

CLOSING THE GAP



NSW IMPLEMENTATION PLAN ROUND 3 COMMUNITY CONSULTATION COMPANION MARCH 2022

NSW COALITION OF ABORIGINAL PEAK ORGANISATIONS (CAPO)



New South Wales
Aboriginal Land Council



Aboriginal
Health & Medical
Research Council
of NSW



New South Wales
Aboriginal Education
Consultative Group Inc.



ALS
Aboriginal Legal Service (NSW/ACT) Limited

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

ACCHO	Aboriginal Community-Controlled Health Organisation
ACCO	Aboriginal Community-Controlled Organisation
AMS	Aboriginal Medical Service
National Agreement	National Agreement on Closing the Gap
NSW	New South Wales
NSW CAPO	NSW Coalition of Aboriginal Peak Organisations
NSWIP	NSW Implementation Plan
RAT	Rapid Antigen Test

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Introduction & Overview

The 2020 [National Agreement](#) on Closing the Gap is a commitment between governments and Aboriginal and Torres Strait Islander people to achieve better life opportunities for all Aboriginal and Torres Strait Islander people. The National Agreement sets out ambitious Socio-Economic Outcome targets and new Priority Reforms that will change the way governments work to improve life outcomes experienced by Aboriginal people.

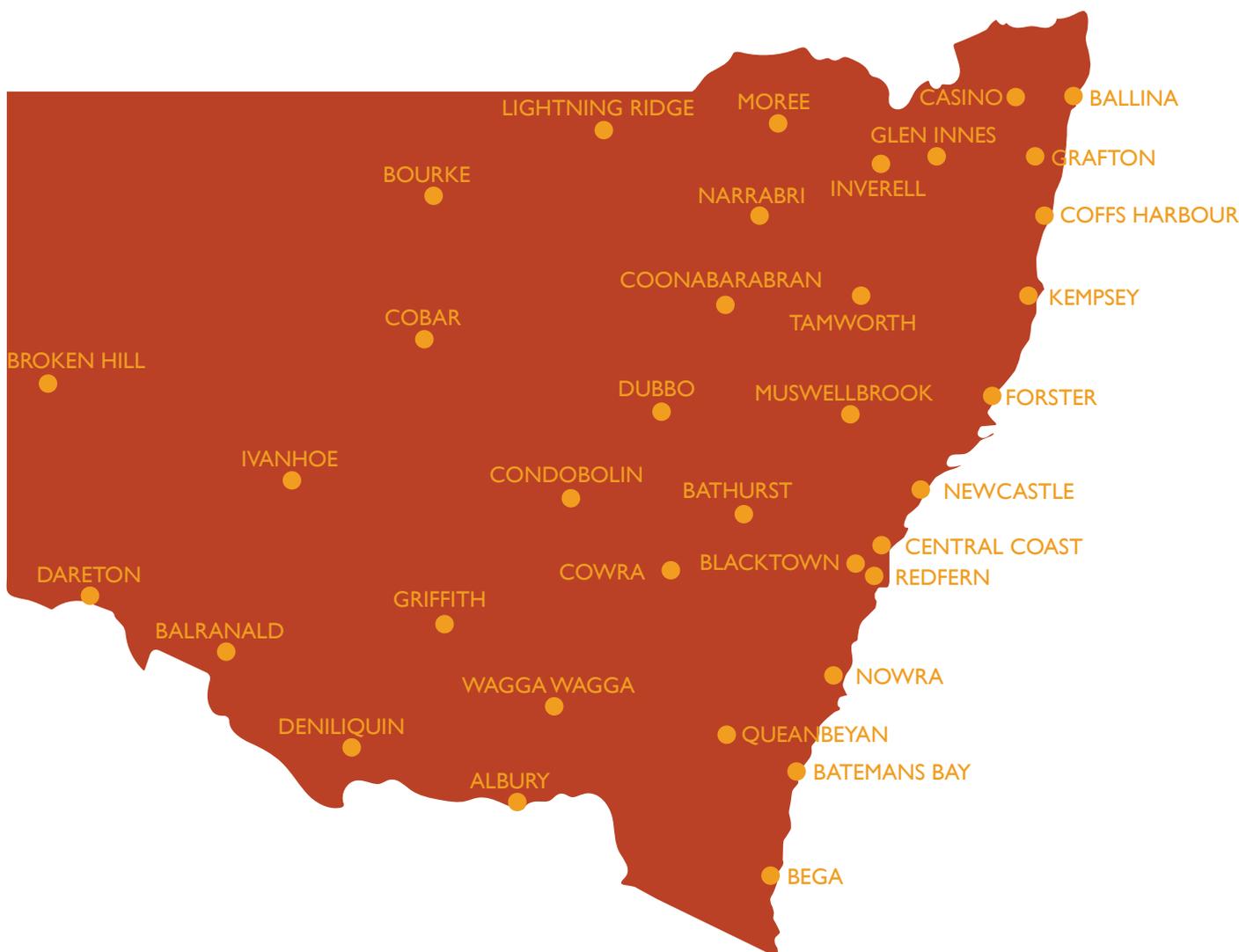
The National Agreement is based on the belief that when Aboriginal people drive the design and delivery of services and policies that impact them, the outcomes are far better. So, as part of our commitment to regular and ongoing engagement with Aboriginal communities, NSW CAPO is hosting over 30 Community Consultation sessions across NSW.

The Community Consultations are an opportunity for Aboriginal communities and Aboriginal organisations to drive the development of the Closing the Gap NSW Implementation Plan for 2022-2024, which will lay out what NSW is doing to Close the Gap for the next two years.

The Consultations will be held from 28 February – 31 March 2022. They will detail how feedback from previous consultations have shaped a range of initiatives across the Closing the Gap Priority Reform areas and Socio-Economic Outcome targets to address the needs previously identified by communities. In NSW, the 5 Priority Reforms and 17 Socio-Economic Targets have been gathered into 13 focus areas that include education, employment, health, justice, housing, land and water.

We now need to hear from Aboriginal communities and Aboriginal organisations about these initiatives before the NSW Implementation Plan is drafted, to make sure we're on the right track. We also need to hear from you to make sure that future initiatives and approaches are driven by community voices and designed for community interests.

This Community Companion document can be read together with other reports such as the NSW Implementation Plan, the National Agreement on Closing the Gap and previous Community Engagement reports. You can read these plans, reports and outcomes of previous consultations by visiting the NSW CAPO website <http://nswcapoclosingthegap.org.au>



Who is NSW CAPO?

NSW CAPO advocates for and 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 Aboriginal Community Controlled Peak organisations:

- [The Aboriginal Health and Medical Research Council of NSW \(AH&MRC\)](#)
- [NSW Aboriginal Land Council \(NSWALC\)](#)
- [NSW Aboriginal Education Consultative Group \(AECG\)](#)
- [Link-Up NSW \(Link-Up\)](#)
- [Aboriginal Legal Services NSW/ACT \(ALS\)](#)
- [NSW Child, Family and Community Peak Aboriginal Corporation \(AbSec\)](#)
- [First Peoples Disability Network \(FPDN\)](#)
- [BlaQ Aboriginal Corporation \(BlaQ\)](#)

Face-to-Face Engagement Sessions

Registration for sessions:

Registrations are free and can be booked via Eventbrite available on the NSW CAPO website: <http://nswcapoclosingthegap.org.au>



Face-to-Face Engagement Sessions

What you can expect on the day:

In every session, there will be a morning session that includes a brief recap of Closing the Gap, an overview of what we have heard in previous consultations, what these sessions are for, and an outline of how the day will run.

Some sessions will run a bit differently, depending on how many people are there. In bigger groups, we will have a short session on the Priority Reforms, what they mean and how they work together with the Socio-Economic Outcome targets. There will be an afternoon session on these Priority Reforms and related Socio-Economic Outcomes, in breakout groups:

Breakout 1	Breakout 2	Breakout 3	Breakout 4	Breakout 5
Partnerships (Priority Reform 1) Early Childhood, Education, & Training (Outcomes 3, 5, 6) Languages & Culture (Outcome 16)	Aboriginal Community Controlled Sector (Priority Reform 2) Health (Outcomes 1, 2, 4, 14)	Transforming Government Organisations (Priority Reform 3) Justice (Outcomes 10, 11, 13) Families (Outcome 12)	Data, Reporting, & Evaluation (Priority Reform 4) Digital Inclusion (Outcome 17)	Economic Prosperity (Priority Reform 5, Outcomes 7, 8) Housing (Outcome 9) Land & Waters (Outcome 15)

In smaller groups, we will focus the session on the areas that you're most interested in, with breakout sessions if there are many different topics that people want to discuss.

Session Timing

9:30	Doors open, morning tea on arrival
9:45	Session starts
11:15	Tea break
12:45	Lunch
2:15	Tea break
3:00	Session end

These times are guides and adaptable to change based on how each consultation group wants the session to flow. In some locations, due to constraints with venues, the start time will be later so please check the details for the specific engagement you register to attend to confirm.

Morning tea and lunch will be provided for attendees. If you have any dietary requirements, please contact NSW CAPO on 1800 476 777 or email closingthegap@alc.org.au

Accessibility

NSW CAPO is committed to making the 2022 Community Engagements physically and culturally safe, inclusive, and enjoyable for all. We have:

- Developed an accessible Community Companion
- Designed an online survey using accessible themes, colours and fonts which can be used in conjunction with accessibility software
- Prioritised accessible venues for face-to-face engagements

For more information on accessibility services for face-to-face engagement sessions, please contact the venue for the session you plan to attend.

For general enquiries about planning for sessions or if you have any accessibility requirements, please contact NSW CAPO on 1800 476 777 or email closingthegap@alc.org.au

Conduct

To make sure that everyone at the engagements can feel safe and comfortable while participating, NSW CAPO will not tolerate aggressive or abusive behaviour at the community consultations.

Anyone acting in an aggressive manner will be asked to leave.

COVID-19 Safety Plan

COVID Safe Planning

CAPO Staff and Community members attending Consultations are advised to act in a COVID safe manner at all times and observe Public Health Orders and COVID restrictions in place.

Vaccination

NSW CAPO have sought the most up-to-date advice from the AH&MRC of NSW and NSW Health to ensure the safety of the community. NSW CAPO will adhere to current Public Health Orders and advice at all times.

Under the NSW CAPO COVID Safe Plan, NSW CAPO will avoid hosting engagements in communities where the reported vaccination rate within the Aboriginal Community is below 80%. Venues and locations have been selected to provide maximum opportunity for community participation, while minimising direct risk to communities.

Surveillance Testing

NSW CAPO requires that all staff travelling for work purposes must have a double COVID vaccination as a minimum and are required to adhere by all COVID Safe requirements.

All NSW CAPO members will be required to undertake Rapid Antigen Tests (RATs) before engaging the community in these face-to-face engagement sessions. RATs will also be taken at three-day intervals until the end of the individual's community engagement attendance period.

If NSW CAPO staff have any COVID-19 symptoms they will undertake a test and not attend consultations in the meantime. Community members that have any COVID-19 symptoms

are asked to not attend the community consultations and are encouraged to self-isolate and immediately undertake a RAT.

Venue Selection

Wherever possible, NSW CAPO have prioritised outdoor and well-ventilated spaces for the consultations and has considered the size and layout of premises, to minimise the risk of transmission at the consultations.

Other Covid Safety Measures

Any materials being used during the consultations (pens, iPads etc.) will be wiped down and disinfected between sessions. Hand sanitiser and face masks will be made available to all attending the consultations. Social distancing and wearing of face masks will be guided by public health advice.

Notification of a positive COVID case

If there is a positive COVID case in attendance at the engagements, all those who check in using the QR code (if required by venue) will be automatically notified. If QR codes are not required by the venue, NSW CAPO will require everyone in attendance on the day to sign in (including those who have registered via Eventbrite) on the day of the event. Those that have not registered via EventBrite will be asked to supply contact details, these contact details will only be used for contact tracing and not for any other purpose (unless you nominate to be kept informed on Closing the Gap) and will be destroyed two weeks after the engagements.

To assist with contact tracing, please contact NSW CAPO on 1800 476 777, in addition to registering your result through the Service NSW. NSW CAPO will notify those who were in attendance and specifically contact those who may have had more extended contact with the positive case (e.g. in the same breakout session).

Online Survey

The 2022 Closing the Gap online survey has been developed to seek feedback and input parallel to these consultation sessions with short strategic questions. The survey can be completed whether you attend the sessions or are unable to attend, giving you the ability to provide additional feedback and making sure there is a way for people to be heard that are not able to attend.

The survey can be found on the NSW CAPO Website
<http://nswcapoclosingthegap.org.au>

‘Have Your Say’ on the first NSW Implementation Plan

A separate online survey that invites you to provide feedback on the NSW Implementation Plan 2021-2022 is also available on the NSW Government ‘Have Your Say’ website:

www.haveyoursay.nsw.gov.au/closing-the-gap

Community members and organisations are encouraged to provide direct feedback.

What's next?

These engagement sessions will inform the development of the 2022-2024 NSW Implementation Plan. What we hear will also let us know if we're going in the right direction with our current approach to address the issues that have been raised in previous consultations.

Information and updates will be made available via NSW CAPO website. A full report of what we heard in the Engagement sessions and the 2022-2024 Implementation Plan will be published online once finalised.

The time, effort, and insight that you provide in these very important conversations are greatly appreciated. These conversations and engagements will be ongoing over the next few years to ensure we can collectively Close the Gap!

Any questions?

If you have any questions or have anything to raise ahead of the consultations, please get in touch with NSW CAPO:

Email: closingthegap@alc.org.au

Speak to a NSW CAPO representative on 1800 476 777

Appendix

Engagement Locations

The community engagement sessions will be delivered across over 30 locations within NSW. The currently planned locations are:

Mon	Tues	Wed	Thurs	Fri
Feb 28	1	2	3	4
Kempsey	Forster	Grafton	Coffs Harbour	
7	8	9	10	11
Dubbo	Cobar	Bourke	Lightning Ridge	Nowra
	Bega	Bateman's Bay	Queanbeyan	
14	15	16	17	18
Wagga Wagga	Griffith	Deniliquin	Albury	
Coonabarabran	Narrabri	Moree	Inverell	
21	22	23	24	25
Mount Druitt	Redfern	Central Coast	Newcastle	
	Glen Innes	Tamworth	Muswellbrook	
28	29	30	31	
	Wilcannia	Menindee	Broken Hill	
	Balranald	Dareton	Bathurst	
	Condobolin	Cowra	Ballina	
		Casino		

	Route A		Route D		Route G		Route J
	Route B		Route E		Route H		
	Route C		Route F		Route I		

What we want to hear from you

Based on what we have previously heard at consultations and what we are looking to address in the next NSW Implementation Plan, here is what we want to know from you, but we welcome anything you want to share!

Focus Area 1 - Partnerships

1. How would your community like to be involved with transparent reporting about how partnerships are working and what they are doing?
2. What would help in your community to set up strong local partnerships and/or improve existing local partnerships?
3. How would you want local partnerships to work with state or nation-wide partnerships on policy issues?
4. How would you like funding for partnerships to be made more accessible? How would this support and strengthen partnerships in your community?

Focus Area 2 - Aboriginal Community-Controlled Organisations (ACCOs)

1. How can we support Aboriginal self-determination and community involvement in funding decisions and the disbursement of funding?
2. Are there ACCOs in your community that need longer term funding contracts and/or pooled funding for different services?

3. What are the major barriers for ACCOs to deliver more services and more effective services in your community? What are the best ways to support smaller ACCOs in particular?
4. What are the most important areas to build key skills of staff in ACCOs in your community? How should ACCO staff be supported to work with all members of the community, including LGBTQIA+ community members and people with disability?
5. What are your thoughts on having one central community-controlled agency that coordinates all funding for ACCOs in your community, rather than ACCOs applying for funding from multiple different government agencies?

Focus Area 3 - Transforming Government Organisations

1. How do you want to improve the process for reporting racism and cultural safety issues with government services? What areas of government need to make it easier for you to report issues or complaints?
2. What will make the most difference for Aboriginal employees in government, especially to reach senior and executive leadership positions?
3. What most needs to be improved in how government engages with community, collaborates with community to design and implement policies and programs, and then reports back to community? What does good practice for this look like?

4. How would you want government departments and the work they do to be held accountable to communities?

Focus Area 4 - Data

1. Aboriginal Communities have been clear on the need for more control and say over Aboriginal Community Data (what people call Indigenous Data Sovereignty and Governance - see appendix for more information) What does Indigenous Data Sovereignty and Governance mean to you? What do you think of the Maiam nayri Wingara principles below?:

Indigenous people have the right to:

- a. Exercise control of the data ecosystem*
- b. Data that is contextual and disaggregated*
- c. Data that is relevant and empowers sustainable self-determination and effective self-governance*
- d. Data structures that are accountable to Indigenous peoples*
- e. Data that is protective and respects individual and collective interests.*

How would you like to see these principles implemented?

2. How do you want to be involved in the ongoing work around Indigenous Data Sovereignty?
3. Are there any existing data projects or people doing work with data in your community? What type of support would be useful for these projects?

4. What data does your community or organisation need access to and could they be met through the development of a data project?
5. What needs to change to give Aboriginal organisations and communities access to government data about Aboriginal peoples? Do you think having more data experts in government will help with improving access to data?

Focus Area 5 - Economic Prosperity

1. What are the most important barriers to address for Aboriginal businesses in your community? What do you think of a one-stop shop that would provide support in one place for businesses and jobseekers to access?
2. What does economic prosperity and a flourishing Aboriginal business sector mean to you?
3. What would make the biggest difference for Aboriginal people to get jobs that they want to do? Should there be specific strategies for Aboriginal youth in particular? Aboriginal women?
4. What do you think of current NSW government procurement processes? What is working and what should change?
5. What do you think of providing specific support for Aboriginal tourism businesses, reforms to provide more affordable insurance for businesses, and incentives to hire Aboriginal employees in the private sector? Are these the right areas to be addressing?

Focus Area 6 - Health

1. What are the most important health issues to address in your community? Would you like Aboriginal Community-Controlled Health Organisations (ACCHO) to deliver services in these areas?
2. Is there easy access to appropriate healthcare services in your community? If not, what are the biggest challenges for access?
3. What do you think of ACCHOs providing social and emotional wellbeing programs to encourage pro-living actions and reduce suicides?
4. What support can be provided to your community to help with prevention and early diagnosis of cancer? What do you think of having a dedicated worker in your Aboriginal Medical Service (AMS) to provide these cancer screening services?
5. Does your community have Aboriginal-specific education classes during pregnancy? How can we support pregnant Aboriginal people to regularly visit their doctor or midwife during pregnancy? Would you want to see these services delivered through AMSs?

Focus Area 7 - Education

1. What would a successful school experience look like for your child/children in your community? What would be the ideal outcomes or goals for your child/ children in your community?

2. Can you tell me about a time when you got involved with your community's pre-school/school? How did you come to be involved and did you feel welcomed/ like you belonged?
3. Can you tell me about a time when your child (or you as a child) went to school every day for a few weeks and what was happening in their lives? Can you remember a time they/you didn't go and what was going on?
4. Have you or others in your family ever wanted to work in the school system? What would help you or your family to get a job in education?
5. How well do you think your child/you settled in at pre-school, primary, secondary school, and tertiary education? What helped them/ you settle into the new school or what would have helped?

Focus Area 8 - Justice

Information sheets and specific questions about Justice, relating to the Priority Reforms, are included in the next section of this companion.

Focus Area 9 - Families

1. Are there initiatives or programs in your community around child protection or in another area that encourage decision making through community control? Does your community want more control over child protection decision making and what would that look like for your community? One idea is Aboriginal Community Controlled Mechanisms that

oversee how the system works with Aboriginal children and families in communities.

2. Currently, the child protection system can reduce the number of Aboriginal children in out-of-home care by either preventing child removals, restoring children to their families if they have been removed, or permanently removing children from their families using guardianship and adoption court orders. What do you think of these options and which should be prioritised for reaching Outcome 12?
3. Are there programs or initiatives that you feel work in supporting strong and thriving children and families in your community? How could these be improved, expanded or changed?
4. Are there any Aboriginal organisations delivering child and family services or programs in your community? If so, what are the organisation/s and are they successful? If no, would you support them being established?
5. Does the government need to partner with communities to make changes to the system, like implementing the recommendations from Family is Culture? If so, how should these partnerships work?

Focus Area 10 - Housing

1. Do you think an Australian definition of crowding (that accounts for Aboriginal and Torres Strait Islander kinship obligations and mobility of Aboriginal peoples) is needed? What should be included in this definition?

2. How could the inside or outdoor spaces be changed to better suit how you and your family use your house?
3. Do the following initiatives effectively respond to the needs of your community and are we on the right track in our approach?
 - *A routine repairs and maintenance system to support Aboriginal Community Housing Providers in the management of assets*
 - *Transferring ownership of public and community housing properties to Aboriginal Community Housing Providers*
 - *Providing flexible asset responses through culturally responsive tenancies and housing designs*

Focus Area 11 - Land & Waters

1. What can be done to facilitate the return of land and water to Aboriginal communities? Do you like the idea of a one-stop shop that would coordinate all relevant land and water government agencies in one place?
2. What does ownership and legal interests over water mean for you? What does your community expect ownership to be?
3. How are Governments demonstrating knowledge and understanding of Aboriginal people's distinctive cultural, spiritual, physical and economic relationship with their land and waters? How can this be improved?
4. What do you think of co-management and joint

management arrangements of public lands and national parks with government?

Focus Area 12 - Languages & Culture

1. What does fluency and strength of language mean to you and look like in your community?
2. What is needed in your community to make languages stronger and what is needed to increase the number of languages being spoken across the state?
3. What do you think of increasing access to language materials and records in the archives as a way of supporting language? How would you want to access and use these and are there issues with this initiative?
4. What do you think of language centres that support language revitalisation in communities? How would you want these to work?

Focus Area 13 - Digital Inclusion

There is no current, accurate baseline data about the level of digital inclusion for the Aboriginal community across NSW. To inform how we address issues like internet accessibility, affordability, and cultural safety online we first need to understand how these issues currently impact communities. To determine this baseline of where we stand now, we will ask questions in this session about current access to the internet, how you use the internet, what kind of barriers exist and how you overcome them.



MaiaM nayri Wingara

Indigenous Data Sovereignty

Communique

Indigenous Data Sovereignty Summit

20th June 2018, Canberra, ACT



AUSTRALIAN
Indigenous
Governance
INSTITUTE

This Communique, from the MaiaM nayri Wingara Indigenous Data Sovereignty Collective and the Australian Indigenous Governance Institute, is addressed to all individuals and entities involved in the creation, collection, access, analysis, interpretation, management, dissemination and reuse of data and data infrastructure in Australia.

Indigenous Data Sovereignty is a global movement concerned with the right of Indigenous peoples to govern the creation, collection, ownership and application of their data¹. Indigenous Data Sovereignty in Australia is derived from Aboriginal and Torres Strait Islander peoples inherent right to govern our peoples, Country (including lands, waters and sky) and resources as outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP),² for which Australia has declared its support.

Data is a cultural, strategic, and economic asset for Indigenous³ peoples. Indigenous Australians have always been active in what is now known as 'data'. Yet in modern times we have been isolated from the language, control and production of data at community, state and national levels. This has resulted in data that are overly focused on Indigenous peoples as the problem. Existing data and data infrastructure does not recognise or privilege our knowledges and worldviews nor meet our current and future needs.

In response to this, the MaiaM nayri Wingara Indigenous Data Sovereignty Collective and the Australian Indigenous Governance Institute convened the *National Indigenous Data Sovereignty Summit* (the Summit) on 20 June 2018 in Canberra, ACT. Over 40 Indigenous delegates attended the Summit, including representatives from peak bodies, the public service and academia as well as community leaders. Delegates came from every State and Territory in Australia and were joined by four representatives of Te Mana Raraunga Māori Data Sovereignty Network and the Data Iwi (Tribal) Leaders Group.

The aim of the Summit was to progress Indigenous Data Sovereignty and Indigenous Data Governance through developing shared understandings and initiating an Australian set of Indigenous Data Governance protocols. Delegates attending the summit endorsed the following foundational statements:

- In Australia, '*Indigenous Data*' refers to information or knowledge, in any format or medium, which is about and may affect Indigenous peoples both collectively and individually.
- '*Indigenous Data Sovereignty*' refers to the right of Indigenous peoples to exercise ownership over Indigenous Data. Ownership of data can be expressed through the creation, collection, access, analysis, interpretation, management, dissemination and reuse of Indigenous Data.
- '*Indigenous Data Governance*' refers to the right of Indigenous peoples to autonomously decide what, how and why Indigenous Data are collected, accessed and used. It ensures that data on or about Indigenous peoples reflects our priorities, values, cultures, worldviews and diversity.

¹ For more information see Kukutai, T. and Taylor, J. eds. 2016. *Indigenous Data Sovereignty: Towards an Agenda* (Vol. 38) ANU Press.

² UN Declaration on the Rights of Indigenous Peoples articles 3, 4, 5, 15(i), 18, 19, 20(i), 23,31, 32, 33, 38 and 42.

³ The term 'Indigenous' refers to Australia's First Peoples, Aboriginal and Torres Strait Islander peoples.

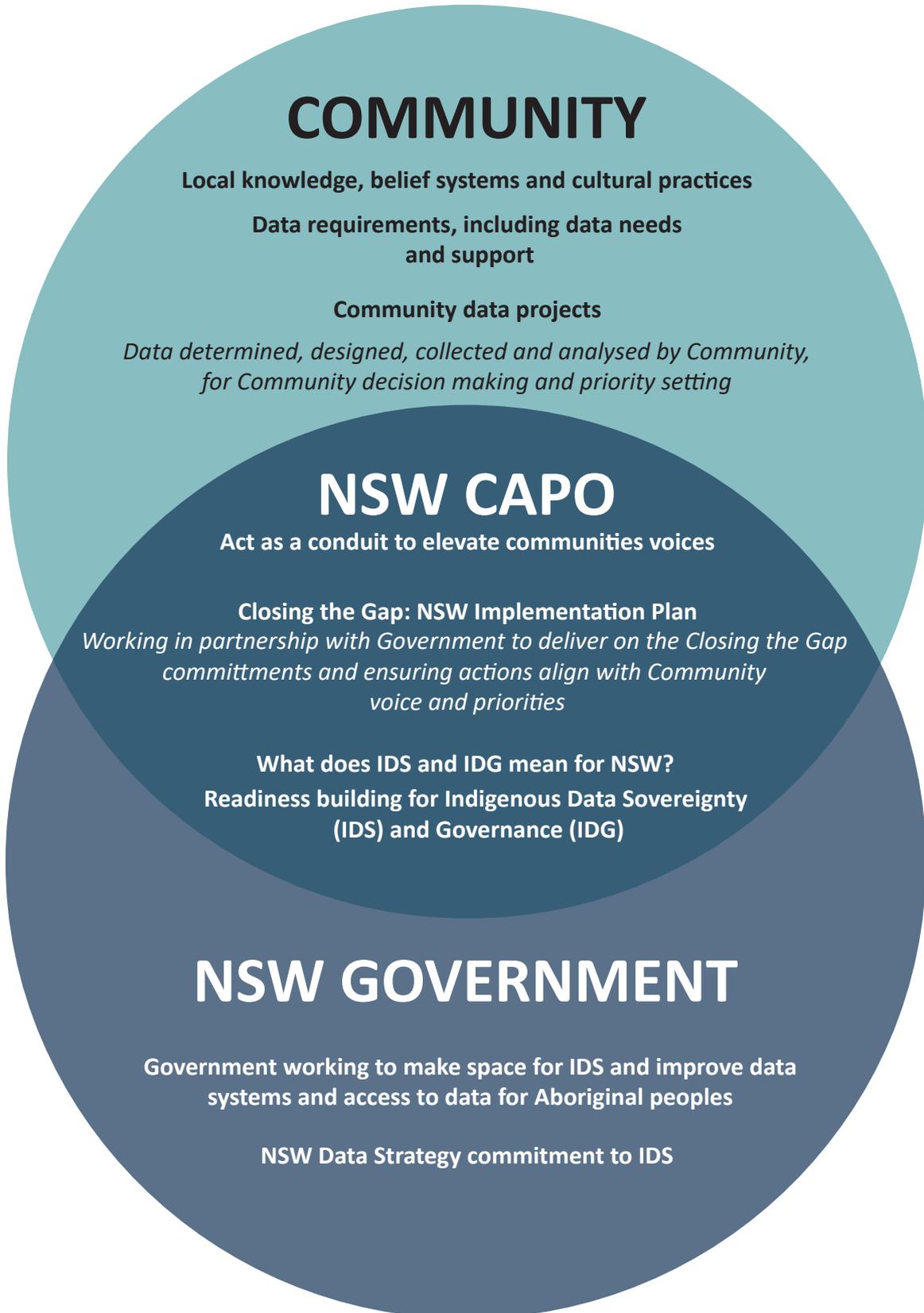
Exercising Indigenous Data Governance enables Indigenous peoples, our representative and governing bodies to accurately reflect our stories. It provides the necessary tools to identify what works, what does not and why. Effective Indigenous Data Governance empowers our peoples to make the best decisions to support our communities and First Nations in the ways that meet our development needs and aspirations.

The Summit delegates asserted that in Australia, Indigenous peoples have the right to:

- Exercise control of the data ecosystem including creation, development, stewardship, analysis, dissemination and infrastructure.
- Data that is contextual and disaggregated (available and accessible at individual, community and First Nations levels).
- Data that is relevant and empowers sustainable self-determination and effective self-governance.
- Data structures that are accountable to Indigenous peoples and First Nations.
- Data that is protective and respects our individual and collective interests.

Enacting Indigenous Data Governance requires Indigenous leaders, practitioners and community members with the skills and infrastructure to advocate and participate across all sectors and jurisdictions. Indigenous communities retain the right to decide which sets of data require active governance and maintain the right to not participate in data processes inconsistent with the principles asserted in this Communique.

Indigenous Data Ecosystem



Maiam nayri Wingara Indigenous Data Sovereignty Principles

Principle	Elements	Some examples	This could look like...
Indigenous control of the data ecosystem.	Control Data stewardship Data analysis and dissemination	The control, care, organisation, examination and dissemination of data.	How are Aboriginal people involved in the development, stewardship, analysis and dissemination of data?
Data that is contextual and disaggregated	Contextual Disaggregated Available and accessible	The circumstances surrounding data and data that is broken down into smaller units of data, e.g. regional or local level	How are Indigenous people involved in telling the story of their data to dispel stereotypes, provide context, reflect what is happening in their communities?
Data that is relevant and empowers self-determination and effective self-governance	Relevant Self-determination Self-governance	Data reflects priorities of Indigenous people and there is a process to empower communities to control decisions	How are Indigenous people involved in determining priorities? Will the data or data project contribute to self-determination / self-governance / benefit communities?
Data structures that are accountable to Indigenous peoples	Data structures Accountability	Data structures used to store, protect, analyse and disseminate data. Accountability measures to ensure this occurs.	How will the data be stored, analysed and disseminated in ways to protect Indigenous people? What reporting to Indigenous stakeholders will occur?

Principle	Elements	Some examples	This could look like...
Data that is protective and respects individual and collective interests	Protective and strength based Individual and collective interest Protection after dissemination	Findings/data that promotes Indigenous peoples' empowerment and prevents misinterpretation of data	What protections have been put in place to protect individuals and communities? How does analysis and dissemination of data empower rather than disempower Indigenous people (avoid deficit lens)?

Economic Prosperity

Aboriginal Business Roundtable – 8 October 2021

The NSW Implementation Plan includes a commitment to hold 6-monthly roundtables with Aboriginal Businesses. At the inaugural even in October, businesses discussed opportunities and barriers to growth. Key opportunities to explore included:

- Strengthen accountability and transparency under existing policies like the Aboriginal Procurement Policy, and consider legal reform alongside education to address ongoing discrimination and exploitative practices like black cladding and black-facing
- Increase access to finance and information to address difficulties in establishing and growing business, taking into account geographical constraints; duplication of existing services; the impact of government regulation; and eligibility requirements
- Simplify procurement processes and make them more accessible to Aboriginal small businesses, while also reducing red tape and making it easier for businesses to operate in NSW
- Grow stronger relationships and networks and recognise Aboriginal talent to address the lack of visibility around diverse Aboriginal businesses and sectors to partner with, while ensuring joint ventures provide real and ongoing benefits for local Aboriginal businesses and employees
- Education for Government and the private sector on the different types of Aboriginal businesses and cultural obligations
- Increase education and training for Aboriginal businesses and cohorts like women, youth and those with a disability, who may wish to explore establishing and growing a business as a vehicle for meaningful employment

What we heard from Aboriginal Businesses at the Roundtable

Grow stronger relationships and networks recognising Aboriginal talent

EXPLORE:
Building on existing regional networks, including through partnerships with industry, universities and TAFEs
Building visibility and growing the profile of Aboriginal businesses with local and overseas investors, considering place-based approaches
Facilitating Aboriginal business sector led networks and genuine partnerships with govt and non-govt sector
Continued Aboriginal business roundtables and NGO and private sector engagement

Increase access to information and supports

EXPLORE:
Consolidating existing services to reduce duplication and enhance communication of supports
Enhancing existing services in partnership with community-controlled organisations
Ways to simplify government processes for Aboriginal businesses
Shaping existing business grants programs to better support Aboriginal businesses
Alternative options for start-up finance

Increase education and training

EXPLORE:
Increasing education for government staff on diversity of the Aboriginal business sector to enhance demand
Rolling out cultural awareness training from Aboriginal businesses for government staff
Increasing tailored education and training for Aboriginal businesses on working with governments, with local and Commonwealth governments

Strengthen accountability and transparency

EXPLORE:
Underlying issues on black cladding and blackfacing and ways to address
Further disaggregation of government spend data for public reporting
Evaluating policies like the APP to make sure they are achieving their intended outcome

Partner with ACCOs and Aboriginal Businesses to deliver tailored services and programs

Justice

FACTSHEET 1: Justice Outcomes

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

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

How do we achieve this target?

- Change discriminatory policing, court and corrections practices.
- Ensure community decision-making at all stages of the justice system.
- Invest in community-led, trauma informed rehabilitation and healing.

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

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

How do we achieve this target?

- Increased early intervention and assistance for vulnerable youth.
- Greater holistic support to address underlying issues: *education, health, housing etc.*
- Culturally appropriate healing and support as an alternative to detention.

Outcome 13: Aboriginal and Torres Strait Islander families and households are safe

Target: *By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.*

How do we achieve this target?

- Address underlying causes: *mental health, drug & alcohol support, education.*
- Greater Aboriginal-led domestic and family violence advocacy services.
- Increase community-led, culturally appropriate healing initiatives.

FACTSHEET 2: Priority Reforms

1: Strengthen Partnerships and share decision-making

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.

How do we achieve this in the NSW justice system?

- Share-decision making with Aboriginal organisations and communities – at the local, regional and state-wide levels.
- Involve Aboriginal communities throughout all stages of the justice system - including with police, courts, corrections and care and protection.

2: Build the Aboriginal Community-Controlled Sector

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.

How do we achieve this in the NSW justice system?

- Increase support for existing community legal and justice services.
- Build the capability of the Aboriginal community justice sector.
- Expand community-led and delivered justice initiatives.

3: Transform Government

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.

How do we achieve this in the NSW justice system?

- Address systemic racism across justice system: *police, courts, corrections etc.*
- Embed cultural safety into justice programs and processes.
- Involve Aboriginal people in the in design & delivery of justice initiatives.

4: Enhance accountability and Monitor Progress

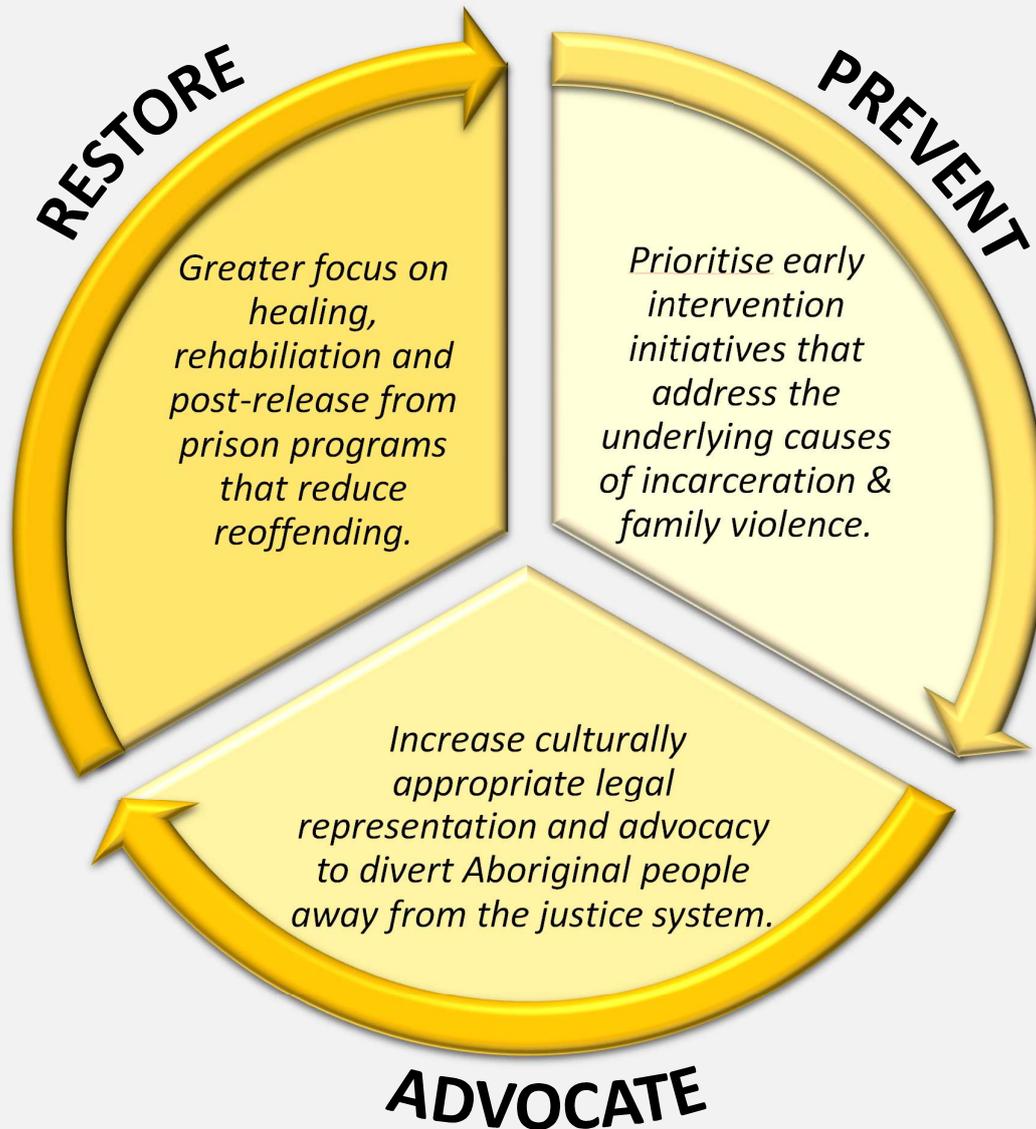
Outcome: Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.

How do we achieve this in the NSW justice system?

- Increase Aboriginal-community sector access to justice information and data.
- Ensure communities decide what information they want from government.

FACTSHEET 3: Transforming the Justice System

What are our focus areas?



How do we change the justice system?

Community-Led	Prioritise local design, decision-making and delivery of services based on community needs.
People First	Services must put clients first and ensure support is tailored to meet the individual needs and circumstances of all Aboriginal people.
Prioritise Culture	Respect and build upon the strengths & resilience of Aboriginal people, families and communities.
Holistic Services	Build collaborative partnerships that address the underlying risk factors of offending, including substance abuse, housing, mental health, disability, education and employment.
Therapeutic Approaches	Promote culturally appropriate healing approaches that understand and respond to trauma and its impact.

FACTSHEET 4: Aboriginal Justice Partnership

- We know that the justice system is failing Aboriginal people.
- ‘Business-as-usual’ solutions aren’t enough to achieve real and lasting change for our communities – we need fundamental change.
- That’s why the *NSW Coalition of Peak Aboriginal Organisations* and the *NSW Government* are proposing to establish a new equal partnership between Aboriginal communities and Government on justice – a **NSW Aboriginal Justice Partnership**.
- The Partnership would aim to transform the way justice system works for Aboriginal communities through a four-part plan:

1: Shared-Decision Making on Justice

We will build a new way of sharing decision-making between Aboriginal communities and Government on justice – at local, regional and state-wide levels.



2: Stronger Aboriginal Community Organisations

We will strengthen Aboriginal Community Controlled Organisations in the justice sector – so more services are designed and delivered by local communities.



3: Aboriginal Culture in the Justice System

We will ensure cultural determinants are in all parts of the justice system - with Aboriginal communities and organisations genuinely involved in the development, implementation and evaluation of justice policies and programs.



4: Building Local Aboriginal Justice Plans

We will work with Aboriginal Communities across NSW to establish local plans on justice – so that communities can determine and monitor their own ways to achieve outcomes on these justice targets based on local priorities.



Justice Outcomes Workshop – Survey

Select which justice outcome your group is focusing on:

- Adult Incarceration Reduction (Outcome 10)
- Youth Detention Reduction (Outcome 11)
- Family Violence Prevention (Outcome 13)

Select which your group is focusing on:

- Prevention: *early assistance to stop Aboriginal People entering the justice system*
- Advocacy: *supporting Aboriginal People in the justice system*
- Restoration: *rehabilitation & reintegration of Aboriginal People into community*

Priority Reform 1:

Q: *Are there any local community groups or networks that work to address justice issues?*

Answer:

Example: Land Council, police consultative committees

Priority Reform 1:

Q: *How could your community be more involved in decision-making on justice issues?*

Answer

Example: local justice groups, circle sentencing, involve Elders

Priority Reform 2:

Q: *What services in your community provide support in this area?*

Answer:

Example: ALS, Legal Aid, community programs etc

Priority Reform 3:

Q: *How could Government justice agencies (Police, Courts, Corrections etc) improve the way they work for your community?*

Answer:

Example: address racism, involve community in decision-making

Priority Reform 4:

Q: *What could be done to improve accountability of Government justice agencies and programs?*

Answer:

Example: share data with community on local justice issues

Land & Water

Please refer to previous reports & work currently underway in this space, including:

2016 Parliamentary Inquiries calling for improved land claims processes:

- <https://www.parliament.nsw.gov.au/lcdocs/inquiries/2404/161013%20Final%20Report.pdf>
- <https://www.parliament.nsw.gov.au/lcdocs/inquiries/1691/Final%20report%20-%2030%20September%202016.pdf>

The Audit Office's yearly reports highlight the poor government administration of land claims processes:

- <https://www.audit.nsw.gov.au/sites/default/files/pdf-downloads/FINAL%20REPORT%20WEB%20-%20Planning%2C%20Industry%20and%20Environment%202019.pdf> (pp. 14-15)

2021 statutory review of the ALRA, calling for improvements to the government's administration of land claims process:

- https://www.aboriginalaffairs.nsw.gov.au/media/website_pages/land-rights/the-aboriginal-land-rights-act-1983-ala/legislative-review/Aboriginal-Land-Rights-Act-1983-2021-Statutory-Review-Report.pdf

The Audit Office is currently doing a performance audit of the government's administration of Aboriginal land claim processes:

- <https://www.audit.nsw.gov.au/our-work/reports/aboriginal-land-claims>

The Crown Lands Strategic Plan – which calls for the return of Crown Lands to Aboriginal communities to be accelerated:

- https://www.industry.nsw.gov.au/_data/assets/pdf_file/0005/384062/Crown-land-2031-State-Strategic-Plan-for-Crown-land.pdf

The consultations undertaken on the Crown Lands Strategic Plan which include some specific suggested actions:

- https://www.industry.nsw.gov.au/__data/assets/pdf_file/0010/338950/Draft-State-Strategic-Plan-for-Crown-land-consultation-summary-report.pdf

APPLICATIONS OPEN NSW CLOSING THE GAP GRANTS PROGRAM

Supporting Aboriginal and Torres Strait Islander businesses and Aboriginal Community Controlled Organisations (ACCOs) to become more competitive in winning NSW Government contracts and funding

Closing the Gap Strengthening Business Capability

STREAM 1: STRENGTHENING CAPABILITIES - UP TO \$50,000

This stream provides practical support to businesses to address barriers to winning NSW Government contracts and sell goods and services to the NSW Government

STREAM 2: SCALE-UP AND ACCELERATE - UP TO \$200,000

To provide funding for established Aboriginal and Torres Strait Islander businesses operating in NSW that require an investment to scale-up or diversify to improve competitiveness to win contracts and supply goods and/or services to NSW Government.

Closing the Gap Strengthening Community Capability

STREAM 1: STRENGTHENING CAPABILITY

Grants up to \$50,000 for ACCOs to address common challenges to securing NSW Government funding

STREAM 2: GROW AND EXPAND

Grants up to \$200,000 for ACCOs already receiving NSW Government funding to deliver service to grow and or diversify their service offerings.



LEARN MORE

Application period
Feb 21 - Mar 25

aboriginalaffairs.nsw.gov.au



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