



CLOSING THE GAP

NSW IMPLEMENTATION PLAN

PRIORITY REFORMS CONSULTATIONS

Community Companion

NSW Coalition of Aboriginal Peak Organisations (CAPO)

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This booklet has been developed by the NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) with the assistance of a grant from the NSW Government.



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Abbreviations

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|-------------------------------|---|
| ACCO | Aboriginal community-controlled organisation |
| Coalition of Peaks | Coalition of Aboriginal and Torres Strait Islander Community- Controlled Peak Organisations |
| COAG | Council of Australian Governments |
| National Joint Council | Joint Ministerial and Coalition of Peaks Council on Closing the Gap |
| National Agreement | National Agreement on Closing the Gap |
| NGO | non-government organisation |
| NSW | New South Wales |
| NSW IP | NSW Implementation Plan |
| Partnership Agreement | COAG and Coalition of Peaks Partnership Agreement on Closing the Gap 2019–2029 |

Closing the Gap Overview – How did we get here/where are we up to

Partnership Agreement

In December 2018, the Council of Australian Governments (**COAG**) agreed to establish a formal partnership between the Commonwealth, state and territory governments and Aboriginal and Torres Strait Islander Australians through their representatives to refresh Closing the Gap.

Since then, a Partnership Agreement between COAG and the National Coalition of Aboriginal and Torres Strait Islander Peak Organisations (**Coalition of Peaks**) has been signed by the Prime Minister, the President of the Australian Local Government Association, and state and territory leaders. This Agreement recognises that genuine engagement of Aboriginal people with shared leadership, decision-making, and accountability is necessary for the success of Closing the Gap.

The Partnership Agreement sets out how governments and the Coalition of Peaks will work together over the next ten years on Closing the Gap. It is based on a belief that:

1. When Aboriginal people are included and have a real say in the design and delivery of services that impact on them, the outcomes are far better;
2. Aboriginal people need to be at the centre of Closing the Gap policy: the gap won't close without our full involvement.

The National Agreement



In 2020, the Coalition of Peaks together with Australian governments signed the National Agreement on Closing the Gap (**National Agreement**).

The National Agreement recognises that the only way to close the gap is when Aboriginal people own, commit to and drive the outcomes sought, alongside all governments.

The National Agreement sets out ambitious targets and new Priority Reforms that will change the way governments work to improve life outcomes experienced by Aboriginal people.

NSW CAPO provided formal endorsement for the draft Agreement on 17 July 2020, noting the need to continue to advocate for higher levels ambition through the NSW Implementation Plan (**NSWIP**).

What are Priority Reforms and why do we need them?



The National Agreement on Closing the Gap is being built around four "Priority Reforms" to change the way governments work with Aboriginal communities, organisations and people to accelerate improvements in Closing the Gap.

The Priority Reforms are:

1. Formal partnerships and shared decision making
2. Building the community-controlled sector
3. Transforming government organisations
4. Shared Access to Data and Information at a Regional Level
5. Economic Prosperity, Business Growth and Employment (NEW NSW specific)

The Coalition of Peaks, including NSW CAPO, have been clear from the outset that governments need to do more to improve the lives of Aboriginal but importantly, governments also need to do things differently than in the past.

The NSW Government has proposed an additional NSW specific Priority Reform relating to economic prosperity.

What is the NSW Implementation Plan?

The National Agreement notes that each jurisdiction (e.g. NSW) must develop a Jurisdictional Implementation Plan. The NSWIP will include actions to achieve the Priority Reforms, funding, timeframes and accountability mechanisms.

The NSWIP must:

- a. be whole-of-government plan, covering government agencies and statutory bodies
- b. be developed and delivered in partnership between governments, the Coalition of Peaks, and other Aboriginal and Torres Strait Islander partners
- c. set out how existing policies and programs will be aligned to the Agreement
- d. set out actions to achieve the Priority Reforms and partnership actions
- e. set out actions to achieve the agreed outcomes and targets
- f. for transparency, include information on funding and timeframes for actions
- g. include the approach to annual reporting, including when they will release their public report
- h. include information on how the states and territories will work with local government to implement this Agreement (state and territory Implementation Plans only).

The NSWIP will set out how NSW will achieve the Priority Reforms and socioeconomic targets in the National Agreement on Closing the Gap. The NSWIP will respond to the needs, priorities and circumstances of Aboriginal people in NSW. The NSWIP will be a whole-of-government plan, covering all agencies and statutory bodies.

The first NSWIP will focus on the Priority Reforms as it is recognised that it is these whole of government reforms that will lead to structural change.

Who is NSW CAPO?

NSW CAPO represents the views of Aboriginal people across NSW. NSW CAPO is a member of the National Coalition of Peaks and is made up of the following organisations:

- The Aboriginal Health and Medical Research Council
- NSW Aboriginal Land Council
- Aboriginal Education Consultative Group
- Link-Up (NSW)
- Aboriginal Legal Services (NSW/ACT)
- AbSec - NSW Child, Family and Community Peak Aboriginal Corporation
- First Peoples Disability Network
- BlaQ Aboriginal Corporation (affiliate member)



Having your say

NSW CAPO will be organising ongoing engagement sessions across the 10 years of Closing the Gap. In 2021 we plan to have two rounds of consultations, first in April to talk about the NSWIP and the Priority Reform areas and addition sessions late 2021 to talk further on the outcome and target areas.

NSW CAPO wants to hear your ideas, stories, and experiences to help inform the development of the NSWIP. This is the first NSWIP and will focus on the Priority Reforms. There will be further iterations of the NSWIP which will focus on both Priority Reforms and Closing the Gap socioeconomic targets, and we will be consulting on this later in 2021 and over the 10-year implementation of the National Agreement.

These consultations are being held so that:

- 🌸 Aboriginal people and communities at the centre of decision making
- 🌸 next steps on Closing the Gap developed in partnership with Aboriginal people
- 🌸 we hear your input into the Priority Reforms with a focus on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change

The next section of this document provides an overview describing each Priority Reform, a summary of what you told us in 2019, a brief proposal of what could be including in the NSWIP, and some questions that we would like to hear back from you. If you would like a more detailed version of the outcome, target and indicators, you can find this at appendix A.



Priority Reform 1: Formal Partnership and Shared Decision Making

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

Building and strengthening structures to empower Aboriginal people to share decision-making with governments.

Parties acknowledge that genuine partnership is critical to accelerating policy and place-based progress against Closing the Gap.

Stronger partnership elements

- Partnerships are accountable and representative.
- Formal agreements are in place.
- Decision-making is shared between government and Aboriginal people.

Governments will:

- Acknowledge the shared decision-making structures Aboriginal people have already developed. Actions under this Priority Reform are not intended to replace these arrangements but rather build on these successes.
- Commit to establishing policy and place-based partnerships to respond to local priorities.
- Review existing partnership arrangements to assess how they meet the partnership elements by:
 - undertaking a stocktake of existing partnership arrangements
 - reviewing and strengthening existing partnerships
 - reporting on the number of partnerships, changes made to existing partnerships, and which strong partnership elements are met and unmet for all partnerships.
- Include the outcomes of the review in annual reports.

The partnership will:

- Establish a joined-up approach between governments and Aboriginal representatives in five policy priority areas. These should focus on identifying opportunities to work more effectively across governments, reduce gaps and duplication, and improve outcomes. The first priority areas are:
 - justice (adult and youth incarceration)
 - social and emotional wellbeing (mental health)
 - housing
 - early childhood care and development
 - Aboriginal and Torres Strait Islander languages.
- Develop six new place-based partnerships in areas to be agreed by the National Joint Council.



WHAT WE HAVE ALREADY HEARD...

You told us that successful achievement of this reform priority would require:

1. A genuine partnership that gave Aboriginal people a voice and built trust, through proper community consultation
2. Must recognise and respect Aboriginal culture
3. A partnership underpinned by open lines of communication
4. Cultures to be recognised, respected and embedded in the partnerships
5. Funding to be provided longer term, where it was needed locally, without duplication of services
6. Documented accountability in the partnerships from governments and communities.

Direct feedback from you included:

There needs to be (a partnership), but not just on paper – [it] needs to be living. (Griffith, NSW, 2019)

Aboriginal people need to be involved in the decision-making ... Aboriginal people know what is best for their communities [and] need to work with government. (Muswellbrook, NSW, 2019)

However, there was a caveat to this support to the extent that issues of trust were frequently raised, expressed in this way by a participant from Bathurst, NSW:

There has been a lack of consistency and transparency in the partnerships that have been established previously between government and Aboriginal people.



WHAT WE NEED TO KNOW...

Keeping in mind we are focusing on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change:

- 🌸 *Reviewing current arrangements- what do you think Government needs to prioritise?*
- 🌸 *Do you have examples that work that we could learn from?*
- 🌸 *What do you think government needs to do to improve existing partnerships with Aboriginal people in NSW?*



Priority Reform 2: Building the Community Controlled Sector

TARGET: Increase the amount of government funding for Aboriginal programs and services going through Aboriginal-controlled organisations.

Building formal Aboriginal community-controlled sectors to deliver services to support Closing the Gap.

The Coalition of Peaks and governments acknowledge that Aboriginal community-controlled services achieve better results, employ more Aboriginal Islander people and are often preferred over mainstream services.

Strong community-controlled sector elements

- Sustained capacity building and investment.
- Dedicated and identified Aboriginal workforce.
- Community-controlled organisations are supported by a peak body, which has strong governance and policy development and influencing capacity.
- Community-controlled organisations have a dedicated, reliable and consistent funding model designed to suit the types of services required by communities.

Governments will:

- Commit to building strong Aboriginal community-controlled sectors and organisations in line with the strong sector elements.
- Include in annual reports information on action taken to strengthen the community-controlled sector.
- Implement measures to increase the proportion of services delivered by Aboriginal organisations.

The partnership will:

- Recognise that building strong community-controlled sectors to deliver Closing the Gap services and programs requires national effort and joined up delivery against all sector elements in agreed priority areas.
- Identify sectors for joint national strengthening effort every three years through Sector Strengthening Plans. The initial Sector Strengthening Plans will focus on:
 - Early childhood care and development
 - Housing
 - Health
 - Disability.
- Develop Sector Strengthening Plans in line with the strong community-controlled sector elements and have the following four streams:
 - Workforce
 - Capital infrastructure
 - Service provision and Governance.



WHAT WE HAVE ALREADY HEARD...

You previously said that successful achievement of Priority Reform 2 would require:

- community control of program development, service delivery and capacity building
- government to understand and respect the diversity of Aboriginal cultures
- more services delivered by Aboriginal-controlled, locally based organisations
- local engagement and more flexibility
- evidence-based research to demonstrate the services that actually make a difference.

Direct feedback from you included:

*We need to grow the community-controlled sector to deliver services and build capacity.
(Bateman's Bay, NSW, 2019)*

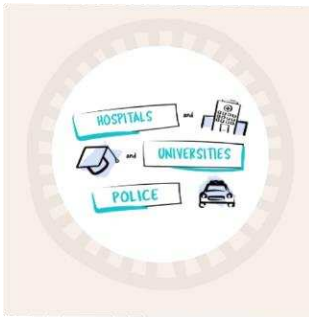
[We need] ... more Aboriginal community-controlled services. (Broken Hill, NSW, 2019).



WHAT WE NEED TO KNOW...

Keeping in mind we are focusing on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change:

- 🌸 *To build further capacity of Aboriginal Community Controlled Organisations (ACCO)?*
- 🌸 *How do we/government attract more Aboriginal workers?*
- 🌸 *Development in partnership of whole of government strategy for funding ACCOs directly?*
- 🌸 *How can government improve its tendering and funding allocation process to support ACCOs to gain resources?*



Priority Reform 3: Transforming Government Organisations

TARGET: Decrease in the proportion of Aboriginal people who have experiences of racism.

Systemic and structural transformation of mainstream government organisations to improve accountability and better respond to the needs of Aboriginal people.

Transformation elements

- Governments will:
 - identify and eliminate racism
 - embed and practice meaningful cultural safety
 - deliver services in partnership with Aboriginal organisations, communities and people
 - increase accountability through transparent funding allocations
 - support Aboriginal cultures
 - improve engagement with Aboriginal people.

Governments will:

- Challenge unconscious biases that result in decisions based on stereotypes.
- Share and publish their approaches to engagement approaches, consistent with the transformation elements.
- Engage with Aboriginal representatives before, during, and after emergencies.
- Include in their annual reports information on implementation of the transformation elements.
- Identify, develop or strengthen an independent mechanism, or mechanisms, that will support, monitor, and report on the transformation of mainstream agencies and institutions. The mechanism, or mechanisms, will:
 - support mainstream agencies and institutions to embed transformation elements, and monitoring their progress
 - be recognisable for Aboriginal people and be culturally safe
 - engage with Aboriginal people to listen and to respond to concerns about mainstream institutions and agencies
 - report publicly on the transformation of mainstream agencies and institutions, including progress, barriers and solutions.



WHAT WE HAVE ALREADY HEARD...

You previously told us that the successful achievement of this priority would require:

- More accountability about where funding was spent and the results achieved
- More Aboriginal people employed in mainstream organisations, including through more identified positions, more senior positions and Aboriginal people on boards
- Better partnerships between mainstream organisations and Aboriginal organisations and communities
- More funding and better funding allocation processes which removed duplication, was aligned to regional and community needs and delivered proven outcomes
- Non-Aboriginal people who work with Aboriginal communities to undertake cultural competency and safety training.

Direct feedback included:

We need more accountability of where the funding goes. Too much funding is being allocated elsewhere than communities. (Lismore, NSW, 2019)

We need to create identified positions in organisations so we can represent Aboriginal people in government and other organisations. (Menindee, NSW, 2019)

Aboriginal and mainstream services need to work in unison with each other, not against each other. (Condobolin, NSW, 2019)



WHAT WE NEED TO KNOW...

Keeping in mind we are focusing on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change:

- 🌸 *What is needed to identify and eliminate racism in government departments?*
- 🌸 *What are the best ways to build cultural competence and embed cultural safety?*
- 🌸 *Best ways for Aboriginal people to be heard and involved in policy design and implementation?*
- 🌸 *What information/areas do you want government departments to monitor and report on?*



Priority Reform 4: Shared Access to Data and Information at a Regional Level

TARGET: Increase the number of regional data projects to support Aboriginal communities to make decisions about Closing the Gap and their development

Enable shared access to location specific data and information to support Aboriginal communities and organisations achieve the first three Priority Reforms.

Parties agree disaggregated data and information is most useful to Aboriginal organisations and communities to obtain a comprehensive picture of what is happening in their communities and support decision making.

Data and information sharing elements

- Partnerships are in place to guide the improved collection, access, management and use of data to inform shared decision-making.
- Governments provide communities and organisations with access to the same data and information they use to make decisions.
- Governments collect, handle and report data at sufficient levels of disaggregation, and in an accessible and timely way.
- Aboriginal communities and organisations are supported by governments to build capability and expertise in collecting, using and interpreting data in a meaningful way.

Governments will:

- Share available, disaggregated regional data and information with Aboriginal organisations and communities on Closing the Gap, subject to meeting privacy requirements.
- Establish partnerships between Aboriginal people and government agencies to improve collection, access, management and use of data, including identifying improvements to existing data collection and management.
- Make data more transparent by telling Aboriginal people what data they have and how it can be accessed.
- Build capacity of Aboriginal organisations and communities to collect, and use data.

The partnership will:

- Establish data projects in up to six locations across Australia to enable Aboriginal communities and organisations to access and use location-specific data on the Closing the Gap outcome areas.
- Data projects will:
 - support Aboriginal communities to analyse and use regional specific data to help drive their own development and discussions with governments on Closing the Gap
 - enable Aboriginal communities and organisations to collect and access other data which they consider important
 - be covered by localised agreements, consistent with Priority Reform One, between the governments and participating Aboriginal organisations in the region.



WHAT WE HAVE ALREADY HEARD...

Following the national consultations on Closing the Gap in 2019 people across the country told us that:

- Data and information about Aboriginal people is powerful and belongs to the community from which it is drawn.
- Aboriginal communities understand the context of the data and are best placed to tell the story of their data. This is particularly important given the primacy of data in closing the gap.
- Data and information needs to be owned by Aboriginal communities, especially when it is being used to make decisions about their lives.
- Data and information need to be local.
- At the moment, most data is only available at the national and/or state or territory level and Aboriginal organisations cannot obtain a comprehensive picture of what is happening in their communities. This is particularly an issue in some states with large and diverse Aboriginal communities.
- Data and information need to be accessible.
- Participants described issues accessing data, from simply not having any access to the required data through to inconsistencies in the way the data is collected and stored.
- Data should measure what is important to the Aboriginal community.
- The type of data currently collected is determined by what governments collect and is not informed by what Aboriginal communities want to measure.
- Data should measure specific activities.
- Many people suggested specific activities or areas where data would be the most helpful. Having data relating to community-controlled organisations, including the number and size, the funding received, the range of services provided and how much is spent on activities compared with administration is an important area identified by participants during the engagements.
- Other people said data on education is lacking.

Data sovereignty – our ability to collect, share and interpret our own data for the benefit of our communities. (Redfern, NSW, 2019)

Ownership of data that affects us is necessary to make these reforms work. (Redfern, NSW, 2019)



WHAT WE NEED TO KNOW...

Keeping in mind we are focusing on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change:

- 🌸 *What data do you already collect?*
- 🌸 *What do you need to be able to collect or access data?*
- 🌸 *What data would you like to be shared with you? How localised is data needed?*
- 🌸 *What principles should there be for data collection, sharing and use?*

NEW Priority Reform 5 – Economic Prosperity, Business Growth and Employment

In NSW, the Government and NSW CAPO partnership have agreed to a NSW specific priority reform - Economic Prosperity, Business Growth and Employment – to build and strengthen access pathways for Aboriginal people through employment, training and business opportunities.

- Outcome: Aboriginal people in NSW are empowered to access pathways through education, training and employment that align with their aspirations, and Aboriginal businesses grow and flourish.
- Target: An increase in jobs and pathways to employment, investment in the Aboriginal community-controlled sector, and an integrated approach to procurement across the NSW Government.



WHAT WE NEED TO KNOW...

Keeping in mind we are focusing on what needs to be done in 2021 (year 1) to put us on the pathway for 10 years of change:

- 🌸 *While the NSW partnership agreed to include Priority 5, do you think it should be added?*
- 🌸 *What is the outcome and target that you would like to see achieved?*
- 🌸 *Are government procurement and employment processes clear?*

Socio-economic targets

In addition to the Priority Reform, the National Agreement establishes socio-economic targets to help bring focus to new areas and help monitor progress in improvements in the lives of Aboriginal people.

The targets are focused on areas including education, employment, health and well-being, justice, safety, housing, land and waters, and Aboriginal languages. They will be reported on annually by governments.

Each target has three different elements:

- Indicators: Supporting measures that provide greater understanding of and insight into, how all governments are tracking against the outcomes and targets.
- Disaggregation: Outlining how reporting of the target will be broken down and measured by groups of Aboriginal people. This enables greater understanding of where progress is being made and where greater effort is needed.
- Data development: Outlining areas that are important for understanding Aboriginal and Torres Strait Islander outcomes that can't be measured currently due to a gap in the data and identifies whether further work is required.

The inaugural NSWIP aims to include a baseline of work underway on the socio-economic targets. The face to face engagement session will not have the time to go into these in detail however we would like to hear any ideas you have through our online survey.



WHAT WE NEED TO KNOW...

- 🌸 *Is there existing work/projects that we could build on replicate?*
- 🌸 *Is there anything we should avoid that hasn't previously worked?*
- 🌸 *What are the gaps that we need to commence local discussions of what is needed?*
- 🌸 *Key Aboriginal partners to be involved in each area*

Where to from here....

ADDITIONAL FEEDBACK

If you think of additional information or you know mob that have missed attending a consultation in person, there are a number of ways you can provide feedback.



Firstly, we suggest completing the online survey. The survey is available via Survey Monkey - Please click [here](#) to take part in the survey, type <https://www.surveymonkey.com/r/NSWClosingtheGapsurvey> into your browser or scan the QR code.



The survey closes at 5pm on 30 April 2021.



Alternatively, if you would prefer to speak to someone, please contact a CAPO representative on (02) 6659 1202.



If, you would like to send an email please send to closingthegap@alc.org.au.

WHAT HAPPENS AFTER ALL THE FEEDBACK IS RECEIVED...

NSW CAPO will write up a summary of what you said through all the engagement processes. This engagement summary will be provided back to everyone who participated in the process, as well as everyone on the CAPO mailing list.

Feedback from engagements will input into the development of the NSWIP. A final NSWIP will be forwarded to the National Joint Council for consideration by July 2021.

There is still much more to talk about. NSW CAPO will be organising further engagement opportunities to talk about a range of issues including the socio-economic targets, planning for 2022 and beyond, and feedback for how Closing the Gap is going to help inform reporting processes. This next round of consultations will occur after July 2021.

NSW CAPO MAILING LIST

The NSW CAPO has a mailing list that you can sign up to at caposecretariat@alc.org.au. We will keep you updated on the work of NSW CAPO, Closing the Gap, NSWIP and other opportunities to be involved in the self determination of Aboriginal people.

FOR MORE CLOSING THE GAP INFORMATION

To find out more about Closing the Gap please go to the following websites:

Coalition of Peaks website - <https://coalitionofpeaks.org.au/>

Closing the Gap – Government website - <https://www.closingthegap.gov.au/>

THANK YOU

Thank you for your time and feedback - your voice and ideas will determine our future for generations to come.

APPENDIX A - PRIORITY REFORM OUTCOME, TARGET AND INDICATORS

PRIORITY REFORM ONE - Formal Partnership and Shared Decision Making

Outcome - Shared decision-making: 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 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.

Indicators:

- Partnerships reviewed (new or existing) meeting the 'strong partnership elements' (as defined in the National Agreement) [Clause 32 and 33]):
 - Partnerships are accountable and representative [as per Clause 32.a.]
 - Partnerships having a written formal agreement [as per Clause 32.b.]
 - Partnerships having clear provisions of shared decision-making between government and Aboriginal and Torres Strait Islander partners [as per Clause 32.c.]
 - Adequate funding for Aboriginal and Torres Strait Islander parties to be partners with governments in formal partnerships [as per Clause 33]
- 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

Disaggregation:

- By jurisdiction
- CTG outcome areas relevant to the partnerships

PRIORITY REFORM TWO - Building the community-controlled sector

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.

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 (as per Clause 55a)
 - Under new funding initiatives decided by government which are intended to service the broader population across socio-economic outcome areas (as per Clause 55b)
- Number of sectors with elements of a strong sector (clause 45), 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

Disaggregation:

- By jurisdiction
- CTG outcome areas

Data Development:

Explore options to measure and report:

- Proportion of sector funding by governments going to ACCOs across socio-economic outcome areas of the Agreement
- Proportion of services delivered by Aboriginal and Torres Strait Islander organisations, by socio-economic outcome area
- Proportion of Aboriginal and Torres Strait Islander people using ACCOs' services
- Proportion of Aboriginal and Torres Strait Islander people employed by ACCO's

PRIORITY REFORM THREE - Transforming government organisations

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.

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

Disaggregation:

- By jurisdiction CTG outcome areas

Data Development:

- Response to Aboriginal and Torres Strait Islander people reporting racism

PRIORITY REFORM FOUR- Shared Access to Data and Information at a Regional Level

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

Disaggregation:

- By jurisdiction CTG outcome areas

Data Development:

- *Outcome indicator:* Proportion of Aboriginal and Torres Strait Islander Australians reporting they have access to, the ability to use, and custodianship of, data that will assist in the planning and delivery of services in their communities.

APPENDIX B - SOCIO ECONOMIC TARGETS

16 TARGETS

The Agreement establishes 16 socio-economic targets to measure progress in the outcomes experienced by Aboriginal and Torres Strait Islander people.

- | | | | |
|--|--|--|---|
| 1 People enjoy long and healthy lives | 2 Children are born healthy and strong | 3 Early childhood education is high quality and culturally appropriate | 4 Children thrive in their early years |
| 5 Students achieve their full learning potential | 6 Students reach further education pathways | 7 Youth are engaged in education or employment | 8 Strong economic participation and development |
| 9 People can secure appropriate and affordable housing | 10 Adults are not overrepresented in incarceration | 11 Young people are not overrepresented in detention | 12 Children are not overrepresented in out-of-home care |
| 13 Families and households are safe | 14 Social and emotional wellbeing | 15 People maintain distinctive relationships with land and waters | 16 Cultures and languages are strong |

Four additional targets – on family violence, access to information, community infrastructure and inland waters – will be developed over the next year to further strengthen the National Agreement.