

Closing the Gap

**Tasmanian Implementation Plan
2021 – 2023**

Contents

- Opening statements2
- Introduction5
 - Guiding Principles6
 - Closing the Gap Partnership6
 - Our Partners6
 - Partnerships7
 - Alignment with Premier’s Priorities7
 - Making a difference.....7
 - Accountability, monitoring and reporting.....7
- Priority Reforms7
 - Priority Reform One: Partnership and shared decision-making.....8
 - Priority Reform Two: Building the community-controlled sector9
 - Priority Reform Three: Transforming government organisations.....10
 - Priority Reform Four: Shared access to data and information at a regional level11
 - Target Outcomes12

Opening statements

Premier Peter Gutwein

The Tasmanian Government is committed to better outcomes for Tasmanian Aboriginal people, more opportunity for them and their families, to dignify the relationship with Tasmanian Aboriginal people and achieve a truly reconciled community.

This is aligned to our overarching Plan to Secure Tasmania's Future – creating opportunity for Tasmanians, regardless of where they live, their background or circumstance, underpinned by principles of compassion and conviction.

The Tasmanian Aboriginal people have inhabited this Island for more than 40,000 years and the Tasmanian Government wants to find an agreed pathway to reconciliation, so we can all share in the potential that exists from a truly meaningful, reconciled relationship.

There is no doubt that acknowledgment under our constitution and Closing the Gap provide a solid foundation to build from.

The new National Agreement on Closing the Gap is the first national agreement to be developed in partnership between governments and Aboriginal and Torres Strait Islander people, as represented by the Coalition of Peaks, including the Tasmanian representative of the Coalition of Peaks, the Tasmanian Aboriginal Centre.

To implement the Agreement, a partnership between the State Government and Tasmanian Aboriginal people must be supported and strengthened. The National Agreement recognises that Tasmanian Aboriginal people are best placed to determine and deliver services to meet their needs and cultural requirements.

The National Agreement is based upon forming new partnerships and building from the partnerships we have already developed. It sets a path towards maturing our relationships and supporting culturally safe services that invest in Tasmanian Aboriginal organisations and provide services through those organisations.

This is a new partnership environment between Government agencies and Tasmanian Aboriginal people, envisaging an historic change in the way services are provided for Tasmanian Aboriginal people, based on co-design and lived experience, with heightened communication and connections across all parties.

In parallel, my Government is supporting a process to understand directly from Aboriginal people themselves how best to take our next steps towards reconciliation. Professor Kate Warner AC and Professor Tim McCormack are facilitating this work, as well as the views of Tasmanian Aboriginal people on a Truth Telling process and on what a pathway to Treaty would consist of.

We are clear on our commitments, and we will be led by the views, aspirations and priorities of Tasmanian Aboriginal people. In line with this, the Tasmanian Government is firmly committed to the Tasmanian Closing the Gap Implementation Plan 2021 – 2023 and remains focused on the transfer of services and resources to the Aboriginal community controlled sector, and ensuring that every Government agency, department and service is accountable in progressing the actions within the Plan.

I believe that together, we can achieve a uniquely Tasmanian approach to reconciliation, truth telling and treaty. This Implementation Plan, developed in partnership with Tasmanian Aboriginal people, is a clear demonstration of that.

Heather Sculthorpe Tasmanian Aboriginal Centre, National Coalition of Peaks Representative for lutruwita/Tasmania

As the Coalition of Peaks representative for lutruwita/Tasmania, we have tried to negotiate an Implementation Plan that represents the wishes of our people throughout the State. We have made a start on that process but still have a long way to go. The actions to which the Tasmanian Government has committed, require further Aboriginal community input and development and we commit to ensuring the agreed actions have the maximum possible impact towards closing the gap.

For over 50 years we have been guided by the Aboriginal community of lutruwita/Tasmania in serving our community and providing the services and leadership needed to improve the life circumstances of our people throughout the State.

The new opportunities provided by the partnership principles of the National Agreement hold the promise of even more achievements for the Aboriginal community in this State. The attendance of Aboriginal community people at the meetings this year of the Close the Gap campaign and the Path to Treaty show that there is huge good will to work with government for the collective good. We commit ourselves to being an active partner in this ongoing process and invite all Aboriginal community to come on this journey with us. We don't pretend this process will be easy.

We believe firmly that the foundation of the four Closing the Gap Priority Reform Areas is essential if the 17 targets are to be achieved nationally and locally. This is about how change is to be made rather than solely about what change is required; if change is not made in the right way, it will not last. Where Aborigines in lutruwita are already reaching the national targets, we aim to do even better through working towards the four Priority Reform Areas.

This Implementation Plan concentrates on the initial two years of what is to become a 10 year plan of achievement. With no extra resources we have not been able to achieve the Aboriginal participation we would like. We need extra time for Tasmanian Aboriginal people to express what change is needed for themselves and their families to achieve their own aspirations. Once we get agreement on the broad issues, we can get down to more detail about how to achieve our objectives, including with any regional differences that might emerge. We are unashamedly about the changes Aboriginal people want for themselves and their families.

We need to achieve partnership with all levels of government and bureaucracy as well as with Aboriginal people state-wide. We are unlike the other Australian States and Territories in that our community decided from the early days to work through one strong Aboriginal community controlled organisation on mainland lutruwita/Tasmania in the provision of services in the most economical way possible. The failure of successive Tasmanian governments to adequately fund the provision of Aboriginal services shows the community decision was correct.

The Tasmanian Closing the Gap Implementation Plan will set out broad actions under the four Priority Reform areas to be progressed over the life of this initial two year Plan enabling subsequent Implementation Plans to provide clear, concise, considered and detailed actions across the 17 key target areas. We are confident that actions under the four Priority Reform Areas will result in impact for the Closing the Gap 17 Key Target Areas. We appreciate that this Plan is an evolving document and we will do our best to ensure that refinements are made in accordance with the wishes of Aboriginal people.

Hon Roger Jaensch MP, Minister for Aboriginal Affairs

The historic National Agreement on Closing the Gap (the Agreement) builds upon the important work the Tasmanian Government has done in recent years in the journey of reconciliation and resetting the relationship with Tasmania's Aboriginal people.

Importantly, the Agreement represents a fundamental shift in the approach of Governments to Closing the Gap; one that is built on meaningful partnerships with Aboriginal people and their equal participation and shared decision making on matters that affect them and their communities.

Previous Closing the Gap initiatives did not result in significant progress towards parity between Aboriginal people and other Tasmanians. The new Agreement commits the Tasmanian Government to change the way it works. The days of Government managing all services for Aboriginal people have passed. Real change can only come from building the capacity of Aboriginal community-controlled organisations, and the culture of Government agencies, so they are better able to work together for the benefit of Aboriginal people.

It is also time for Aboriginal community-controlled organisations to build partnerships with each other and engage with government and non-government service providers as joint leaders in Closing the Gap.

I ask Tasmanian Aboriginal community organisations to draw on their strength and resilience to ensure both place based and organisational representation in the progression of this Implementation Plan, paving the way for diverse and inclusive Aboriginal involvement. This will ensure the best possible outcomes for the greatest number of Tasmanian Aboriginal people.

I thank our Coalition of Peaks partner, the Tasmanian Aboriginal Centre, and all the Aboriginal community organisations and non-Aboriginal stakeholders who provided input into the development of this first Tasmanian Closing the Gap Implementation Plan, and all who are ready to take the next steps together.

Introduction

This document should be read in conjunction with the National Agreement on Closing the Gap 2020 (the National Agreement) –2030 and Partnership Agreement on Closing the Gap 2019 - 2029.

This Tasmanian implementation plan commits the Tasmanian Government and the Tasmanian representative on the Coalition of Peaks, the Tasmanian Aboriginal Centre (the Partners) to implement all of the clauses of the National Agreement in consultation and partnership with Tasmanian Aboriginal people and Aboriginal community controlled organisations - It sets priorities that challenge all government agencies and Aboriginal community-controlled organisations to work differently to overcome the entrenched inequality faced by too many Aboriginal and Torres Strait Islander people so that their life outcomes are equal to all Tasmanians.

We will work in partnership – The Partners will continue to engage in partnership with Tasmanian Aboriginal people, Aboriginal community-controlled organisations, all levels of government, and other service providers about how we can work together to best deliver Closing the Gap outcomes in Tasmania. This plan, which is for an initial two year period, will focus on further engagement with Tasmanian Aboriginal people, investigating existing governance, current practices, and opportunities for capacity building for the delivery of services to Aboriginal people to identify and implement changes to those arrangements to align with the National Agreement.

The Partners will engage with the Local Government Association of Tasmania and relevant Local Councils on progress in implementing relevant actions in the Implementation Plan and the Australian Local Government Implementation Plan.

We will strengthen Aboriginal community controlled organisations - The Partners will work in partnership with Aboriginal community-controlled organisations on the Tasmanian Implementation Plan to deliver the new National Agreement on Closing the Gap, recognising that Aboriginal community-controlled organisations are best placed to determine and deliver services that meet their needs and cultural requirements.

We will listen and evolve – Tasmania has made changes to this implementation template to reflect its jurisdictional needs. We intend this plan to be a ‘living’ document that is updated as required and continually tested and refined based on feedback from Tasmanian Aboriginal people.

The plan focuses on embedding broad actions aligned to the Closing the Gap four key Priority Reforms across the work of the Tasmanian Government, including:

Priority Reform One: *Formal partnerships and shared decision-making*

Priority Reform Two: *Building the community-controlled sector*

Priority Reform Three: *Transforming government organisations*

Priority Reform Four: *Shared access to data and information at a regional level*

In addition to the focus on action under the four Priority Reforms, this Plan also provides a general overview of some existing Government actions against the 17 key targets. It is not a comprehensive list of all activity but provides examples of current actions underway and some new actions to close the gap in health, education, justice, and family safety and wellbeing and employment. The Tasmanian Government acknowledges that while many of these actions involve commitments to greater consultation, codesign and partnership with Tasmanian Aboriginal people and organisations, these actions are focussed on the State service rather than the Aboriginal community-controlled sector which is meant to be the aim of the Closing the Gap measures. Subsequent Implementation Plans will provide clear, concise, considered and detailed actions across the 17 key target areas that are led by Tasmanian Aboriginal people and delivered by Tasmanian Aboriginal community controlled organisations.

The Plan includes *Jurisdictional Actions* - actions that the Tasmanian Government is required to undertake, and *Partnership Actions* that all governments and peaks must work on collectively and implement nationally. This plan is informed by and

includes commitments from existing State Government policy and actions and aligns existing commitments with the reforms and strategies under the National Agreement.

Guiding Principles

Underpinning Tasmania's Closing the Gap partnership are the following principles:

- Inclusiveness, ensuring all perspectives are heard, respected and acknowledged appropriately as decisions are made.
- Genuine shared decision making, including transparent negotiation and transparent data sharing.
- The views, needs, interests and aspirations of Tasmanian Aboriginal people is central in all decision-making.
- The development and growth of partnerships, including Aboriginal partnerships, in accordance with the strong partnership principles outlined in the National Partnership Agreement on Closing the Gap.

These principles are reflected in and are consistent with the strong partnership elements under clause 32 of the National Agreement.

Closing the Gap Partnership

In October 2018, a revised Closing the Gap framework was due to be finalised and signed off by the Council of Australian Governments (COAG); a forum consisting of the Prime Minister, State Premiers, Territory Chief Ministers and the Australian Local Government Association. Aboriginal Community Controlled Organisations (ACCOs) from across Australia came together as the National Coalition of Aboriginal and Torres Strait Islander Peaks to call for the new Closing the Gap framework be re-developed through a formal and equal partnership with the ACCO sector. In December 2018 COAG agreed to enter into a formal partnership and in March 2019, a formal Partnership Agreement on Closing the Gap (The Partnership) was established between the Commonwealth Government, State and Territory Governments, the Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks) and the Australian Local Government Association.

From 2019-2029, the Partnership Agreement commits all parties to the shared governance of Closing the Gap through a Joint Council on Closing the Gap. The Joint Council on Closing the Gap is comprised of 12 ACCO Peak representatives (one from each State and Territory and four national ACCO peak representatives) and 9 Government representatives (the Prime Minister, Premiers and Chief Ministers or their Ministers for Aboriginal Affairs and the Australian Local Government Association). The Tasmanian Coalition of Peaks representative on the Joint Council is Dave Warrener and the Tasmanian Government is represented by the Hon Roger Jaensch MP, Minister for Aboriginal Affairs.

The Joint Council on Closing the Gap is the ultimate decision-making body on Closing the Gap. In July 2020, the Joint Council signed off the National Agreement on Closing the Gap with an expanded set of agreed outcomes and targets to be achieved by 2031. Its four priority reforms areas are prerequisites for sustainable change. Under the National Agreement all governments are required to develop Closing the Gap implementation plans with their initial implementation plan to be provided to Joint Council in 2021.

Our Partners

The actions contained in this and any subsequent Implementation Plans, along with the commitments made under the National Agreement, will directly and indirectly impact all Tasmanian Aboriginal people. To ensure the Plan reflects the needs of Tasmanian Aboriginal people state-wide, consultations were held around the State to inform this Plan. Those consultations are just the beginning of the many conversations that need to take place for the Plan to be effective.

There is general Aboriginal community agreement that this initial Implementation Plan needs to focus on developing processes and actions under the four Priority Reforms which will in turn pave the way for the development of informed, considered and responsive actions under the 17 Key Target Areas to be detailed in the next phase of Closing the Gap in Tasmania. That phase will require more Aboriginal community meetings, supported by the Tasmanian Government.

The consultation model adopted to this stage has been the public advertising and convening of four Round Tables of Aboriginal organisations and Tasmanian Government representatives state-wide. Consultation also included open Aboriginal community

meetings in both the north and south of the State. In addition, the Minister for Aboriginal Affairs required that a departmental representative be available for direct talks with nominated representatives of Aboriginal organisations who did not attend the Aboriginal community meetings convened regionally.

Partnerships

The Partners are committed to partnerships in line with the National Agreement (clause 38), and, in collaboration with Tasmanian Aboriginal community-controlled-organisations, Tasmanian Aboriginal people and Heads of Agencies, will establish Policy Partnerships (see priority reform one table). By 2022, the Joint Council will establish a joined up approach to the policy priority areas, between the Commonwealth, states and territories and Aboriginal and Torres Strait Islander representatives. These will identify opportunities to work more effectively across governments, reduce gaps and duplication, and improve outcomes under Closing the Gap.

Alignment with Premier's Priorities

This Implementation Plan closely aligns with the recent announcement that Tasmania's former governor Kate Warner AC, supported by Professor Tim McCormack, will facilitate a process to understand directly from Tasmanian Aboriginal people themselves how best to take the next steps towards reconciliation.

"This will be a sincere engagement whereby we want to work with the Tasmanian Aboriginal people."

"I think it's an important body of work and one that will be provided back to me as a report later this year, which I will then table in Parliament."

Professor Warner will provide a report to Government by October this year with recommendations outlining a proposed way forward towards reconciliation, as well as the views of Tasmanian Aboriginal people on a Truth Telling process and what a pathway to Treaty would consist of.

Making a difference

This Implementation Plan acknowledges that real and sustained impacts are made through Aboriginal self-determination.

This plan focuses on advancing Aboriginal self-determination through building the capacity of, and drawing on the strengths of, the Tasmanian Aboriginal community-controlled sector; transferring power and resources to the Aboriginal community-controlled sector; supporting and promoting accountability of all Closing the Gap Partners including Aboriginal organisations and service providers, Government agencies and mainstream service providers, thus breaking down systemic barriers faced by Aboriginal people throughout life.

Accountability, monitoring and reporting

Annual reports will be published to show progress on the plan and tabled in the Tasmanian Parliament after July 2022. Annual reporting will comply with the requirements in the National Agreement (clause 118) and draw on the Closing the Gap National Agreement dashboard and annual Productivity Commission compilation report, to ensure consistency of measures of progress.

Priority Reforms

The plan will drive the four Closing the Gap Priority Reforms that hold the key to achieving and exceeding the key targets and outcomes within the National Agreement.

The Priority Reforms outlined in the National Agreement are the mutually reinforcing prerequisites for successfully achieving equity and better outcomes for Aboriginal people in Tasmania. These reforms respond to the voices and aspirations of Aboriginal people and provide a strategy for changing the way governments work with community

Priority Reform One: Partnership and shared decision-making

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.				
Action	Status	Funding	Timeframe	Minister
Aboriginal Engagement Strategy The Partners, in consultation with Tasmanian Aboriginal people and Aboriginal community-controlled organisations, will develop a responsive Aboriginal Engagement Strategy that provides funding, details and actions for ongoing, culturally respectful, and genuine high level engagement with Aboriginal people, Aboriginal community-controlled organisations, and service providers and ensures Aboriginal engagement equity.	New	TBC	January 2022	Minister Aboriginal Affairs
Review Current Partnership Structures The Tasmanian Government, in consultation with the Peak and Tasmanian Aboriginal people, will review existing Tasmanian Government partnership structures for effectiveness and to avoid of duplication.	New	TBC	By June 2022	Minister for Aboriginal Affairs
Five Policy Priority Partnerships The Tasmanian Government will partner with Tasmanian Aboriginal people to establish five initial Policy Partnerships, Justice (adult and youth incarceration); Social and emotional wellbeing (mental health); Housing; Early childhood care and development, and Aboriginal and Torres Strait Islander languages (National Agreement, clause 38)	New	TBC	Beginning November 2021	Minister for Aboriginal Affairs and relevant Ministers
Formal Partnership Agreements: The Partners, in consultation with Tasmanian Aboriginal people and Aboriginal community-controlled organisations, will develop Partnership Agreements aligned with this implementation plan where necessary to meet local and regional needs.	New	TBC	Beginning January 2022	Minister Aboriginal Affairs
Treaty, Truth Telling and Reconciliation The Government commits to use its best endeavours to implement the recommendations of the recently established investigations into 'a pathway to reconciliation and treaty'.	New	Existing	December 2022	Premier
Whole of Government Closing the Gap Website A website will be developed to provide Tasmanian Closing the Gap information including links to agency specific information, resources and fact sheets, and to celebrate Closing the Gap outcomes.	New	TBC	December 2022	Minister Aboriginal Affairs
Local Government Aboriginal Audit Capture the existing work of local government to ensure alignment with the four Priority Reforms and existing and new Key Targets. Use information to inform existing and future partnerships and identify, inform and establish priority work aligned to the Implementation Plan.	New	TBC	June 2022	Minister Aboriginal Affairs. Minister for Local Government

Priority Reform Two: Building the community-controlled sector

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	Status	Funding	Timeframe	Minister
Aboriginal Funding Reform Model The Partners will develop an Aboriginal Funding Reform Model in partnership with Tasmanian Aboriginal people. The Aboriginal Funding Reform Model will be informed by an audit of all Aboriginal funded services/initiatives.	New	TBC	June 2022	Minister Aboriginal Affairs
Building Capability, Understanding and Sharing Knowledge Project In collaboration with the Peak and the Aboriginal community-controlled sector, Government will develop and support the implementation of creative processes to support and promote the transfer of knowledge, skills and experience between Aboriginal community-controlled-organisations and Government agencies.	New	TBC	Ongoing Commencing Jan 2022	Minister Aboriginal Affairs
Aboriginal Sector Support Organisations The Government will facilitate Aboriginal community discussion about improved models for Aboriginal decision making in Aboriginal housing, Aboriginal education, and Aboriginal legal aid with further sectors to be added if Aboriginal people so require.	New	TBC	2022	Premier All Ministers

Priority Reform Three: Transforming government organisations

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	Status	Funding	Timeframe	Minister
With leadership from the Peak and the Aboriginal people of this State, develop an agreed Closing the Gap governance structure.	New	TBC	January 2022	Minister Aboriginal Affairs
Government departments will work to ensure co-ordination, consistency and quality control in relation to all Tasmanian Aboriginal services, policies, initiatives and protocols. A review of the Office of Aboriginal Affairs will be undertaken to support this work.	New	TBC	Ongoing to 2023	Premier and all Ministers
The Partners in partnership with Aboriginal community-controlled organisations will work to ensure Government and Aboriginal community-controlled sector initiatives meet the requirements of the National Agreement. The Tasmanian Government will collate, monitor and report on the whole of government effort to close the gap so the Partners can review progress with the Aboriginal community.	New	TBC	June 2022	Minister for Aboriginal Affairs All Ministers
Government to provide leadership across the whole of the public sector to clarify requirements under the Implementation Plan.	New	TBC	June 2022	Minister for Aboriginal Affairs All Ministers
The Government, in collaboration with the Aboriginal community-controlled sector will explore how to improve the current State Services Eligibility Policy.	New	TBC	June 2022	Minister Aboriginal Affairs
Government to lead an audit of state funded Aboriginal services in order to ensure direct alignment with the Tasmanian Closing the Gap Implementation Plan and the Closing the Gap National Agreement.	New	TBC	June 2022	Minister for Aboriginal Affairs
Government to develop and establish a range of initiatives to directly address and eliminate racism within and across the State Service.	New	TBC	Ongoing to 2023	Premier Minister Aboriginal Affairs

Priority Reform Four: Shared access to data and information at a regional level

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	Status	Funding	Timeframe	Minister
Whole of Government Regional Data Sharing Policy Government to work with the Peak and Aboriginal community-controlled organisations to ensure access to, and the capability to use, locally-relevant data and information to inform and to build the capacity to grow Aboriginal service delivery, to better meet the needs of Tasmanian Aboriginal people, and to monitor efforts and identify priorities required to close the gap.	New	TBC	June 2022	Premier Minister Aboriginal Affairs
Joint Regional Data Projects Government to work with the Peak and Aboriginal community-controlled organisations to identify and establish regional data projects to support the capability of the Aboriginal community-controlled sector and to inform and progress actions in the Implementation Plan and the National Closing the Gap Agreement.	New	TBC	December 2022	Premier Minister Aboriginal Affairs
Aboriginal Led Regional Data Sharing Working Group The Government in partnership with Aboriginal community-controlled organisations will establish a Working Group to oversee all data projects and develop a process to review what data is required, the relevance of specific data collection, and the use and sharing of regional data	New	TBC	January 2022	Minister Aboriginal Affairs

Target Outcomes

Outcome 1: Outcome 1: People enjoy long and healthy lives				
Target 1: Close the Gap in life expectancy within a generation, by 2031				
Action	Status	Funding	Priority Reform	Minister
The Department of Health will work in partnership with Aboriginal community-controlled organisations to deliver initiatives under the next Healthy Tasmania Five Year Strategic Plan that address their needs and priorities.	Existing	Existing	1, 2, 3	Minister for Health
Outcome 2: 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	Status	Funding	Priority Reform	Minister
The Department of Health, via the Tasmanian Health Service, will continue to develop partnerships with Aboriginal community-controlled health organisations to facilitate the provision of culturally appropriate pregnancy and childbirth support services.	Existing	Existing	1, 2, 3	Minister for Health
Outcome 3: 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	Status	Funding	Priority Reform	Minister
The Department of Education will continue to work as a partner in the <i>kutalayna</i> Connected Beginnings program.	Existing	Existing	1, 2	Minister for Education
The Department of Education will work in partnership with Aboriginal people to deliver services through Child and Family Centres that address their needs and priorities.	Existing	Existing	1, 2, 3	Minister for Education
The Department of Education will work in partnership with Aboriginal people to deliver support through Launching into Learning programs that have significant Aboriginal decision making.	Revised	Existing	1, 3	Minister for Education

Outcome 4: 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 (AEDC) to 55 per cent.

Action	Status	Funding	Priority Reform	Minister
The Department of Communities will work in partnership with Aboriginal people to deliver initiatives under the Child Youth and Wellbeing Strategy that address their needs and priorities.	New	TBC	1, 2, 3	Premier and Minister for Children and Youth
The Department of Health will work in partnership with Aboriginal community-controlled organisations to support delivery of services which address the health needs of Aboriginal children and their parents in the early years.	Existing	Existing	1, 3	Minister for Health
The Department of Health will work in partnership with Aboriginal community health organisations to deliver culturally appropriate mental health support to address the needs of Aboriginal children and young people.	Existing	Existing	1, 3	Minister for Health
The Tasmanian government will prioritise funding to Aboriginal early years programs and centres in all major regional areas of the State.	New	TBC	1, 3	Minister for Children and Youth

Outcome 5: 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	Status	Funding	Priority Reform	Minister
The Department of Education will continue funding the <i>kutalayna</i> Learners team of Aboriginal educators to provide culturally responsive programs and support for Aboriginal children in the <i>kutalayna</i> area.	New	TBC	1, 3	Minister for Education
The Department of Education will increase its employment of Aboriginal Education Workers who work in partnership with Aboriginal people to provide support for Aboriginal students that address their needs and priorities.	Existing	TBC	1, 3	Minister for Education
The Department of Education will continue to ensure that all Aboriginal students have individual learning plans developed in partnership between the student, their family, and teachers.	Existing	Existing	1	Minister for Education
The Department of Education will continue to provide information and support to Aboriginal people, employers, and Vocational Learning service providers through the Aboriginal Program Officer – Vocational Learning role to ensure Aboriginal students have access to culturally responsive vocational education and training programs.	Existing	Existing	3	Minister for Education

Outcome 6: 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 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

Action	Status	Funding	Priority Reform	Minister
The University of Tasmania will continue to provide programs and support that help attract and retain Aboriginal students.	Existing	Existing	3	Minister for Education

Outcome 7: Youth are engaged in employment or 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	Status	Funding	Priority Reform	Minister
The Department of Premier and Cabinet will work in partnership with Aboriginal people to develop programs and supports aimed at increasing the number of young Aboriginal people employed in the Tasmanian State Service and in Aboriginal community-controlled organisations.	New	TBC	1, 3	Premier
The Department of State Growth will develop place-based partnerships with Aboriginal organisations and businesses to increase local employment opportunities for young Aboriginal people.	New	TBC	1, 2, 3	Minister for State Growth
The Department of Education will work with Aboriginal year 9-12 students to establish strong pathways from high school to tertiary study.	New	TBC	1, 3	Minister for Education

Outcome 8: Strong economic participation and development of people and their 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	Status	Funding	Priority Reform	Minister
The Department of State Growth will review its collection of data relating to Business Support Programs to look at options to be able to identify funding being provided to Aboriginal businesses and/or Aboriginal employees.	New	TBC	3, 4	Minister for State Growth Minister for Small Business
Continue working in partnership with palawa Enterprises to establish the wukalina Walk as a sustainable business model	Existing	Existing	1, 2	Minister for Tourism Minister for Aboriginal Affairs

Ensure that infrastructure projects exceeding \$7.5 million or more in Australian Government contributions (and in some circumstances for projects below \$7.5 million with strong potential to support Indigenous participation) under the Commonwealth's Indigenous Employment and Supplier-use Infrastructure Framework include an Indigenous Participation Plan, and establish partnerships with Aboriginal businesses to increase Aboriginal employment in State Roads construction projects.	Existing	Existing	1, 2, 3	Minister for Infrastructure and Transport
Continue to fund the Aboriginal Arts Program, including an expert assessment panel comprising 100 per cent Aboriginal people.	Existing	Existing	1	Minister for the Arts
Continue to fund the Aboriginal Arts Mentoring Scheme, including an expert assessment panel comprising 100 per cent Aboriginal people.	Existing	Existing	1	Minister for the Arts
As part of the roll out of the Local Jobs Hub Network, local governance groups will be required to work with the relevant local Aboriginal community on training and work pathways.	Existing	Existing	1, 3	Minister for Skills, Training and Workforce Growth
TasTAFE will continue to offer a range of services for Aboriginal students to support people working towards training and career goals.	Existing	Existing	1, 3	Minister for Skills, Training and Workforce Growth
The Department of State Growth will work in partnership with Aboriginal community organisations to drive awareness of Screen Tasmania opportunities and engagement.	Existing	Existing	1, 3	Minister for the Arts

Outcome 9: People can 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	Status	Funding	Priority Reform	Minister
Explore place-based partnerships with Aboriginal people to ensure that new social housing developments include appropriate numbers and quality of houses available for Aboriginal people.	New	TBC	1, 3	Minister for State Development, Construction and Housing
The Department of Communities will work in partnership with Aboriginal people to deliver services through Housing Tasmania that address their needs and priorities.	Existing	Existing	1, 3	Minister for State Development, Construction and Housing
The Department of Communities will ensure that new social housing developments include appropriate numbers and quality of houses available for Aboriginal people.	New	TBC	1, 3	Minister for State Development, Construction and Housing

Outcome 10: Adults 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	Status	Funding	Priority Reform	Minister
The Department of Justice, in developing and implementing its new Corrections Strategic Plan, will partner with Aboriginal people on matters affecting Aboriginal people within the scope of the plan.	New	TBC	1, 3	Minister for Corrections
The Department of Justice will continue to provide culturally appropriate support and programs for Aboriginal inmates through the Tasmania Prison Service (TPS).	Existing	Existing	3	Minister for Corrections
The Department of Justice will continue partnering with Circular Head Aboriginal Corporation to deliver culturally appropriate and place-based support for Aboriginal people leaving prison under the Adult Throughcare Model.	Existing	Existing	1, 2, 3	Minister for Corrections
The Department of Justice will continue partnering with the Tasmanian Aboriginal Centre (TAC) to develop and deliver the On Country Program to support Aboriginal inmates.	Existing	Existing	1, 2, 3	Minister for Corrections
Tasmania Police will continue to notify the Aboriginal legal service provider when an Aboriginal person is detained and/or interviewed.	Existing	Existing	3	Minister for Police, Fire and Emergency Management
Through the review of its Aboriginal Strategic Plan Tasmania Police will work in partnership with Aboriginal people to review and update its policies.	Existing	Existing	1, 3	Minister for Police, Fire and Emergency Management
The Department of Justice will review its programs designed to benefit Aboriginal people in partnership with Aboriginal community-controlled organisations and Aboriginal people.	New	TBC	3	Minister for Corrections

Outcome 11: 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 30 per cent.**

Action	Status	Funding	Priority Reform	Minister
Tasmania Police will continue to work to divert young Aboriginal people from the criminal justice system.	Existing	Existing	1, 3	Minister for Police, Fire and Emergency Management
The Department of Communities Tasmania will focus on building partnerships with Aboriginal communities to support their capacity to deliver services for Aboriginal youth at risk of, or having entered the youth justice system through the development of a blueprint which will provide an overarching strategic direction for an integrated, therapeutic youth justice system in Tasmania	New	TBC	1, 3	Minister for Children and Youth

Outcome 12: Children are not overrepresented in the child protection system**Target 12: By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent.**

Action	Status	Funding	Priority Reform	Minister
The Government will work with the Peak and Aboriginal community-controlled organisations to build their capacity to take on increased roles and responsibilities in the care, and protection of Aboriginal children. The government will continue to promote Aboriginal self-determination, particularly when it comes to ensuring the safety and wellbeing of vulnerable Aboriginal children and young people.	New	TBC	Ongoing to 2023	Minister for Children and Youth
The Department of Communities will work in partnership with Aboriginal community-controlled organisations in relation to all planning and decision making for Aboriginal children in the Child Safety system.	New	TBC	1, 2, 3	Minister for Children and Youth
The Department of Communities will work in partnership with Aboriginal community-controlled organisations to develop Aboriginal programs to deliver services to support Aboriginal children in the Child Safety system.	New	TBC	1, 2, 3	Minister for Children and Youth

Outcome 13: Families and households are safe

Target 13: A significant and sustained reduction in violence and abuse against Aboriginal and Torres Strait Islander women and children towards zero.

Action	Status	Funding	Priority Reform	Minister
The Department of Communities will work in partnership with Aboriginal people to develop and deliver actions to address Aboriginal family and sexual violence as part of the next Tasmanian Family and Sexual Violence Action Plan.	New	Existing	1, 3	Minister for Aboriginal Affairs Minister for the Prevention of Family Violence
The Department of Communities will work in partnership with Aboriginal people to develop and deliver targeted primary prevention and early intervention programs and to improve service delivery for Aboriginal people affected by family and sexual violence.	Existing	Existing	1, 3	Minister for Aboriginal Affairs Minister for the Prevention of Family Violence

Outcome 14: People enjoy high levels of social and emotional wellbeing

Target 14: Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.

Action	Status	Funding	Priority Reform	Minister
The Department of Health will work in partnership with Primary Health Tasmania and Aboriginal community-controlled organisations to identify actions to support the social and emotional wellbeing of Aboriginal people through the <i>Rethink 2020</i> Implementation Plan.	New	Existing	1, 3	Minister for Mental Health and Wellbeing
The Department of Health will work in partnership with Primary Health Tasmania and Aboriginal community-controlled organisations to inform development of the new Tasmanian Suicide Prevention Strategy. This will include consideration of the new National Aboriginal and Torres Strait Islander Suicide Prevention Strategy and the Tasmanian Mental Health Reform Program.	Existing	Existing	1, 2, 3	Minister for Mental Health and Wellbeing
The Department of Health will provide ongoing opportunities for communities to develop local suicide prevention community action plans.	Existing	Existing	1, 2, 3	Minister for Mental Health and Wellbeing
The Department of Health will work in partnership with Aboriginal community-controlled organisations to develop and deliver mental health services that meet their needs and priorities.	Existing	Existing	1, 3	Minister for Mental Health and Wellbeing
The Department of Health will work in partnership with Aboriginal people to develop and deliver alcohol and drug services that meet their needs and priorities.	Existing	Existing	1, 3	Minister for Mental Health and Wellbeing

The Department of Health will work in partnership with Aboriginal community-controlled health organisations to support delivery of services which address the health needs of Aboriginal children and their parents in the early years.	Existing	Existing	1, 3	Minister for Health
The Department of Health will work in partnership with Aboriginal community-controlled health organisations to deliver culturally appropriate mental health support to address the needs of Aboriginal children and young people.	Existing	Existing	1, 3	Minister for Health

Outcome 15: 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	Status	Funding	Priority Reform	Minister
DPIPWE will work in partnership with Aboriginal people in the Tasmanian Wilderness World Heritage Area (TWWHA) to: <ul style="list-style-type: none"> to record, conserve and manage rock art develop a guide on the interpretation and presentation of the Aboriginal cultural values improve Aboriginal cultural access deliver the Post-contact Aboriginal Heritage and Shared Values Project deliver Aboriginal Cultural Awareness Training under the Aboriginal Cultural Heritage and Heritage Awareness Project. fund the employment of Assistant Aboriginal Heritage Advisers fund and encourage the attendance of Aboriginal people at National Indigenous Fire Workshops. 	Existing	Existing	1, 2, 3	Minister for Aboriginal Affairs
DPIPWE will continue funding and supporting the of Aboriginal Trainee Rangers under the Working On Country Ranger Program.	Existing	TBC	3	Minister for Parks
The Government will consult extensively with the Tasmanian Aboriginal people as it finalises the review into the model of land return	New	TBC	All	Minister Aboriginal Affairs

Outcome 16: Cultures and languages are strong, supported and flourishing

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

Action	Status	Funding	Priority Reform	Minister
The Department of Education will work in partnership with Aboriginal people to examine options for increasing Tasmanian Aboriginal language teaching in Tasmanian government schools.	New	TBC	1, 3	Minister for Education

The Department of Education will work in partnership with Aboriginal people to develop place-based language protocols and programs for Tasmanian government schools.	New	TBC	1, 3	Minister for Education
The Department of Education will work in partnership with Aboriginal people to develop a language program for Tasmanian government high schools that is registered with the Office of Tasmanian Assessment, Standards and Certification (TASC) and attracts Tasmanian Certificate of Education (TCE) points.	New	TBC	1, 3	Minister for Education
The Cultural and Tourism Development Division within State Growth will review the Respecting Cultures and develop a Cultural Awareness and Practice Plan in partnership with Tasmanian Aboriginal representatives.	New	TBC	1, 3	Minister for Arts

Outcome 17:

Target 17a: By 2026 Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.

Target 17b: Significant and sustained increase in Aboriginal and Torres Strait Islander participation in the media, in particular community-controlled media.

Action	Status	Funding	Priority Reform	Minister
The Tasmanian Government will align digital inclusion initiatives to contribute, where possible to achieving closing the gap outcomes.	New	TBC	All	Minister for Science and Technology