe to be determined	Minister for Community Services

## Outcome 10: Aboriginal and Torres Strait people are not overrepresented in the criminal justice system

**Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Amended Fines, Penalties and Infringement Notices Enforcement Act 1994 (WA)</b></p> <p>Significantly transformed Western Australia's fines enforcement regime which historically has disproportionately affected Aboriginal and Torres Strait Islander people, and contributed to the overrepresentation in the justice system. Under the reformed legislation imprisonment for fine default alone has become a last resort and only a Magistrate is able to authorise a warrant of commitment for fine default. Instead, defaulters are able to serve their debts through Work Development Permits, including by undertaking approved programs or by working for community organisations.</p> <p>\$1 million allocated in 2020-21 to enhance the Department of Justice's Integrated Courts Management System (ICMS). A further \$21.93 million over the period 2019/20 to 2023/24 to fund the cost implications related to the introduction of the Fines, Penalties and Infringement Notices Enforcement Amendment Act 2020 (WA) (FPINE). This legislative reform addresses a commitment to reducing the overrepresentation of Aboriginal and Torres Strait Islander people in the justice system and to develop a better method that imprisonment for enforcing fine default.</p> <p>The Department of Justice, Legal Aid WA and Aboriginal Legal Services WA are working to implement the Work and Development Permit Scheme which was established under the Act.</p>	Existing	\$22.93 million (comprising \$1 million for ICMS enhancements and \$21.93 for costs related to the FPINE implementation)	2019-20 to 2023-24	Attorney General, Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>2. <b>Aboriginal Overrepresentation Project</b></p> <p>Review the uptake of a number of reports, and their associated recommendations, including the 2017 Australian Law Reform Commission Pathways to Justice report and its 35 recommendations to Commonwealth, State and Territory Governments, to determine a list of prioritised initiatives that can help address Aboriginal overrepresentation. This work is being progressed and considered through a range of mechanisms, overseen by the interagency Justice Planning and Reform Committee.</p>	New	No- Funding requirements to be determined	July 2021	Attorney General, Minister for Corrective Services
<p>3. <b>Justice Reform Project</b></p> <p>Four justice reform projects targeted at delivering sustained, structural reductions to the adult prisoner population, with a focus on the overrepresentation of Aboriginal people in custody.</p> <ul style="list-style-type: none"> <li>• Reducing avoidable remand through bail support and prison in-reach legal services;</li> <li>• Increasing appropriate access to parole via a Parole in-reach Program pilot;</li> <li>• Expanding the use of electronic monitoring of offenders in the community; and</li> <li>• Increasing sentencing flexibility through a pilot General Court Intervention Program.</li> </ul>	Existing	\$101 million – WA Government funding	July 2019 – June 2023	Attorney General, Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>Custody Notification Service</b></p> <ul style="list-style-type: none"> <li>The CNS requires WA Police to contact an Aboriginal Legal Service of WA solicitor, who then undertakes a welfare check and provides legal advice to the person in custody.</li> <li>The CNS ensures that Aboriginal people arrested and taken into police custody receive fundamental legal advice, and that a welfare check is undertaken at the earliest opportunity.</li> <li>The aim of the CNS is to reduce the number of preventable deaths in custody and deliver better justice outcomes for WA's Aboriginal community.</li> </ul>	Existing	Yes – Funding secured - Commonwealth (\$2.25 million) and WA (\$606,000) governments over 3 years	2022	Minister for Aboriginal Affairs, Minister for Police, Attorney General
<p>5. <b>West Pilbara Plan</b></p> <p>The West Pilbara Plan is the WA Government working with Aboriginal elders, community members and service providers in and around Roebourne to address intergenerational disadvantage and child sexual abuse.</p>	Existing	Yes – delivery within existing resources	Conclude 2020-21	Minister for Child Protection
<p>6. <b>Improving access to driver licences</b></p> <p>Ongoing program of works that seeks to improve access to driver and vehicle licensing services in regional and remote area and breaks down systemic barriers to obtaining and retaining a driver's licence.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Transport
<p>7. <b>Aboriginal Family Safety Strategy</b></p> <p>Develop and co-design a dedicated, culturally considered, and Aboriginal led, Aboriginal Family Safety Strategy that is a priority focus area of the Path to Safety, WA's strategy to reduce family and domestic violence 2020-2030.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Prevention of Family and Domestic Violence

Action	New or Existing	Funding	Timeframe	Minister
<p>8. <b>Election Commitment - Western Desert Justice Program</b></p> <p>Election Commitment to invest \$1.5 million in the Western Desert Justice Program, east of Newman (Martu Country).</p> <p>The Martu Western Desert Justice program which is a culturally designed and developed end to end early intervention, prevention and diversion and transition case management model for Martu people (adult and young people) in contact with the justice system wanting to reconnect with culture, country and community.</p>	New	\$1.5 million	Proposed timeframe 2021-22 to 2023-24	Minister for Corrective Services
<p>9. <b>WA Police Force Aboriginal Policing Strategy</b></p> <p>The development and Implementation of Footsteps for the Future: A Policing Pathway for Aboriginal Affairs. The document outlines a number of themes and pathways through which police and other agencies can work together with Aboriginal communities to achieve greater trust and respect. The strategic pathways will align other strategic initiatives and service delivery, identifying key areas where the WA Police Force can partner to improve Aboriginal wellbeing.</p>	New	No	Ongoing	Minister for Police
<p>10. <b>Be Aware of Rights in Police Custody</b></p> <p>The WA Police Force are supporting Aboriginal people to be aware of their rights if in police custody through the translation of this information into a multitude of Aboriginal languages. This information will be made available to all front officers on a mobile telephone application.</p>	New	Yes – funding secured	Ongoing	Minister for Police

## Outcome 11: Aboriginal and Torres Strait young people are not overrepresented in the criminal justice system

**Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people (10-17 years) in detention by at least 30 per cent**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Kimberley Juvenile Justice Strategy (KJJS)</b></p> <p>The KJJS is designed to reduce young Kimberley Aboriginal people's involvement with the justice system through diversion and wellbeing in collaboration with Kimberley Aboriginal communities. This has direct relevance to meeting targets associated with Outcome 11 in the Closing the Gap Agreement.</p> <p>WA Government funding of \$6.2 million for a number of KJJS initiatives as part of its Commitment to Aboriginal Youth Wellbeing strategy. These included:</p> <ul style="list-style-type: none"> <li>• Place-based Activities (\$1.2 million for two years): For activities located in Broome, Derby, Fitzroy Crossing, Halls Creek, Kununurra and Wyndham;</li> <li>• Night Patrols (\$2.4 million for two years): To establish programs in Derby, Halls Creek and Wyndham;</li> <li>• Youth Engagement Program (\$1.4 million for four years): To assist young people to comply with requirements of their court orders; and</li> <li>• TAFE Learning Program (\$1.2 million for one year): To provide literacy and industry skills offering pathways to further education and-or employment to young people in Broome and Kununurra.</li> </ul>	Existing	Yes – Funding secured \$6.2 million	Funded to: - (2021-22) Place based activities and night patrols - (2020-21) TAFE Learning Program - (2023-24) Youth Engagement Program	Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>2. <b>Aboriginal Overrepresentation Project</b></p> <p>Continue work on the Aboriginal Overrepresentation Project (AOP), to consolidate a prioritised list of initiatives that will help reduce Aboriginal overrepresentation in the justice system. These initiatives will complement the Justice Reform Project. Youth justice falls within the scope of the AOP, and a number of proposals in development focus on reducing avoidable remand and providing culturally appropriate diversionary options.</p>	Existing	TBA	TBA	Minister for Corrective Services
<p>3. <b>Target 120</b></p> <p>A cross-government strategy that supports identified young people and families presenting with complex needs to reduce contact with the justice system and improve whole-of-life outcomes.</p>	Existing	Yes – funding secured	2018-19 to 2021-22	Minister for Child Protection
<p>4. <b>Aboriginal Family Safety Strategy</b></p> <p>Develop and co-design a dedicated, culturally considered, and Aboriginal led, Aboriginal Family Safety Strategy that is a priority focus area of the Path to Safety, WA’s strategy to reduce family and domestic violence 2020-2030.</p>	Existing	Funding requirements to be determined	Timeframe to be determined	Minister for Prevention of Family and Domestic Violence
<p>5. <b>Empowering Young People</b></p> <p>Promote the empowerment of all Western Australian young people through the implementation of the WA Youth Action Plan 2020-22 and the Young People’s Mental Health and Alcohol and Other Drug Use: Priorities for Action 2020-2025.</p>	Existing	Funding requirements allocated per project	Various	Minister for Youth; Minister for Mental Health
<p>6. <b>Police Community Services Funding</b></p> <p>The review and realignment of all funding arrangements for community services administered and managed by the WA Police Force, to ensure the outcomes of the services and programs support the targets under the National Agreement.</p>	New	Funded within agency resources	Review to commence 2022	Minister for Police

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Election Commitment - Olabud Doogethu</b></p> <p>To be delivered through the Kimberley Juvenile Justice Strategy, Election Commitment to invest \$1.5 million in Olabud Doogethu Halls Creek Justice Reinvestment Project to support therapeutic, diversionary options in pre-sentence orders, culturally appropriate drug and alcohol services and mentoring on country.</p>	New	\$1.5 million	TBA	Minister for Corrective Services

## Outcome 12: Aboriginal and Torres Strait children are not overrepresented in the child protection system

**Target 12: By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children in out of home care by 45 per cent**

Action	New or Existing	Funding	Timeframe	Minister
1. <b>West Pilbara Plan</b> The West Pilbara Plan is the WA Government working with Aboriginal elders, community members and service providers in and around Roebourne to address intergenerational disadvantage and child sexual abuse.	Existing	Yes – delivery within existing resources	Conclude 2020-21	Minister for Child Protection
2. <b>Target 120</b> A cross-government strategy that supports identified young people and families presenting with complex needs to reduce contact with the justice system and improve whole-of-life outcomes.	Existing	Yes – funding secured	2018-19 to 2021-22	Minister for Child Protection
3. <b>Develop the 10-Year Roadmap to reduce the number of Aboriginal children in care</b> Develop and co-design a 10-Year Roadmap to reduce the number of Aboriginal children in care supported by the Aboriginal community.	Existing	Funding requirements to be determined	To be determined	Minister for Child Protection
4. <b>Develop criteria for Aboriginal Representative Organisations</b> Develop and co-design the criteria for Aboriginal Representative Organisations and how they will be supported, measured and evaluated, aligning to the Children and Community Services Amendment Bill to be debated in the next term of government.	Existing	Funding requirements to be determined	To be determined	Minister for Child Protection
5. <b>Aboriginal Family Led Decision Making</b> The Mid-West-Gascoyne region and Mirrabooka have been announced as the first two locations for a pilot project which aims to address over-representation of Aboriginal children in the child protection system through supporting Aboriginal families to participate in decisions made for the care and protection of their children.	New	Yes – funding approved for two years	Effective 2020-21 – 2021-22	Minister for Child Protection

Action	New or Existing	Funding	Timeframe	Minister
<p>6. <b>Aboriginal In-Home Support Service</b></p> <p>The Aboriginal In-Home Support Service is an intensive in-home intervention that aims to keep Aboriginal children and young people safely at home with family and connected to Country, culture, and community. AISS is delivered by Wungening Moort; a consortium made up of four service providers – Wungening Aboriginal Corporation, Coolabaroo Community Services, Ebenezer Aboriginal Corporation and Moorditj Koort. Wungening Moort services all four child protection corridors from four hubs (Cannington/Armadale, Fremantle/Rockingham, Mirrabooka/Joondalup, and Perth/Midland).</p>	Existing	Yes – funding secured	Commenced May 2018 to May 2023 (5-year contracts)	Minister for Child Protection
<p>7. <b>Establishment of the Specialist Child Protection Unit</b></p> <p>The Specialist Child Protection Unit was established to elevate the profile of child protection and provide a leading voice on child protection matters, both within the Department of Communities and across the sector. The establishment of the unit is an opportunity to steward the sector to adopt best practice, embrace culturally appropriate services, and embed sector-wide continuous improvement, which will improve outcomes for children, young people and their families.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Child Protection
<p>8. <b>Services for At-Risk Young People</b></p> <p>These services provide early intervention diversional and recreational activities, and case management for young people at risk, to try and reduce the likelihood of them entering the child protection system or the justice system.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Child Protection
<p>9. <b>Intensive Family Support Service</b></p> <p>Towards reducing Aboriginal families from entering care or supporting Aboriginal families whose children are in out-of-home care and require in-home support to assist with reunification. Community service organisations, in partnership with ACCOs, provide culturally competent in-home practical support for the whole family to enhance safety and wellbeing. IFSS has been extended to regional WA.</p>	Existing	Yes – delivery within existing resources	Commenced May 2018 to May 2023 (5-year contracts)	Minister for Child Protection

Action	New or Existing	Funding	Timeframe	Minister
<p>10. <b>Family Support Networks</b></p> <p>Partnership between Government and the community services sector that support local Aboriginal families in their home. They provide targeted support to families with significant protection concerns and who require the support of more than one service.</p>	Existing	Yes – delivery within existing resources	Ongoing to 2023	Minister for Child Protection
<p>11. <b>The ALSWA Youth Engagement Program</b></p> <p>(YEP), through funding from the WA Government, provides three Aboriginal diversion officers at the Perth Children’s Court. The YEP provides individualised, culturally secure case management and support services to young Aboriginal people in the justice system. YEP services include: mentoring; accommodation assistance; provision of transport to meet obligations; identification of programs and services; referrals to other services; appointment reminders; general case management; and liaison with other agencies as appropriate to reduce unnecessary duplication.</p>	Existing	Yes – Funding secured \$1.4 million	Funded to 2023-24	Minister for Corrective Services
<p>12. <b>Kimberley Juvenile Justice Strategy</b></p> <p>The KJJS has been developed to improve youth justice outcomes in the Kimberley region, in partnership with community organisations and government agencies. The Department of Justice is currently considering an approach for co-design consultation with the Kimberley community which includes the Shires, key Traditional Owners and ACCOs.</p>	Existing	Current funding \$6.2 million	Ongoing	Minister for Corrective Services

Action	New or Existing	Funding	Timeframe	Minister
<p>13. <b>Pilot Therapeutic List for Protection and Care</b></p> <p>Commencing in July 2020, the Pilot Therapeutic List involves a separate list of cases in the Perth Children’s Court, focusing on families in need. It aims to address the issues that cause families to come before the court in a holistic, therapeutic and culturally informed manner. By establishing the pilot at the Perth Children’s Court, the children, their families, Government departments, representatives from the Aboriginal community and community-based agencies can attend the court at the same time. All parties can be heard, and appropriate support put in place for the child and their family, in the hope that where possible, and in the child’s best interests, they can eventually return to their family. Current funding is for 0.5 FTE Magistrate and other stakeholders such as Department of Communities, Aboriginal Legal Service of WA, Legal Aid WA, Women’s Legal Service WA and Mental Health Law Centre have contributed through cooperation and goodwill.</p>	Existing	Yes – funding secured for 0.5 FTE Magistrate (2 days per week involving 30 families).	2 years from July 2020 during which an evaluation will be undertaken.	Attorney General

## Outcome 13: Aboriginal and Torres Strait families and household are safe

**Target 13: A significant and sustained reduction in violence and abuse against Aboriginal and Torres Strait Islander people towards zero**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Develop the Aboriginal Family Safety Strategy</b></p> <p>Develop and co-design a dedicated, culturally considered, and Aboriginal led, Aboriginal Family Safety Strategy that is a priority focus area of the Path to Safety, WA's strategy to reduce family and domestic violence 2020-2030.</p>	Existing	Funding requirements to be determined	To be Determined	Minister for Prevention of Family and Domestic Violence
<p>2. <b>Family and Domestic Violence One-Stop Hubs – Kalgoorlie and Mirrabooka</b></p> <p>These services are part of the WA Government's Stopping Family and Domestic Violence Policy. The Hubs deliver an integrated, specialist service that supports women at risk of, or experiencing Family and Domestic Violence, to access the supports and assistance they require and lead positive and safe lives. The Hubs provide access to specialist supports within one physical location so that services are relevant and timely whilst reducing the trauma of re-telling the story and re-victimisation. A priority focus for both Hubs are on engaging with and providing support for Aboriginal women, children, and families. Both Hubs have strong partnership with an Aboriginal organisation to enable the Hub to offer culturally secure services for Aboriginal people.</p>	New	Yes – funding secured to 30 June 2024	Ongoing	Minister for Prevention of Family and Domestic Violence
<p>3. <b>Addressing Family Violence in the Kimberley - Grants Program</b></p> <p>To develop place-based family violence services in the Kimberley region with evidence-based interventions that are flexible, culturally responsive, informed by local needs, and designed by or in partnership with ACCOs with a focus on prevention and response.</p>	New	\$2.6 million	Commenced February 2021	Minister for Prevention of Family and Domestic Violence

Action	New or Existing	Funding	Timeframe	Minister
<p>4. <b>Women’s Refuges – Peel and Kwinana</b></p> <p>The Family and Domestic Violence Therapeutic Women’s Refuge Peel is expected to support a wide range of short-term health and wellbeing outcomes including supporting women and children to live free from violence, facilitating appropriate care for complex and co-occurring health issues including harm resulting from alcohol and other drugs and mental health concerns.</p> <p>The Family and Domestic Violence Accommodation and Support Service Women’s Refuge Kwinana is for all women, with or without children, who are experiencing family and domestic violence. However, the Kwinana Refuge service model includes a specific focus on providing service to women with disabilities, older women, women from Aboriginal and CaLD communities, and women with larger families, including older boys.</p>	New	<p>Yes – funding secured to 30 August 2024</p> <p>Yes – funding secured to 30 August 2025</p>	<p>Ongoing</p> <p>Ongoing</p>	Minister for Prevention of Family and Domestic Violence
<p>5. <b>Family Domestic Violence Response Teams</b></p> <p>As a result of the COVID-19 Pandemic, the Family and Domestic Violence Response Teams have received additional support. WA Recovery Plan funding is for an additional 17 specialist family and domestic violence support staff to bolster the response teams. These additional staff will alleviate the increased demand and complexity with engaging and supporting victims during the pandemic, especially during periods of isolation and travel restriction. Additional staffing has been achieved across WA, with resources being allocated proportionate to the level of demand in each region.</p>	Existing	Yes – funding secured to 30 June 2022 (one-year extension option is available to 30 June 2023)	Ongoing	Minister for Prevention of Family and Domestic Violence
<p>6. <b>Safe at Home Pilot for Aboriginal Women and Children</b></p> <p>To deliver early intervention and prevention aimed at breaking the cycle of family and domestic violence and keep women and children safe in the homes.</p>	Existing	Yes – funding secured	Ongoing	Minister for Prevention of Family and Domestic Violence

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Grants for family violence support services</b></p> <p>Thirty grants provided through the National Partnership Agreement on COVID-19 Domestic and Family Violence Responses. One quarter of grants awarded to ACCOs. Grants cover the breadth of family and domestic violence support services including outreach responses, counselling services, legal advice for victims, prevention initiatives, men’s behaviour change programs, crisis accommodation and connecting survivors with housing options.</p>	New	Yes – funding secured	Timeframe to be determined	Minister for Prevention of Family and Domestic Violence

## Outcome 14: Aboriginal and Torres Strait people enjoy high levels of social and emotional wellbeing

**Target 14: A significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Western Australian Suicide Prevention Framework 2021 – 2025</b></p> <p>The Framework provides the framework for a coordinated approach to address suicide prevention activity in Western Australia from 2021 to 2025 under the four streams of: Prevention / Early Intervention, Support / Aftercare, Postvention, and Aboriginal people.</p>	Existing	\$46.9 million	2020-21 to 2023-24	Minister for Mental Health
<p>2. <b>Regional Aboriginal Suicide Prevention Plans</b></p> <p>As part of the Western Australian Suicide Prevention Framework 2021 – 2025, Aboriginal Community Controlled Organisations have been engaged in each of WA's 10 Health Regions to lead the development of Regional Aboriginal Suicide Prevention Plans. Once developed, the regional plans will be implemented through the Community Liaison Officer program that will see ACCOs in each region be funded to employ staff to lead the activity in the region. This program is strongly aligned to the key principles of:</p> <ul style="list-style-type: none"> <li>• Nothing for Aboriginal people without Aboriginal people;</li> <li>• Aboriginal-led solutions; and</li> <li>• Cultural understanding and respect.</li> </ul>	Existing	\$9.8 million	2020-21 to 2023-24	Minister for Mental Health

Action	New or Existing	Funding	Timeframe	Minister
<p>3. <b>Strong Spirit Strong Mind Strategy and Framework from 2021</b></p> <p>The Strong Spirit Strong Mind Metro Strategy 2021-2024 and the Strong Spirit Strong Mind Framework for Western Australia 2021-2025 aim to raise awareness of the harms associated with alcohol and other drugs. The revised Framework includes more of an emphasis on the importance of social and emotional wellbeing (mental health) in the overall health of Aboriginal people of WA. The Framework will be launched in 2021.</p>	Existing	\$9.2 million to expand Metro Project state-wide	Planned for launch in 2021	Minister for Mental Health
<p>4. <b>Commitment to Aboriginal Youth Wellbeing</b></p> <p>The Commitment to Aboriginal Youth Wellbeing outlines 12 key commitments which form the State's holistic and long-term approach to Aboriginal Youth Wellbeing.</p>	Existing	Per project	Ongoing	Minister for Aboriginal Affairs; Mental Health
<p>5. <b>Empowered Youth Network</b></p> <p>The Kimberley Empowered Youth Network is a strategy that enables young Aboriginal people to contribute to decisions that directly affect them and future generations. It also forms part of the WA Government's commitment to Aboriginal Youth Wellbeing and joint response to suicide prevention.</p>	New	\$1.3 million	Funded 2020-21 – 2023-24	Minister for Youth
<p>6. <b>Aboriginal Girls Engagement Programs</b></p> <p>This program is funded by the Commitment to Aboriginal Youth Wellbeing and operated by the Department of Education. It aims to strengthen the educational and engagement outcomes of Aboriginal girls by supporting their cultural, social and emotional wellbeing.</p>	New	State funded \$19.75 million	Five years (2022-26)	Minister for Education

Action	New or Existing	Funding	Timeframe	Minister
<p>7. <b>Connecting to Country grants program</b></p> <p>Supports the Commitment to Aboriginal Youth Wellbeing by providing grants of up to \$25,000, to eligible organisations, to:</p> <ul style="list-style-type: none"> <li>• facilitate sharing of cultural knowledge and skills between generations, such as preservation of language, stories and dance;</li> <li>• recognise Aboriginal cultural leadership within the Aboriginal community and support leadership development in young people; and</li> <li>• contribute to stronger community mental health and wellbeing and promote traditional ways of maintaining cultural knowledge</li> </ul>	Existing	\$1.4 million	3 years (2020-2023)	Minister for Culture and the Arts
<p>8. <b>Sport and Recreation programs</b></p> <p>Various initiatives to encourage young people to positively engage in sport and recreation programs, including:</p> <ul style="list-style-type: none"> <li>• Targeted Participation Program provides funding for organisations to promote participation and active engagement of Western Australian communities in sport and active recreation.</li> <li>• Kid Sport: KidSport enables eligible Western Australian children aged 5 to 18 years to participate in community sport by offering them financial assistance each calendar year towards club fees. KidSport vouchers have been doubled for 2021 to help families reconnect through sport. All eligible children will be able to access two \$150 KidSport vouchers in 2021.</li> <li>• Regional Organisation Grants: funding scheme only available to peak bodies considered regionally or culturally significant, including Indigenous organisations incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006.</li> </ul>	Existing	\$1.1 million	2021-22	Minister for Sport and Recreation

Action	New or Existing	Funding	Timeframe	Minister
<p>9. <b>Safe Haven Cafes</b></p> <p>Two Safe Haven Cafes have opened in Perth and Kununurra. Safe Haven Cafés work alongside emergency departments during after-hours and are for people experiencing mental health issues. They offer peer-based support for those who may otherwise attend emergency departments, but do not need intensive clinical and medical support.</p>	Existing	\$1.27 million	3 years	Minister for Mental Health
<p>10. <b>South Hedland Step Up/Step Down</b></p> <p>\$15.11 million for a new 10-bed Step Up/ Step Down (community mental health facility) in South Hedland, to support people safely in the community and close to their personal supports from family and friends.</p>	New	\$15.11 million	To be determined	Minister for Mental Health
<p>11. <b>Operationalisation of a comprehensive alcohol and other drug service in the Kimberley for young people with complex needs</b></p> <p>A comprehensive, specialist AOD service for young people with complex needs that includes consideration of residential rehabilitation, low medical withdrawal and stabilisation, and day programs (including 'on-country' programs, family intervention, co-occurring mental health and AOD, and links with other existing service providers in the Kimberley.</p>	Existing	\$9.2 million from 2019-20 budget process	September 2022	Minister for Mental Health
<p>12. <b>Active Recovery Teams</b></p> <p>The Active Recovery Team is a pilot aimed at bridging the gap between clinical mental health services and community-based organisations who provide care outside of the hospital setting. The model has been developed to engage and support individuals who repeatedly present to Emergency Departments in crisis. The model recognises the cost benefits of stabilising and supporting individuals to remain well in the community, as opposed to more costly inpatient settings. The model incorporates alcohol and other drug, recovery and peer support components.</p>	New	\$7.7 million	To be determined	Minister for Mental Health

Action	New or Existing	Funding	Timeframe	Minister
13. <b>Home Stretch</b> The Home Stretch WA trial is testing enhanced access to services and supports for young people turning 18 year of age and leaving out-of-home care, up to 21 years of age. The trial aims to improve care leaver access to housing, health, education, training and employment through the provision of one-on-one assistance.	Existing	Yes – funding secured	Commenced to December 2022	Minister for Community Services
14. <b>Election Commitment - Social and Emotional Wellbeing</b> Election Commitment for five Aboriginal Community Controlled Health Service (ACCHOs) sites including the Kimberley, the Pilbara, Goldfields, Midwest and South West to deliver Social and Emotional Wellbeing programs.	New	\$17.6 million	To be determined	Minister for Mental Health
15. <b>Election Commitment - Student Support and Wellbeing</b> Western Australian schools will benefit from a \$104 million boost for student support and wellbeing.	New	\$104 million	To be determined	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>16. <b>Election Commitment - Significant boost to mental health services</b></p> <p>The Mental Health Co Response (MHCR) Program is a successful joint initiative between the WA Police Force (WA Police), the Mental Health Commission (MHC) and Health Service Providers. WA Police and Authorised Mental Health Practitioners share information and jointly attend crisis situations where mental illness is identified as a likely factor. The program has successfully diverted people experiencing mental health crisis and/or welfare concerns, including suicide/self-harm and Alcohol and Other Drug (AOD) related issues, away from the criminal justice system and provided individuals with more effective outcomes. The election commitments include:</p> <ul style="list-style-type: none"> <li>• \$20.2 million to expand the Mental Health Co-Response (MHCR) program to Bunbury and Geraldton, provide more mobile mental health teams in the metropolitan area and ensure Aboriginal Mental Health Workers are available to provide culturally appropriate support; and</li> <li>• \$86.7 million for two new Mental Health Emergency Centres and Behavioural Assessment Urgent Care Centres at Rockingham and Armadale to ensure patients in crisis are assessed safely, quickly and respectfully.</li> </ul> <p>These areas can assist individuals presenting to Emergency Departments who may not require admission into an inpatient unit but need close observation and intervention for up to 48 to 72 hours, by providing specialised services in a more clinically capable and appropriate environment.</p>	New	\$361.6 million	To be determined	Minister for Mental Health

Action	New or Existing	Funding	Timeframe	Minister
<p>17. <b>Election Commitment - New Teen Crisis Accommodation Facility</b></p> <p>\$3.4 million to support a new crisis accommodation facility in the northern suburbs for teenagers experiencing homelessness or unable to stay in their family home. Youth Futures will build the new facility, which will replace their existing Teenagers In Need of Crisis Accommodation, to provide accommodation for a further six young people aged 15 to 19.</p>	New	\$3.4 million	To be determined	Minister for Mental Health

## Outcome 15: Aboriginal and Torres Strait people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters

**Target 15a: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interests**

**Target 15b: By 2030, a 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the sea**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Plan for Our Parks</b></p> <p>The Plan for Our Parks initiative seeks to secure five million hectares of new and expanded national parks, marine parks and other conservation reserves by February 2024. This expansion will increase the conservation estate by over 20 per cent, the single biggest increase in WA’s history. The Department of Biodiversity, Conservation and Attractions (DBCA) will work with Traditional Owners to create and jointly manage additions to the terrestrial conservation estate in all regions of the State. Other mechanisms to recognise the legal rights and interests of Aboriginal people, include recognition on the title of the land through joint vesting and the identification and protection of cultural values through statutory management plans.</p> <p>ILUA benefits packages have been developed and may include Aboriginal ranger or employment positions, capacity building for Prescribed Body Corporates, and operational training support for ranger teams. The WA Government has also endorsed the identification and refinement of at least a further 1.5 million hectares of additional lands for reservation as a risk management strategy to ensure the five-million-hectare target is met.</p>	Existing	Funding and resourcing are secured for the initial terrestrial opportunity areas	By February 2024	Minister for Environment

Action	New or Existing	Funding	Timeframe	Minister
<p>2. <b>Co-operative and joint management in South West Native Title in Western Australia</b></p> <p>DBCA and the six Noongar Regional Corporations will enter into Co-operative and Joint Management Agreements for the care and protection of the South West Conservation Estate. The South West Conservation Estate refers to all lands and waters within the Settlement area and includes State forests, national parks, nature reserves, and other areas set aside for conservation currently managed by DBCA. Through the Settlement, the Noongar People and DCBA will enter into agreements to recognise their mutual rights and obligations. Specifically, the agreements will acknowledge the continuing cultural, spiritual and social connections of the Noongar people to the Settlement area, and their unique traditional knowledge and expertise in the future management of the Conservation Estate.</p>	Existing	The Noongar Land Fund may be utilised to support joint management, land and heritage obligations	Agreements will be signed following the establishment of the Regional Corporations (likely 2022)	Minister for Environment
<p>3. <b>Election Commitment - Aboriginal Ranger Program</b></p> <p>An election commitment of \$50 million to expand the Aboriginal Ranger Program which was established to protect the environment and leverage the social and economic benefits that employment provides in regional and remote areas. It supports Aboriginal rangers to undertake land management activities across tenures.</p>	New	\$50 million	Timeframe to be determined	Minister for Environment
<p>4. <b>The Aboriginal Cultural Heritage Bill (2021)</b></p> <p>The Bill establishes a modern approach to protecting Aboriginal cultural heritage in Western Australia that will reset the relationship between land users and Traditional Owners and transform how Aboriginal cultural heritage is identified, managed and conserved.</p>	New	To be determined following Government consideration and legislative processes	To be determined following Government consideration and legislative processes	Minister for Aboriginal Affairs

## Outcome 16: Aboriginal and Torres Strait cultures and languages are strong, supported and flourishing

**Target 16: by 2031, there is a sustained increase in the number and strength of Aboriginal and Torres Strait Islander languages being spoken**

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>Tracks to Two-Way Learning Professional Learning Program</b></p> <p>Teachers learn about Aboriginal English and about how to teach Standard Australian English as an additional language or dialect while understanding, respecting and building on students' first language.</p>	Existing	Yes – delivery within existing resources	Ongoing	Minister for Education and Training
<p>2. <b>Aboriginal Languages Teacher Training</b></p> <p>Aboriginal Languages Teacher Training is provided for Aboriginal staff interested in training to become languages teachers. This is a three-year in-school traineeship, since 1998, 160 participants have completed the training.</p>	Existing	\$220,000 per year	Ongoing	Minister for Education and Training
<p>3. <b>Development of digital Noongar language resources for Year 3 students</b></p> <p>This language program will be developed to enable students to integrate the online program within their classroom timetable. The program must be supported by a Noongar language teacher or a classroom teacher supported by an AIEO or Aboriginal community member.</p>	Existing	\$600,000	2021 - 2023	Minister for Education and Training
<p>4. <b>Development of Australian Qualification Framework</b></p> <p>The development of additional Aboriginal Languages Teacher qualifications that are accredited courses based on the current Aboriginal Languages Teacher Training course delivered by the Department of Education.</p>	Existing	\$300,000	2021 - 2022	Minister for Education and Training

Action	New or Existing	Funding	Timeframe	Minister
<p>5. <b>Remote Schooling</b></p> <p>The Department of Education is progressing work with a focus on remote schooling which includes:</p> <ul style="list-style-type: none"> <li>• embedding local language(s) and culture programs in schools;</li> <li>• strengthening relationships between schools and the local Aboriginal community;</li> <li>• individual pathway planning for Aboriginal students; and</li> <li>• cross-sector initiative to improve mental health services for Aboriginal young people.</li> </ul>	New	Yes – delivery within existing resources	Timeframe to be determined	Minister for Education and Training
<p>6. <b>The State Library of Western Australia’s Storylines Program</b></p> <p>The Storylines Program connects with thousands of Western Australian Indigenous clients through a network of Public Libraries, Community Resource Centres and Aboriginal organisations across the State. Built on culturally relevant and accessible software developed for Aboriginal communities, it is a digital platform providing learning and access to heritage collections including photographs, oral histories, audio recordings, video recordings, and genealogical information.</p> <p>Sustained community engagement has occurred with the set-up of community-controlled Storylines platforms in the Kimberly at Mowanjum with Wurnannangga Storylines and in Broome with Mangara Storylines (Yawruru).</p>	Existing	Funding secured	Ongoing	Minister for Culture and the Arts
<p>7. <b>Aboriginal Arts and Cultural Strategy</b></p> <p>The development of an Aboriginal Arts and Cultural Strategy is in the early stages of research and scoping.</p>	New	Funding requirements to be determined	Ongoing	Minister for Culture and the Arts

Action	New or Existing	Funding	Timeframe	Minister
<p>8. <b>Aboriginal Cultural Centre</b></p> <p>The development of an Aboriginal Cultural Centre will provide the opportunity to develop a significant piece of community infrastructure using a Cultural Knowledge Framework embedded with the Strategic Asset Management Framework.</p> <p>The project has funding committed to develop the business case, design, and seed funding for construction. The centre will provide opportunities in the creative economy, as well as jobs in the planning, design, construction, and operation process.</p>	New	\$50 million commitment. Final cost to be confirmed	Targeted opening 2028	Multiple Ministers
<p>9. <b>Aboriginal Languages in Custody Program</b></p> <p>Working with Aboriginal language centres to develop language courses to be taught in all WA prisons.</p>	Existing	Funding requirements to be determined	To be fully implemented by 2021	Minister for Corrective Services
<p>10. <b>The Aboriginal Cultural Heritage Bill (2021)</b></p> <p>The Bill establishes a modern approach to protecting Aboriginal cultural heritage in Western Australia that will reset the relationship between land users and Traditional Owners and transform how Aboriginal cultural heritage is identified, managed and conserved.</p>	New	To be determined following Government consideration and legislative processes	To be determined following Government consideration and legislative processes	Minister for Aboriginal Affairs

## Local and Regional outcomes

Action	New or Existing	Funding	Timeframe	Minister
<p>1. <b>South West Native Title Settlement Agreements</b></p> <p>The Settlement is a landmark native title agreement, negotiated between the Noongar people and the WA Government. The Settlement is a significant step towards self-determination and creates a Noongar governance structure to represent the rights and interests of the six Noongar Agreement groups. The Settlement is a long-term investment in the Noongar people and the shared future of Western Australia as a whole.</p> <p>The Settlement package is aimed at greatly improved opportunities for Noongar cultural, social and economic development. It also provides significant partnership opportunities with WA Government and all levels of Governments.</p>	Existing	\$1.3 billion in land and other benefits	Ongoing	Minister for Aboriginal Affairs
<p>2. <b>Yamatji Nation Indigenous Land Use Agreement</b></p> <p>The Yamatji Nation Indigenous Land Use Agreement is a comprehensive native title settlement agreement with five native title groups in the Mid-West region.</p> <p>The agreement includes a sustainable benefits package to facilitate self-determination and long-term economic independence for Yamatji people and is the most innovative and diverse native title settlement entered into nationally.</p>	Existing	\$442 million in cash and other benefits plus 150,000ha of land and the potential value of dedicated revenue streams	While the benefits package will be transferred over a 15-year period, the ILUA will create an ongoing partnership between the WA Government and the Yamatji Southern Regional Corporation	Minister for Aboriginal Affairs

3.	<p><b>Bidyadanga Land Activation Pilot</b></p> <p>The Bidyadanga Pilot is a joint venture between governments (Commonwealth, State and Local), community residents and native title holders to reform land tenure in Bidyadanga to improve economic, health and social outcomes, re-engage with the Commonwealth Government to increase participation in service delivery and divest the Aboriginal Lands Trust estate.</p>	Existing	\$7.3 million	An ILUA that will underpin land tenure change thereby reducing barriers to investment in Bidyadanga aims to be registered by end 2022.	Minister for Aboriginal Affairs; Minister for Lands
4.	<p><b>Place-based partnership</b></p> <p>The WA Government intends to establish a place-based partnership that will support the aspirations of Aboriginal people and – subject to its finalisation – cover many socioeconomic outcomes of the National Agreement.</p>	New	To be determined	Under the National Agreement, place-based Partnerships must be established by 2024.	Minister for Aboriginal Affairs
5.	<p><b>West Pilbara Plan</b></p> <p>The West Pilbara Plan is the WA Government working with Aboriginal elders, community members and service providers in and around Roebourne to address intergenerational disadvantage and child sexual abuse.</p>	Existing	Yes – delivery within existing resources	Conclude 2020-21	Minister for Child Protection
6.	<p><b>Aboriginal Cultural Heritage Bill (2021)</b></p> <p>A key feature of the proposed Bill is the creation of Local Aboriginal Cultural Heritage Services (LACHS) to provide Aboriginal people with a statutory role in decisions that may impact their heritage. The appointment of LACHS to undertake a formal role in facilitating consultation and agreements on heritage in their area of appointments will encourage and support the pursuit of self-determination by Traditional Owners across the State.</p>	New	To be determined following Government consideration and legislative processes	To be determined following Government consideration and legislative processes	Minister for Aboriginal Affairs

