

---

# Closing the Gap Annual Report 2022–2023

---



# Artwork

## Artist statement:



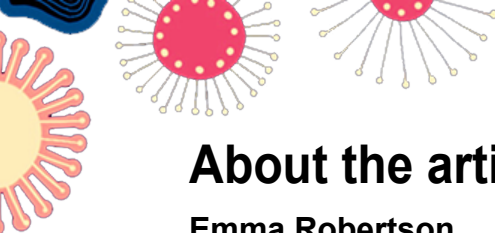
Title: Tunapri – To Understand

This artwork explores the intricate relationship between wildflowers and the connection with life. The wildflower, often seen as a symbol of resilience and beauty in nature, serves as a powerful metaphor for our connections to the earth, the air, and each other. Through this piece, I aim to highlight the importance of community and the reliance we have on one another for personal and collective growth.

In nature, wildflowers thrive in diverse environments, often emerging in unexpected places. This ability to flourish amid adversity speaks to the strength found in diversity and the beauty of collaboration. Each flower, unique in its form and colour, contributes to the overall tapestry of the ecosystem, just as individuals contribute to the richness of our communities. My intention is to evoke a sense of unity and harmony, reminding us that our differences are not barriers but rather essential threads woven into the fabric of life.

The use of vibrant colours and organic forms in 'Tunapri' reflects the vitality of wildflowers and their ability to inspire connection. It serves as a reminder that we are all part of a larger ecosystem, where our actions and interactions can foster growth and understanding.

Ultimately, 'Tunapri – To Understand' is an exploration of the bonds that tie us to our environment and one another. It is an invitation to nurture these connections, recognising that through support and empathy, we can flourish together, much like the wildflowers that grace our landscapes.



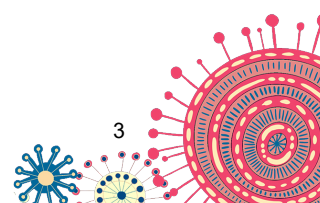
## About the artist:

**Emma Robertson**

**Trawlwoolway**

Emma Robertson is a proud palawa woman, artist and cultural practitioner. She is passionate about the environment, sustainability, and utilising natural materials in or as inspiration in her artistic pursuits. Emma enjoys incorporating kelp, fibres, quills, and shells into her contemporary designs, artworks, and jewellery. By incorporating traditional palawa elements into her artworks, she hopes to foster a sense of identity and pride in her community.

Emma's love for nature is evident through her art, as she aims to capture the essence of her cultural heritage while embracing contemporary aesthetics. She strives to create art that resonates with people worldwide and inspires them to connect with and protect country.





## Acknowledgement of Country

In recognition of the deep history and culture of Tasmania, the Tasmanian Government acknowledges and pays respect to Tasmanian Aboriginal people, the past and present custodians of this island. We acknowledge and pay respect to Tasmanian Aboriginal Elders, past and present.

## Language Statement

Tasmania's First Nations people are Aboriginal people. Accordingly, in this document the term 'Aboriginal people' is used in place of 'Aboriginal and Torres Strait Islander people'. This recognises Tasmanian Aboriginal people's original ownership and ongoing custodianship of Country. The term 'Aboriginal people' should be read as inclusive of all First Nations people in Tasmania including Torres Strait Islander people.





# Minister's statement

## The Hon Jacquie Petrusma MP, Minister for Aboriginal Affairs

I am pleased to present the second annual report on Tasmania's progress in implementing the National Agreement on Closing the Gap (National Agreement). This report highlights the progress that was made over 2022-23 to implement commitments in the National Agreement, while continuing to minimise and manage the impact of COVID-19. It provides a valuable opportunity to reflect on the achievements so far and acknowledge opportunities for improvement as we strive towards real and lasting change.

I acknowledge the Tasmanian Aboriginal Centre as the Tasmanian member of the Coalition of Peaks and the Tasmanian Government's formal partner on Closing the Gap, and all Aboriginal community-controlled organisations for their work guiding government and supporting Aboriginal people.

I also acknowledge Minister Jaensch as the Minister for Aboriginal Affairs for the duration of the 2022-23 reporting period, and his commitment to Closing the Gap.

I am pleased by the positive signs shown in this report, which shows extensive goodwill across government agencies and improvements across many of the Closing the Gap targets in Tasmania, particularly in areas of health, justice, training and employment. However, it is clear there is still much more work to be done.

Tasmania's *Closing the Gap Implementation Plan 2021–2023* contained 77 actions representing our first steps to achieve the goals set out in the 10-year National Agreement. While much has been achieved, I recognise our next implementation plan will need to be more targeted and strategic to achieve the ambitious goals of the National Agreement.

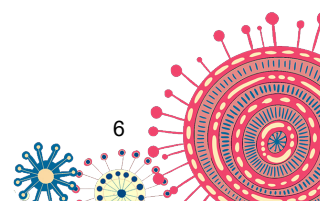
We will continue to listen to Tasmanian Aboriginal people to understand how policy can be improved so Aboriginal people are more empowered to drive and own their desired outcomes. Working in genuine partnership with the Tasmanian Coalition of Peaks partner and other Aboriginal community-controlled organisations is how we will achieve our commitments under the National Agreement.

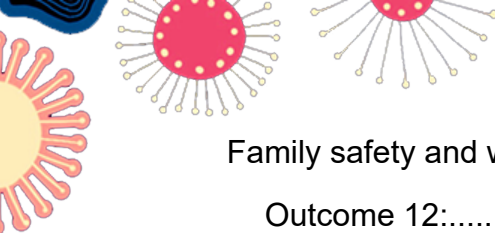
I look forward to building on work undertaken in 2022-23 and our continued partnership with Tasmanian Aboriginal people to realise a more just and equal future.



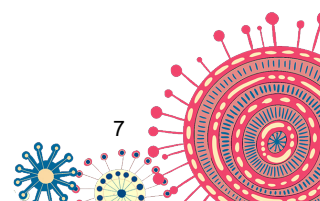
# Contents

Artwork .....	2
Acknowledgement of Country .....	4
Minister's statement.....	5
The Hon Jacqui Petrusma MP, Minister for Aboriginal Affairs .....	5
Contents .....	6
Summary .....	9
Guide to this report.....	9
Data overview.....	9
Part 1 – Socioeconomic outcomes .....	11
Summary of Tasmania's progress .....	11
Jurisdictional actions .....	17
Health (Outcomes 1 and 2) .....	17
Outcome 1:.....	17
Outcome 2:.....	19
Early childhood care and development (Outcomes 3 and 4).....	21
Outcome 3:.....	21
Outcome 4:.....	24
Education (Outcomes 5 and 6).....	28
Outcome 5:.....	28
Outcome 6:.....	31
Training and employment (Outcomes 7 and 8) .....	33
Outcome 7:.....	33
Outcome 8:.....	38
Housing (Outcome 9) .....	44
Outcome 9:.....	44
Justice (Outcomes 10 and 11).....	47
Outcome 10:.....	47
Outcome 11:.....	50



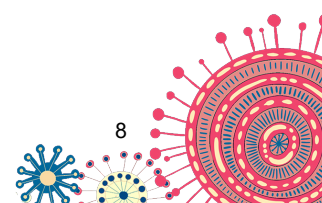


Family safety and wellbeing (Outcomes 12, 13, and 14).....	52
Outcome 12:.....	52
Outcome 13:.....	55
Outcome 14:.....	57
Land and sea (Outcome 15).....	60
Outcome 15:.....	60
Language and communication (Outcomes 16 and 17).....	63
Outcome 16:.....	63
Outcome 17:.....	66
Part 2 - Priority Reforms .....	67
Embedding the priority reforms .....	67
Tasmania's progress on the priority reforms.....	67
Priority Reform 1: Formal partnerships and shared decision-making .....	68
Progress overview.....	68
Justice .....	69
Health.....	70
Policy Partnerships .....	70
Progress against <i>Tasmanian Implementation Plan 2021–2023</i> actions .....	72
Priority Reform 2: Building the Aboriginal community-controlled sector .....	73
Progress overview.....	73
Justice .....	74
Sector Strengthening Plans.....	74
Progress against <i>Tasmanian Implementation Plan 2021–2023</i> actions .....	78
Priority Reform 3: Transforming government organisations .....	79
Progress overview.....	79
Governance arrangements to embed Closing the Gap across agencies .....	80
Aboriginal Employment Strategy .....	81
Health.....	82
Case study: Ida West Scholarships.....	82
Police, Fire and Emergency Management .....	83





Education, Children and Young People.....	83
Justice .....	83
State Growth .....	84
Progress against <i>Tasmanian Implementation Plan 2021–2023</i> actions .....	84
Priority Reform 4: Shared access to data and information at a regional level .....	85
Progress overview.....	86
Health.....	86
Police, Fire and Emergency Management .....	86
Justice .....	87
Progress against <i>Tasmanian Implementation Plan 2021–2023</i> actions .....	87
Next Steps .....	88
Annual reporting requirements .....	89







# Summary

Since the National Agreement on Closing the Gap commenced in 2020, the Tasmanian Government has worked with the Tasmanian Coalition of Peaks partner, the Tasmanian Aboriginal Centre, to establish the foundations to effectively work in partnership over the life of the National Agreement.

Tasmania's early actions on Closing the Gap have focused on introducing the four priority reforms. This will form the foundation for ongoing efforts to support Aboriginal self-determination in Tasmania, and to ensure the Tasmanian Aboriginal community-controlled sector has the freedom to govern its own resources and data supported by government policy.

In line with the National Agreement, the Tasmanian Government is working in partnership with the Tasmanian Coalition of Peaks partner, the Aboriginal community-controlled sector and government agencies to ensure the right building blocks are in place to achieve the outcomes for Closing the Gap.

## Guide to this report

This report has two sections. The first section reports on Tasmania's progress against the Closing the Gap socioeconomic outcomes and related targets, and Tasmanian Government agencies' progress with implementing actions committed to in the first Tasmanian implementation plan. The second section reports on Tasmanian Government progress with implementing the four priority reforms of the National Agreement.

This Report summarises effort, investment and actions aligned to the achievement of Closing the Gap socioeconomic outcomes during the 2022-23 financial year. The report meets the Tasmanian Government's commitment under Clause 118 of the National Agreement to report Tasmania's progress against the National Agreement and the Closing the Gap Tasmanian Implementation Plan 2021–2023.

## Data overview

The Parties to the National Agreement agreed to a set of targets to track progress against 17 socioeconomic outcomes that measure life and wellbeing outcomes experienced by Aboriginal people.

This Report summarises Tasmania's performance to achieve the socioeconomic outcomes based on the Productivity Commission Annual Data Compilation Report July 2023 (for data available as at 30 June 2023) and against baseline data



published on the Closing the Gap Data Dashboard: <https://www.pc.gov.au/closing-the-gap-data/dashboard><sup>1</sup>.

The Productivity Commission collates data from multiple sources for monitoring and reporting progress to implement the National Agreement. The quality and completeness of data available against each target varies. Data is not reported against five targets for Tasmania for varied reasons:

- Target 1: life expectancy. The Australian Bureau of Statistics (ABS) advises that estimates of Aboriginal life expectancy are not produced for Tasmania due to insufficient data levels, in line with national reporting guidelines.<sup>2</sup>
- Target 13: domestic and family violence. Nationally, no new data is available since the baseline year (2018-19) on the proportion of Aboriginal females and children who have experienced family violence. The Productivity Commission notes data challenges include self-reporting that may result in under-reporting, and lack of comparability across data sources.<sup>3</sup>
- Target 14: suicide rate. Tasmanian, Victorian and Australian Capital Territory death by suicide data is not reportable due to inadequate levels of Aboriginal identification, in line with national reporting guidelines.<sup>4</sup>
- Target 16: number of languages spoken. Nationally, no new data is available to report progress against this target since the baseline year (2018-19). The Productivity Commission reports that collecting data on languages is challenged by different methodologies across National Indigenous Language Surveys, noting survey results are self-reported; and complexities in defining and measuring language proficiency and vitality.<sup>5</sup>
- Target 17: digital inclusion. Nationally, no new data is available from the baseline year (2014-15). Lack of data, including comparable data for non-Aboriginal people, means there is no information to assess whether Aboriginal people are on track to have equal levels of digital inclusion by 2026.<sup>6</sup>

---

<sup>1</sup> Annual Data Compilation Reports and the latest data on the Data Dashboard can be viewed on the Productivity Commission's Closing the Gap Information Repository website: <https://www.pc.gov.au/closing-the-gap-data>.

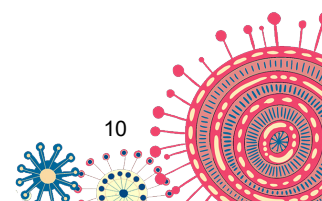
<sup>2</sup> Advised by the Australian Bureau of Statistics: [www.abs.gov.au/methodologies/aboriginal-and-torres-strait-islander-life-expectancy-methodology/2020-2022](http://www.abs.gov.au/methodologies/aboriginal-and-torres-strait-islander-life-expectancy-methodology/2020-2022)

<sup>3</sup> Advised by the Productivity Commission: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area13>

<sup>4</sup> Advised by the Productivity Commission: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area14>

<sup>5</sup> Advised by the Productivity Commission: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area16>

<sup>6</sup> Advised by the Productivity Commission: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area17>





# Part 1 – Socioeconomic outcomes

## Summary of Tasmania's progress

Tables 1 and 2 provide an overview of Tasmanian and national progress against the Closing the Gap socioeconomic targets.

**Table 1. Tasmanian progress summary**

Tasmania's progress summary	# of Targets <sup>7</sup>	Target #
Improvement	9	2, 3, 4, 5, 6, 7, 8, 10, 11
Worsening	2	9a, 12
No change from baseline	2	15a, 15b
Data not available	5	1, 13, 14, 16, 17
<b>Targets being met at 30 June 2023<sup>8</sup></b>	<b>3</b>	<b>3, 8, 9a</b>




Tasmania has improved from the baseline on half of the targets for which there is reportable data.

Information for the dashboard and the Annual Data Compilation Reports is developed in stages. The Tasmanian Government is working with the Australian Government to develop the data indicators needed to better track progress on the targets.

<sup>7</sup> There are 19 targets within the National Agreement, noting Outcomes 9 and 15 have two targets. This report covers 18 targets; it omits Target 9b relating to household access to essential services as there is no data source or baseline data available yet, given the target was agreed in 2022. There is no data source available that includes all required data elements.





<sup>8</sup> Targets 10 and 11 have met the national target; however, whilst they are improving, they do not yet meet corresponding state-level targets calculated from Tasmania's baseline.

**Table 2. Targets by sector – Tasmanian and national progress**

	Targets	Tasmania progress	National progress	Data notes
Health	<b>Target 1:</b> Close the Gap in life expectancy at birth, within a generation, by 2031.	Data not available	<b>Improvement but not on track</b> Latest (2015-17): 8.6 years (males); 7.8 years (females) Baseline (2005-07): 11.4 years (males); 9.6 years (female)	Tasmanian data unreportable. This data is released every 5 years.
	<b>Target 2:</b> By 2031, increase the proportion of Aboriginal babies with a healthy birthweight to 91%.	<b>Improvement</b>  Latest (2020): 90.1% Baseline (2017): 88.5%	<b>Improvement but not on track</b> Latest (2020): 89% Baseline (2017): 88.8%	This data is released annually.
Early Childhood Care and Development	<b>Target 3:</b> By 2025, increase the proportion of Aboriginal children enrolled in Year Before Fulltime Schooling early childhood education to 95%.	<b>Improvement; target met</b>  Latest (2022): 112.7% <sup>a</sup> Baseline (2016): 90.9%	<b>Good improvement and on track</b> Latest (2022): 99.2% Baseline (2016): 76.7%	This data is released annually. Tasmania is meeting the national target.
	<b>Target 4:</b> By 2031, increase the proportion of Aboriginal children assessed as developmentally on track in all five	<b>Improvement</b>  Latest (2021): 38.3% Baseline (2018): 37.5%	<b>Worsening</b> Latest (2021): 34.3% Baseline (2018): 35.2%	This data is released every 3 years.

<sup>a</sup> Comparing estimates with actual enrolment numbers leads to some jurisdictions recording preschool enrolment rates for Aboriginal children of over 100 per cent.

Australian Government Productivity Commission, *Closing the Gap Information Repository*, Socio-economic outcome area 3, accessed 27 June 2024, [www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area3](http://www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area3).

	Targets	Tasmania progress	National progress	Data notes
	domains of the Australian Early Development Census to 55%.			
Education	<b>Target 5:</b> By 2031, increase the proportion of Aboriginal people (age 20–24) attaining Year 12 or equivalent qualification to 96%.	<b>Improvement</b>  Latest (2021): 68.1% Baseline (2016): 62.7%	<b>Improvement but not on track</b> Latest (2021): 68.1% Baseline (2016): 63.2%	This data is released every 5 years (ABS Census data).
	<b>Target 6:</b> By 2031, increase the proportion of Aboriginal people aged 25–34 years who have completed a tertiary qualification (Certificate III and above) to 70%.	<b>Improvement</b>  Latest (2021): 51.2% Baseline (2016): 47%	<b>Improvement but not on track</b> Latest (2021): 47% Baseline (2016): 42.3%	This data is released every 5 years (ABS Census data).
Training and Employment	<b>Target 7:</b> By 2031, increase the proportion of Aboriginal youth (15–24 years) who are in employment, education, or training to 67%.	<b>Improvement</b>  Latest (2021): 63.3% Baseline (2016): 62.4%	<b>Improvement but not on track</b> Latest (2021): 58% Baseline (2016): 57.2%	This data is released every 5 years (ABS Census data).
	<b>Target 8:</b> By 2031, increase the proportion of Aboriginal people	<b>Improvement, target met</b>  Latest (2021): 62.4%	<b>Improvement and on track</b> Latest (2021): 55.7%	This data is released every 5 years (ABS Census data).

	Targets	Tasmania progress	National progress	Data notes
	aged 25–64 who are employed to 62%.	Baseline (2016): 59%	Baseline (2016): 51%	Tasmania is meeting the target.
Housing	<b>Target 9a:</b> By 2031, increase the proportion of Aboriginal people living in appropriately sized (not overcrowded) housing to 88%.	<b>Target met</b> <b>Worsening</b> Latest (2021): 88.8% Baseline (2016): 89.9%	<b>Improvement but not on track</b> Latest (2021): 81.4% Baseline (2016): 78.9%	This data is released every 5 years (ABS Census data).
Justice	<b>Target 10:</b> By 2031, reduce the rate of Aboriginal adults held in incarceration by at least 15%.	<b>Improvement</b> Latest (2022): 682.1 per 100,000 Aboriginal adult population Baseline (2019): 729.7 per 100,000 <i>Target: 620 per 100,000</i>	<b>Worsening</b> Latest (2022): 2,151.1 per 100,000 Aboriginal adult population Baseline (2019): 2,142.9 per 100,000 Target: 1,821.5 per 100,000	This data is released annually. Tasmania is meeting the national target.
	<b>Target 11:</b> By 2031, reduce the rate of Aboriginal young people (10–17 years) in detention by at least 30%.	<b>Improvement</b> Latest (2021-22): 6.7 per 10,000 Aboriginal young people Baseline (2018-19): 8.5 per 10,000 young people <i>Target: 6 per 10,000</i>	<b>Improvement and on track</b> Latest (2021-22): 28.3 per 10,000 Aboriginal young people Baseline (2018-19): 32 per 10,000 young people Target: 22.3 per 10,000	This data is released annually. Tasmania is meeting the national target.
Family Safety	<b>Target 12:</b> By 2031, reduce the rate of over-	<b>Worsening</b>	<b>Worsening</b>	This data is released annually.



	Targets	Tasmania progress	National progress	Data notes
	representation of Aboriginal children in out-of-home care by 45%.	Latest (2022): 33.2 per 1,000 Aboriginal children Baseline (2019): 32.7 per 1,000 <i>Target: 18 per 1,000</i>	Latest (2022): 56.8 per 1,000 Aboriginal children Baseline (2019): 54.2 per 1,000 Target: 29.8 per 1,000	
	<b>Target 13:</b> By 2031, the rate of all forms of family violence and abuse against Aboriginal women and children is reduced at least by 50%, as progress towards zero.	<b>No assessment available</b> Baseline (2018-19): 8.3% <i>Target: 4.15%</i>	<b>No assessment available</b> Baseline (2018-19): 8.4% Target: 4.2%	2018-19 data is the only available data. The next data release date is unknown.
	<b>Target 14:</b> Significant and sustained reduction in suicide of Aboriginal people towards zero.	<b>Data not available</b>	<b>Worsening</b> Latest (2021): 27.1 per 100,000 Aboriginal people Baseline (2018): 25.1 per 100,000	Tasmanian data is unreportable. This data is released annually.
<b>Land and Sea</b>	<b>Target 15a:</b> By 2030, a 15% increase in Australia's landmass subject to Aboriginal people's legal rights or interests.	<b>No change</b> → Latest (2022): 631 km <sup>2</sup> subject to Aboriginal people's legal rights or interests Baseline (2020): 631 km <sup>2</sup>	<b>Good improvement and on track</b> Latest (2022): 4,138,356 km <sup>2</sup> subject to Aboriginal people's legal rights or interests Baseline (2020): 3,908,387 km <sup>2</sup> Target: 4,498,431 km <sup>2</sup>	This data is released annually.

	Targets	Tasmania progress	National progress	Data notes
Language and Digital Inclusion	<b>Target 15b:</b> By 2030, a 15% increase in areas covered by Aboriginal people's legal rights or interests in the sea.	<b>No change</b> → Latest (2022): 0 km <sup>2</sup> subject to Aboriginal people's legal rights or interests Baseline (2020): 0 km <sup>2</sup>	<b>Improvement but not on track</b> Latest (2022): 91,111 km <sup>2</sup> subject to Aboriginal people's legal rights or interests Baseline (2020): 90,252 km <sup>2</sup> Target: 103,790 km <sup>2</sup>	This data is released annually.
	<b>Target 16:</b> By 2031, there is a sustained increase in number and strength of Aboriginal languages being spoken.	<b>No assessment available</b> Baseline (2018-19): 4 languages	<b>No assessment available</b> Baseline (2018-19): 123 languages Target: a sustained increase	2018-19 data is the only available data. The next data release date is unknown.
	<b>Target 17:</b> By 2026, Aboriginal people have equal levels of digital inclusion.	<b>No assessment available</b> Baseline (2014-15): 85%	<b>No assessment available</b> Baseline (2014-15): 73.5% Target: equal levels	2014-15 data is the only available data. The next data release date is unknown.



# Jurisdictional actions

## Health (Outcomes 1 and 2)

### Outcome 1:

#### Aboriginal people enjoy long healthy lives

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

##### Life expectancy in Australia, in years

	Baseline (2005–07)	2010–12	2015–17 <sup>10</sup>
Aboriginal males	67.2	69.1	71.6
Non-Aboriginal males	78.7	79.7	80.2
Difference	11.5	10.6	8.6
Aboriginal females	72.9	73.7	75.6
Non-Aboriginal females	82.6	83.1	83.4
Difference	9.7	9.4	7.8

#### Tasmania's progress against the target

**Status:** No assessment (data not available).

#### Commentary on progress

The Australian Bureau of Statistics advises that estimates of Aboriginal life expectancy are not produced for those states and territories, including Tasmania, with insufficient levels of data, in line with national reporting guidelines.<sup>11</sup>

Despite gradual improvements against the target nationally since the baseline year (2005–07), more action is needed nationally to eliminate the difference in life expectancy. As life expectancy is strongly influenced by health risk factors such as smoking, diet, obesity, and alcohol use, it is crucial that preventive health strategies, including longer-term population-based strategies to promote wellness, are supported.

Since life expectancy is influenced by the social and cultural determinants of health, closing the gap in life expectancy is contingent upon improvements across all socioeconomic targets under the National Agreement.

<sup>10</sup> 2020–22 data was not available at the time of reporting.

<sup>11</sup> Advised by the Australian Bureau of Statistics: [www.abs.gov.au/methodologies/aboriginal-and-torres-strait-islander-life-expectancy-methodology/2020-2022](http://www.abs.gov.au/methodologies/aboriginal-and-torres-strait-islander-life-expectancy-methodology/2020-2022)

## Progress on Tasmanian Implementation Plan actions

Action	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.
Progress	<p>The <i>Healthy Tasmania Five-Year Strategic Plan 2022–2026</i> (Healthy Tasmania) was launched on 4 March 2022, with a focus to improve the health and wellbeing of all Tasmanians. A new focus area under the Strategy is addressing the needs of priority populations such as Aboriginal people.</p> <p>Healthy Tasmania actions align with the <i>Improving Aboriginal Cultural Respect Across Tasmania's Health System 2020–2026 Action Plan</i> and contribute to meeting the outcomes of the National Agreement on Closing the Gap.</p> <p>In 2022-23, the Department of Health partnered with Aboriginal health organisations on several projects to improve health and wellbeing outcomes for Aboriginal people, including the following:</p> <ul style="list-style-type: none"> <li>• Two grants of \$300,000 were identified for Tasmanian Aboriginal people. Discussion about how to allocate these two grants are underway with the Tasmanian Aboriginal Centre and Tasmanian Aboriginal Health Reference Group.</li> <li>• The Link Youth Health Service in partnership with Karadi Aboriginal Corporation received \$100,000 for the On Country Health and Wellness program to support positive mental health and wellbeing for young Aboriginal people.</li> <li>• The Glenorchy City Council received a \$20,000 Lift Local grant to commission artwork by local Aboriginal artist Janice Ross, following best practice principles for artist engagement, for the Council's Reflect Reconciliation Action Plan.</li> </ul>



## Outcome 2:

### Increase the proportion of Aboriginal children who are born healthy and strong

**Target 2:** By 2031, increase the proportion of Aboriginal babies with a healthy birthweight to 91 per cent.

#### Percentage of babies born at a healthy birthweight

	Baseline (2017)	2018	2019	2020
Aboriginal children in Tasmania	88.5	90.8	90.5	90.1
Aboriginal children in Australia	88.8	88.9	89.5	89.0

#### Tasmania's progress against the target

**Status:** Improvement.

#### Commentary on Progress

Tasmania has shown good improvement since 2017 and is on track to meet the target. To achieve the target an absolute increase of 0.9 percentage points is needed. Healthy birthweight is a key determinant of infants' chances of survival and good health, and antenatal care is an important factor supporting healthy birthweight.

Supporting indicator data for Target 2 shows that, in 2020, pregnant Aboriginal women in Tasmania made greater use of antenatal health services than Aboriginal women in other states and territories, with 96 per cent of Aboriginal women who gave birth at 32 weeks or more gestation attending five or more antenatal visits.<sup>12</sup> This suggests that pregnant Aboriginal women in Tasmania have relatively good access to appropriate antenatal services and are being supported to use them.


<sup>12</sup> Sourced from the Closing the Gap dashboard Indicator 2d: [www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area2/use-of-antenatal-care](http://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area2/use-of-antenatal-care)



### Progress on Tasmanian Implementation Plan actions

Action	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.
Progress	Aboriginal community-controlled health organisations refer Aboriginal women to antenatal care through the Midwifery Group Practice and Women's Health Clinic referral pathway. The Midwifery Group Practice also provides in-reach services at the Aboriginal Health Service for low-to-medium risk pregnancies. This action is helping improve access to antenatal care and quality of care for Aboriginal women.





## Early childhood care and development (Outcomes 3 and 4)

### Outcome 3:

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

**Target 3:** By 2025, increase the proportion of Aboriginal children enrolled in Year Before Fulltime Schooling early childhood education to 95 per cent.

##### Percentage of children enrolled in early childhood education

	Baseline (2016)	2018	2020	2022
Aboriginal children in Tasmania	90.0	98.1	110.1	112.7
Aboriginal children in Australia	76.7	87.4	93.1	99.2

##### Tasmania's progress against the target

**Status:** Improvement.

##### Commentary on Progress

Tasmania has recorded good improvement over time for this target and based on available information is meeting the target of 95 per cent set out in the National Agreement. However, it is important that the figures are interpreted with caution as the enrolment percentage for Aboriginal children in Tasmania has exceeded 100 per cent since 2019.<sup>13</sup>

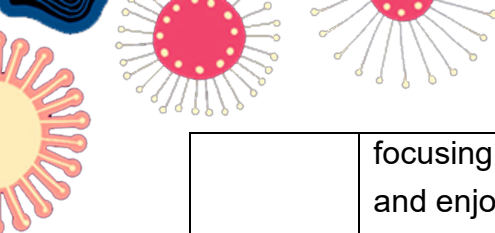
The proportion of Aboriginal children enrolled in preschool is calculated from Australian Bureau of Statistics estimates of the number of preschool-aged Aboriginal children in Tasmania compared with actual preschool enrolment numbers for children who identify as Aboriginal.

<sup>13</sup> Comparing estimates with actual enrolment numbers leads to some jurisdictions recording preschool enrolment rates for Aboriginal children of over 100 per cent. Advised by the Productivity Commission: [www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area3](http://www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area3)

## Progress on Tasmanian Implementation Plan actions

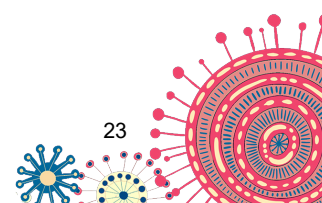
Action	The Department for Education, Children and Young People will work in partnership with Aboriginal people to deliver services through Child and Family Learning Centres that address their needs and priorities.
Progress	<p>Child and Family Learning Centres focus on increasing Aboriginal families' access, participation, and engagement with services, programs and activities; in 2022, 290 Aboriginal children, approximately 15 per cent of all children, participated in centre activities, noting a new departmental student management system was implemented in 2023 for more comprehensive and complete data collection.</p> <p>The partnership approach is facilitated by Aboriginal Early Years Education Workers to provide targeted programs to increase Aboriginal children's attendance and participation in kindergarten. Aboriginal Education Workers provide workshops focusing on skill development to ensure children are school-ready, and, as part of Aboriginal Education Services, ensure early childhood programs are culturally sensitive.</p> <p>Aboriginal Education Workers liaise with other services, including government and community agencies, to develop and implement programs that are culturally appropriate for Aboriginal people. Through regular communication channels like community meetings and newsletters, the Aboriginal Education Workers raise awareness with parents and carers of the importance of early years initiatives and how they benefit their children's education.</p>

Action	The Department for Education, Children and Young People will work in partnership with Aboriginal people to deliver support through Launching into Learning programs that have significant Aboriginal decision-making.
Progress	<p>Under Launching into Learning programs, Aboriginal Early Years Education Workers facilitate and enrich the experience for Aboriginal children aged 0–5 years and their families. Aboriginal Education Workers collaborate with early years teachers to tailor Launching into Learning programs to the specific needs of the communities they serve. This includes planning and delivery of excursions and culturally appropriate activities in school environments.</p> <p>Aboriginal Education Workers serve as bridges between schools and Aboriginal families, providing culturally sensitive guidance and support. They offer additional resources and workshops to parents and carers,</p>



	focusing on skill development and school readiness through accessible and enjoyable options such as play-based learning, art, music and dance.
--	--

Action	The Department for Education, Children and Young People will continue to work as a partner in the Kotalayna, Kanamaluka and Pataway Connected Beginnings programs.
Progress	<p>The Connected Beginnings program takes a place-based collective approach to ensure early childhood services work together to help Aboriginal children and families access the services they need. The program aims to demonstrate how community-driven change can be made within this new Closing the Gap partnership. Aboriginal Education Services staff support regular events and activities to connect and engage Aboriginal families with services and support.</p> <p>The following section contains more information about the expansion of the Connected Beginnings program.</p>





## Outcome 4:

### Aboriginal children thrive in their early years

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

#### Percentage of children assessed as developmentally on track

	Baseline (2018)	2021
Aboriginal children in Tasmania	37.5	38.3
Aboriginal children in Australia	35.2	34.3
Non-Aboriginal children in Tasmania	56.2	54.3

#### Tasmania's progress against the target

**Status:** Improvement.

#### Commentary on Progress

There is no new data for this target. This data is collected every three years via the Australian Early Development Census by the Australian Government Department of Education, Skills and Employment. The proportion of Aboriginal children in Tasmania assessed as 'on track' in all five domains of the Australian Early Development Census (physical health and wellbeing; social competencies; emotional maturity; language and cognitive skills (school-based); communication skills and general knowledge) has remained relatively stable since 2009, except for a significant but unsustained increase in 2015.

To achieve this target an absolute increase of 16.7 percentage points is needed. This suggests more focused action is required to meet this target by 2031.

Although there are few data points available, disaggregation shows a likely correlation between higher Australian Early Development Census scores and higher quintiles in the Index of Relative Socioeconomic Disadvantage.<sup>14</sup> While actions to improve development of Aboriginal children in the early years will be valuable across all Tasmanian regions, focus on those regions with the lowest levels of socioeconomic advantage may deliver the greatest benefits.

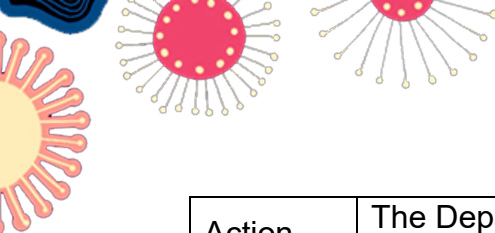
<sup>14</sup> Sourced from Target 4 disaggregations: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area4>



## Progress on Tasmanian Implementation Plan actions

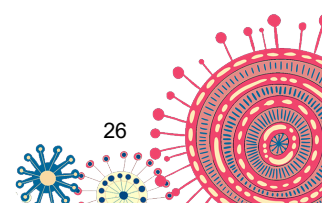
Action	The Department of Premier and Cabinet will work in partnership with Aboriginal people to deliver initiatives under the Child and Youth Wellbeing Strategy that address their needs and priorities.
Progress	<p>One of the domains in the Child and Youth Wellbeing Strategy is having a positive sense of culture and identity. Due to the success of the Kutalayna / Jordan River Connected Beginnings program, the Australian and Tasmanian Governments have extended their partnership with the Tasmanian Aboriginal Centre to expand the program across the state.</p> <p>Connected Beginnings has now been replicated in Pataway / Burnie and Kanamaluka / River Tamar, where these services work to improve the health, educational, developmental and social outcomes for Aboriginal children aged 0–5 years.</p>

Action	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.
Progress	<p>The Child Health and Parenting Service works collaboratively with the Tasmanian Aboriginal Centre to support Tasmanian Aboriginal families to choose where to access developmental assessments and other parenting and support services for their children.</p> <p>The Child Health and Parenting Service works with Connected Beginnings teams in the South, North and North-West to support families to connect with more intensive support and health promotion activities. The Connected Beginnings program collaborates with the community, organisations and early years services to identify issues affecting Aboriginal people and to co-design solutions to improve school readiness and health outcomes for Aboriginal children aged 0–5 years.</p>

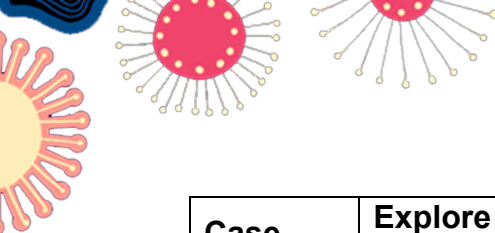


Action	The Department of Health will work in partnership with Aboriginal community health organisations to deliver culturally appropriate mental health support to address the needs of Aboriginal children and young people.
Progress	<p>Tasmania is working to increase delivery of mental health supports to children through a range of strategies and initiatives including <i>Rethink 2020</i> (Tasmania's strategic mental health plan). The Department of Health is focused on ensuring the needs of priority populations (including Aboriginal people) are met and that services are culturally appropriate. Some of the preliminary work underway includes:</p> <ul style="list-style-type: none"> <li>• early intervention initiatives (aligned with Closing the Gap) through establishment of Head to Health Kids Tasmania in partnership with the Department for Education, Children and Young People, including Child and Family Learning Centres, in regional areas</li> <li>• collecting data on client cohorts who identify as Aboriginal to better inform Child and Adolescent Mental Health Services design and responses</li> <li>• Child and Adolescent Mental Health Services commitment to progress development of Aboriginal Health Worker roles.</li> </ul>

Action	The Tasmanian Government will prioritise funding to Aboriginal early years programs and centres in Tasmanian regional areas.
Progress	In addition to the Connected Beginnings program, Aboriginal Early Years Education Workers from Aboriginal Education Services support learning and family engagement in all Child and Family Learning Centres throughout Tasmania. This includes supporting Aboriginal families to connect with services and schools.







<b>Case Study</b>	<b>Explore Sea Country</b> <p>The Explore Sea Country project, a collaboration between Parks Australia and Aboriginal Education Services, aims to educate and engage students about Sea Country. Through a series of professional learning opportunities and field trips supported by Aboriginal Education Services, students learned about the significance of Sea Country, traditional ecological knowledge and sustainable practices.</p> <p>The project:</p> <ul style="list-style-type: none"><li>• facilitated a cultural exchange between Aboriginal Education Services and cultural leaders based at Coffs Harbour that fostered a deeper understanding of the connection between culture and the marine environment</li><li>• contributed to the preservation of biodiversity and cultural heritage; through ongoing partnerships and local Aboriginal community involvement, Explore Sea Country strives to create lasting positive impacts on the environment and for Aboriginal people</li><li>• is supporting development of the book 'Here on Sea Country' with Aunty Verna Nicholls from Flinders Island with art by Aboriginal students from the Furneaux Group islands.</li></ul>
-------------------	--





## Education (Outcomes 5 and 6)

### Outcome 5:

#### Aboriginal students achieve their full learning potential

**Target 5:** By 2031, increase the proportion of Aboriginal people (age 20–24) attaining Year 12 or equivalent qualification to 96 per cent.

##### Percentage of people (20–24 years) attained Year 12 or equivalent qualification

	Baseline (2016)	2021
Aboriginal people in Tasmania	62.7	68.1
Aboriginal people in Australia	63.2	68.1
Non-Aboriginal people in Tasmania	79.0	83.5

#### Tasmania's progress against the target

**Status:** Improvement.

#### Commentary on Progress

Despite showing good improvement over the past 10 years, Tasmania is not yet on track to meet the target of 96 per cent. This is also reflected in Tasmania's whole-of-population attainment rates for Year 12 or an equivalent qualification, which are lower than the national attainment rates.<sup>15</sup> At the current rate, Aboriginal students in Tasmania are not likely to achieve parity with non-Aboriginal Tasmanian students by 2031, noting, however, that proportionally, improvement for Aboriginal people in Tasmania attaining Year 12 or equivalent is occurring greater than for non-Aboriginal people.<sup>16</sup>

The Tasmanian Government has prioritised offering Year 11 and 12 options at all public high schools to give every student the choice to complete Years 11 and 12 at their local school or college. By extending schooling to include Years 11 and 12, more young people are staying engaged in learning, for longer.

Incentives for students to complete Years 11 and 12 are also being offered through scholarship programs funded by the Tasmanian Government, the Australian Government and the University of Tasmania.

<sup>15</sup> Sourced from the Report on Government Services 2023: <https://www.pc.gov.au/ongoing/report-on-government-services/2023/data-downloads>

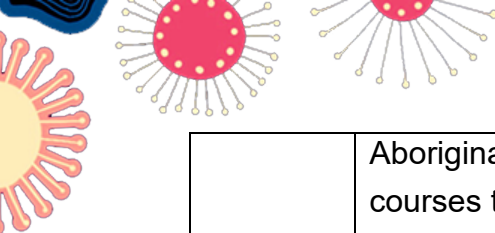
<sup>16</sup> Sourced from: <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area5>

## Progress on Tasmanian Implementation Plan actions

Action	The Department for Education, Children and Young People will continue funding the Kutalayna Learners team of Aboriginal educators to provide culturally responsive programs and support for Aboriginal children in the Kutalayna area.
Progress	The Kutalayna Learners model has been expanded in two additional regions across the state. Through this work there is a greater awareness of services available to Aboriginal families and access to cultural activities and on-Country experiences. Local Aboriginal community connections are also made, and preparation for school is made easier. This also creates a distributed leadership structure that supports school and Child and Family Learning Centre-based Aboriginal Education Services staff.

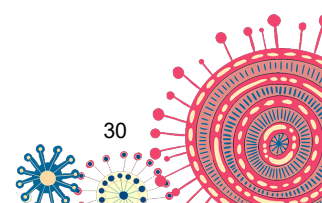
Action	The Department for Education, Children and Young People will increase its employment of Aboriginal Education Workers who work in partnership with Aboriginal people to provide support for Aboriginal students that address their needs and priorities.
Progress	The Department for Education, Children and Young People has increased its employment of Aboriginal Education Workers that support Closing the Gap in educational outcomes for Aboriginal learners and the teaching of truth of Tasmania's history to all learners, increasing five identified role types across Bands 2 to 5 (totalling 9.5 FTE), with further shared funding across schools and programs for Aboriginal Education Workers, and increased recruitment underway.

Action	The Department for Education, Children and Young People will continue to ensure that all Aboriginal students have individual learning plans developed in partnership with the student, their family, and teachers.
Progress	The Department for Education, Children and Young People collaborates with Aboriginal students, their families, and teachers to create individualised learning plans. Each plan features literacy and numeracy goals and an optional cultural goal, developed with the student and their family. In 2022, 63.7 per cent of Aboriginal students had an individual learning plan.



	Aboriginal Education Services offers online professional development courses to equip teachers with the skills to write effective Aboriginal learning plans. Teachers who participate in these courses gain the knowledge and skills to create learning plans that enhance Aboriginal students' academic performance and wellbeing, with an emphasis on achieving these goals.
--	--

Action	The Department for Education, Children and Young People 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.
Progress	<p>Aboriginal Program Officers provide greater access and improved vocational learning outcomes for Aboriginal learners in Years 9 to 12. Officers engage with Aboriginal families, community members and organisations to support students on pathways from high school to tertiary study. They play an important role in sharing resources and empowering school staff to use them. Some of the activity undertaken includes the development and delivery of Year 9–12 vocational guides and career awareness expos and programs.</p> <p>In 2022:</p> <ul style="list-style-type: none"> <li>• 267 Aboriginal students were enrolled in a department-run VET course</li> <li>• 47 Aboriginal young people were engaged in full-time apprenticeships</li> <li>• 11 Aboriginal students were engaged in school-based apprenticeships.</li> </ul>





## Outcome 6:

### Aboriginal students reach their full potential through further education pathways

**Target 6:** By 2031, increase the proportion of Aboriginal people aged 25–34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

#### Percentage of people (25–34 years) completed a tertiary qualification

	Baseline (2016)	2021
Aboriginal people in Tasmania	47	51.2
Aboriginal people in Australia	42.3	47
Non-Aboriginal people in Tasmania	64.1	73.3

#### Tasmania's progress against the target

**Status:** Improvement.

#### Commentary on Progress

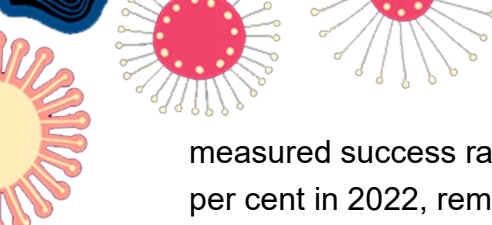
The proportion of Aboriginal 25 to 34-year-olds in Tasmania who have attained a non-school qualification of Certificate III or above increased between 2001 and 2021, from 25.5 per cent to 51.2 per cent. Based on this rate of progress, Tasmania is on track to meet the target percentage of 70 per cent.

Supporting indicator data relating to course attrition and completion rates indicates Aboriginal university and vocation education and training students in Tasmania have the lowest attrition rates and highest course completion rates for Aboriginal students in any Australian jurisdiction.

In 2022, there were 1,580 Aboriginal students enrolled at TasTAFE. Aboriginal students achieved a module completion rate of 78.5 per cent, increasing from a rate of 76.74 per cent in 2021 and 72.04 per cent in 2020. Aboriginal Support Officers provided support to Aboriginal students and prospective students during the period. Data indicates high demand for these support services and reinforces the observed improvement in course completion rates.

At the University of Tasmania, there were 926 Aboriginal students enrolled during 2022, with 162 Aboriginal students completing courses over the year.<sup>17</sup> The

<sup>17</sup> Sourced from the University of Tasmania Indigenous Student Success Program 2022 report: [www.utas.edu.au/data/assets/pdf\\_file/0004/1677757/2022-ISSP-Performance-Report-UTas.pdf](http://www.utas.edu.au/data/assets/pdf_file/0004/1677757/2022-ISSP-Performance-Report-UTas.pdf)



measured success rate of Aboriginal students at the University of Tasmania was 75.7 per cent in 2022, remaining relatively stable over time from 2016.<sup>18</sup>

### Progress on Tasmanian Implementation Plan actions

Action	The University of Tasmania will continue to provide programs and support that help attract and retain Aboriginal students.
Progress	<p>The University of Tasmania's <i>Strategic Plan for Aboriginal Engagement 2021–2024</i> commits to a whole-of-institution approach to engaging and supporting the educational success of Aboriginal students. Under the Strategy, the University of Tasmania commits to actions to increase retention and completion rates of Aboriginal students, such as:</p> <ul style="list-style-type: none"><li>• increased engagement with late primary and secondary students and their families to facilitate pathways into university courses and enrolments</li><li>• increased academic and cultural support for Aboriginal students through the Riawunna Centre for Aboriginal Education</li><li>• prioritising academic skills development for Aboriginal students through delivery of targeted enabling programs.</li></ul> <p>Aboriginal Education Services in partnership with Riawunna continue to provide an annual Lucy Beeton Scholarship to two Aboriginal Masters or Bachelor of Teaching students at the University of Tasmania.</p>

<sup>18</sup> Sourced from the Australian Government Department of Education's Selected Higher Education Statistics – 2023 Student data, Section 16 – Equity Performance Data, Table 16.8: Equity – Success Rates for Domestic Students at Table A and B institutions: [www.education.gov.au/higher-education-statistics/resources/2023-section-16-equity-performance-data](https://www.education.gov.au/higher-education-statistics/resources/2023-section-16-equity-performance-data)



# Training and employment (Outcomes 7 and 8)

## Outcome 7:

### Aboriginal youth are engaged in employment or education

**Target 7:** By 2031, increase the proportion of Aboriginal youth (15–24 years) who are in employment, education or training to 67 per cent.

#### Percentage of people (15–24 years) fully engaged in employment, education or training

	Baseline (2016)	2021
Aboriginal people in Tasmania	62.4	63.3
Aboriginal people in Australia	57.2	58
Non-Aboriginal people in Tasmania	74	73.9

#### Tasmania's progress against the target

**Status:** Improvement.

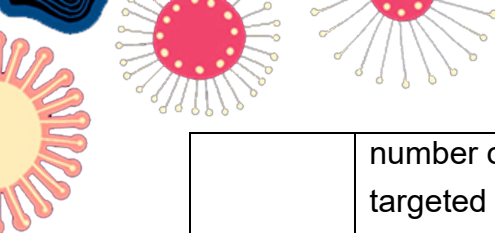
#### Commentary on Progress

Between 2001 and 2021, the proportion of Aboriginal 15 to 24-year-olds in Tasmania fully engaged in education, employment and training increased marginally, from 61.8 per cent to 63.3 per cent. Concentrated effort is required to ensure a higher rate of progress to meet the 67 per cent target.

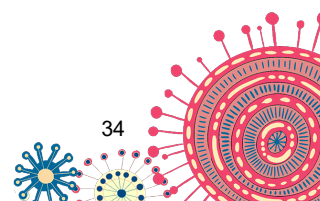
Supporting indicator data for this target shows that Aboriginal youth in Tasmania who are not fully engaged in employment, education or training are about twice as likely as non-Aboriginal youth to have a significant impairment requiring assistance with core activities, or to be providing unpaid care to a child or person with disability. This suggests additional support for Aboriginal youth in Tasmania with disability or caring responsibilities may improve their training and employment outcomes.

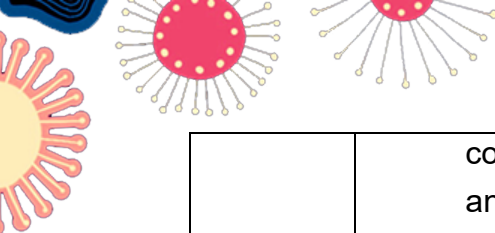
#### Progress on Tasmanian Implementation Plan actions

Action	The Department of Premier and Cabinet will work in partnership with Aboriginal people to develop programs and services aimed at increasing the number of young Aboriginal people employed in the Tasmanian State Service and in Aboriginal community-controlled organisations.
Progress	The Tasmanian Government's Aboriginal Employment Strategy is a whole-of-government commitment to supporting and enhancing Aboriginal employment. The Strategy includes a target to increase the

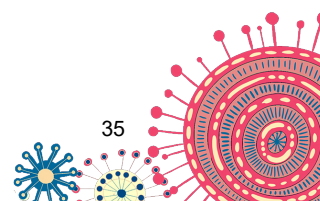


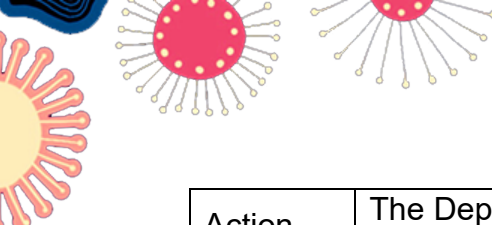
	<p>number of Aboriginal employees from 3 per cent to 3.5 per cent. This targeted increase equates to approximately 150 Aboriginal employees.</p> <p>To achieve this, the Strategy has identified four key areas of action:</p> <ol style="list-style-type: none"><li>1. Attract, recruit and retain Aboriginal employees</li><li>2. Develop career pathways for Aboriginal employees</li><li>3. Respect and celebrate Tasmanian Aboriginal people, their values, culture and knowledge</li><li>4. Employ Aboriginal people to deliver culturally safe and inclusive services and programs.</li></ol> <p>An Aboriginal Employment Portal is available to support Aboriginal people to obtain employment the Tasmanian State Service.</p> <p>In 2022-23, there was a focus on youth employment, with three Aboriginal graduates recruited to the Tasmanian State Service Graduate Development Program across 2021 and 2022, and two Aboriginal trainees who commenced the Tasmanian State Service School-based Traineeship Program in 2022. One Aboriginal school-based trainee was recruited through this program in 2022.</p> <p>As at 30 March 2023, the Tasmanian State Service had 107 identified Aboriginal positions across a range of occupations, classifications and awards, including rangers, policy officers, education officers and health liaison officers. According to the Tasmanian State Service Employee Survey 2023, 4 per cent of respondents identified as Aboriginal, an increase from 3.2 per cent in the previous survey conducted in 2020, noting the target to increase the participation of Aboriginal people in the Tasmanian State Service to 3.5 per cent is being met.</p> <p>A revision of targets is being considered as part of the review of the Aboriginal Employment Strategy and development of a supporting three-year action plan.</p> <p>In 2022-23, the Tasmanian Government undertook the following activities relating to increasing employment opportunities for Aboriginal young people in Aboriginal community-controlled organisations and more broadly, whilst recognising more work is required specifically to work in partnership with Aboriginal community-controlled organisations:</p> <ul style="list-style-type: none"><li>• In 2022, the Premier's Youth Advisory Council included two Aboriginal young people, who contributed advice and guidance to inform the Tasmanian Government on multiple topics of priority for young people in Tasmania. An additional benefit for</li></ul>
--	---





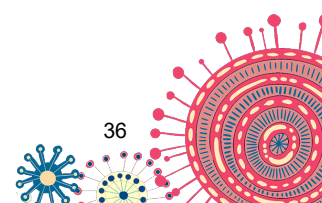
	<p>council members includes strengthened skills and experience, and increased networks and opportunities for employment. Planning for 2023 recruitment processes includes broader communication with Aboriginal organisations.</p> <ul style="list-style-type: none"><li>• Aboriginal community-controlled organisations were funded to provide Aboriginal Health Worker and Health Practitioner traineeships to build the Aboriginal Health Worker workforce. The traineeship program was established to target these two professions following advocacy from Aboriginal community-controlled health organisations and sector consultation to develop <i>Health Workforce 2040</i>, which funds grants to Aboriginal organisations delivering these traineeships.</li><li>• The Ida West Aboriginal Health Scholarship continued, a key initiative that supports the Aboriginal Employment Strategy. It provides financial support for tertiary and vocational study to support more Aboriginal people into health professions in Tasmania.</li><li>• The Tasmanian Government continued its commitment to the Working On Country Funding Agreement and Program in partnership with the National Indigenous Australians Agency; and transitioning services to the community-controlled sector, with funding for rangers allocated to Aboriginal community land management organisations to deliver Working On Country Ranger traineeships.</li><li>• The Tasmanian Government program Building the Workforce to Build Tasmania (Hi-Vis Army) included a target for grant recipients that 20 per cent of new apprentices and trainees must be from under-represented groups or people facing barriers to employment, including Aboriginal people.</li></ul>
--	---

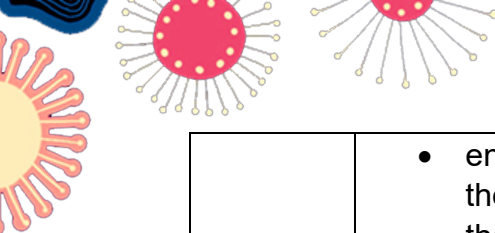




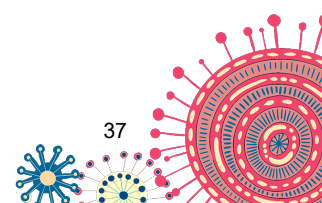
Action	The Department of State Growth will develop local partnerships with Aboriginal organisations and businesses to increase local employment opportunities for young Aboriginal people.
Progress	Jobs Tasmania is supporting young Aboriginal people to engage with education, employment and training opportunities in their communities. Examples include the Regional Jobs Hubs, Career Connectors, Fit for Work programs in North-West Tasmania, and Hamlet and Troublesmiths in the South. Three Regional Jobs Hubs are also piloting a youth connector program (Northern Employment and Business Hub, Glenorchy Jobs Hub, and Business and Employment Southeast Tasmania).

Action	The Department for Education, Children and Young People will work with Aboriginal Year 9–12 students to establish strong pathways from high school to tertiary study.
Progress	<p>Aboriginal Program Officer – Vocational Learning roles create resources and processes for school staff to support students on pathways from high school to tertiary study.</p> <p>They liaise with, and advise, other organisations such as the University of Tasmania, Peter Underwood Centre, AFL Sportsready, Maxima, the National Indigenous Australians Agency and Brumby Hill Aboriginal Corporation to progress vocational outcomes for Aboriginal learners in Years 9 to 12.</p> <p>Aboriginal Program Officers – Vocational Learning also:</p> <ul style="list-style-type: none"> <li>• co-design career awareness programs and facilitate delivery with the Vocational Learning and Career Education unit and industry</li> <li>• create Year 9–12 vocational resources and support team leaders to empower school staff to use them, eg waranta tapilti and the Australian School-based Apprenticeships handbook and postcard resources</li> <li>• advise the Vocational Learning and Career Education unit with policy, 'Careerify', development of new resources, and provide support and information on how to include Aboriginal perspectives in all work</li> </ul>





	<ul style="list-style-type: none"><li>• engage with Tasmanian and national working groups, such as the Australian Institute for Teaching and School Leadership and the State Service Aboriginal Employment Network</li><li>• collaborate with Tasmanian Government organisations to provide culturally safe recruitment processes, including job advertisements and interview processes, and culturally safe workplaces and practices</li><li>• collaborate with community organisations to support and develop new vocational programs</li><li>• facilitate professional learning development and delivery for teaching and non-teaching staff</li><li>• provide advice and training to team leaders to support vocational learning in their schools, and to empower school staff to attend career expos.</li></ul>
--	--





## Outcome 8:

### Strong economic participation and development of Aboriginal people and communities

**Target 8:** By 2031, increase the proportion of Aboriginal people aged 25–64 years who are employed to 62 per cent.

#### Percentage of people (25–64 years) in employment

	Baseline (2016)	2021
Aboriginal people in Tasmania	59	62.4
Aboriginal people in Australia	51	55.7
Non-Aboriginal people in Tasmania	72.4	76.1

#### Tasmania's progress against the target

**Status:** Improvement.


#### Commentary on Progress

Between 1991 and 2021, the proportion of 25 to 64-year-old Aboriginal people in Tasmania who are employed increased from 53.8 per cent to 62.4 per cent, which is the second-highest employment rate of all states and territories.

Supporting indicator data for this target shows that employed Aboriginal people in Tasmania most commonly work as community and personal service workers, labourers, technicians and trades workers, and professionals. The proportion of employed Aboriginal people in Tasmania who work in these occupations is generally higher than for Aboriginal people in other states and territories, except for the 'Professionals' category.

Action	The Department of State Growth will review its collection of data relating to Business Support Programs to identify funding being provided to Aboriginal businesses and/or Aboriginal employees.
Progress	The Department of State Growth is working to improve its processes and systems to help identify what funding is provided to Aboriginal businesses and/or employees. Initial data was gathered following changes to the application form for small business grant programs to help identify Aboriginal businesses, with work underway to design alternative data collection options for further insights.

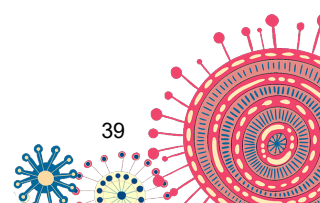




<b>Case Study</b>	<p><b>Aboriginal tourism businesses review</b></p> <p>To gain an insight into the business support needs of Aboriginal businesses in tourism-related industries, the Department of State Growth contracted an Aboriginal-owned business to undertake a review of Tasmanian Aboriginal tourism businesses.</p> <p>Through one-on-one consultations with businesses identified through the review, a report was compiled detailing the challenges and gaps Aboriginal tourism businesses experience. This information will be used to inform potential support for businesses in this sector.</p>
-------------------	---

Action	Continue working in partnership with palawa Enterprises Unit Trust to establish the wukalina Walk as a sustainable business model.
Progress	<p>At the 2021 State Election, the Tasmanian Government made a commitment to build the tourism potential of Tasmania's Aboriginal Heritage through the allocation of \$750,000 over four years. Of this, \$450,000 was committed to support the ongoing operations of wukalina Walk and contribute to annual operational costs until 31 October 2024.</p> <p>wukalina Walk is a three-night/four-day guided cultural walk through the Wukalina / Mt William and Larapuna areas in Tasmania's north-east. The walk delivers a cultural experience through sharing stories and traditional foods as participants walk from Wukalina / Mt William National Park to Larapuna.</p> <p>The wukalina Walk project reflects Tasmanian Aboriginal community aspirations to develop the cultural tourism sector and offers pathways to employment for Tasmanian Aboriginal people in the areas of hospitality, guiding, heritage and land management.</p>

Action	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.
--------	---





Progress	<p>To achieve this action, the Department of State Growth has employed an Aboriginal Participation Project Manager who is developing a consistent approach to partnering with Aboriginal people, groups and businesses to reduce barriers and increase opportunities for employment on State Roads construction projects.</p> <p>The new Bridgewater Bridge Project is Tasmania's largest ever transport infrastructure project, and more than four per cent of the project's workforce identifies as Aboriginal.</p> <p>The Tasmanian Government program, Building the Workforce to Build Tasmania (Hi-Vis Army), included a target for grant recipients that 20 per cent of new apprentices and trainees must be from under-represented groups or people facing barriers to employment, including Aboriginal people.</p>
----------	--

Action	Continue to fund the Aboriginal Arts Program, including an expert assessment panel of Aboriginal people.
Progress	The Aboriginal Arts Program invests in the continued development of contemporary Aboriginal Arts, traditional arts, craft and cultural practices in Tasmania. In 2023, Walantanalinany Palingina <sup>19</sup> received \$10,368 through the Aboriginal Arts Program to assist five Tasmanian Aboriginal artists and cultural practitioners to travel to Darwin to exhibit and participate in the Darwin Aboriginal Art Fair. Funding of \$35,000 per year to 2024-25 is committed to the Aboriginal Arts Program.

<sup>19</sup> Walantanalinany Palingina – named and spelled by the program developers and coordinators.

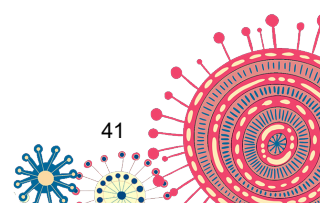


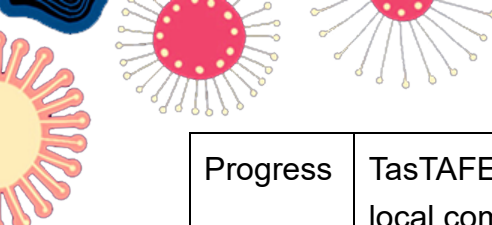
<b>Case Study</b>	<p><b>Walantanalinany Palingina</b></p> <p>Walantanalinany Palingina supports Tasmanian Aboriginal artists and cultural practitioners to participate and exhibit in the Darwin Aboriginal Art Fair. The Darwin Aboriginal Art Fair is the only national event of its kind and is recognised as one of the country's most significant arts events, showcasing the contemporary and traditional art and design of more than 70 Aboriginal Art Centres across Australia. Tasmanian Aboriginal artists attending the fair have been able to sell their work and receive commissions, gain national recognition and forge new connections. Arts Tasmania has supported this activity for several years through a range of funding programs.</p>
-------------------	--

Action	Continue to fund the Aboriginal Arts Mentoring Scheme, including an expert assessment panel of Aboriginal people.
Progress	The Aboriginal Arts Mentoring Scheme continues annual support for emerging Tasmanian Aboriginal arts and cultural practitioners to undertake projects that enable them to further their careers, enrich their artistic practice and contribute to Tasmania's arts sector. Total funding of \$40,000 (four \$10,000 grants per year to 2024-25) is committed to the Tasmanian Aboriginal Arts Mentoring Scheme.

Action	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.
Progress	The Regional Jobs Hubs continue to work with local Aboriginal organisations, such as the Tasmanian Aboriginal Centre, Circular Head Aboriginal Corporation and Brumby Hill Aboriginal Corporation, to understand the activities or interventions needed to support training and work pathways for Aboriginal people.

Action	TasTAFE will continue to offer a range of services for Aboriginal students to support people working towards training and career goals.
--------	---

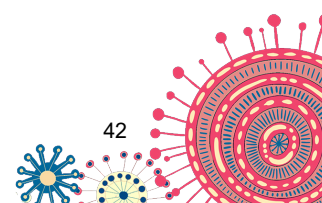


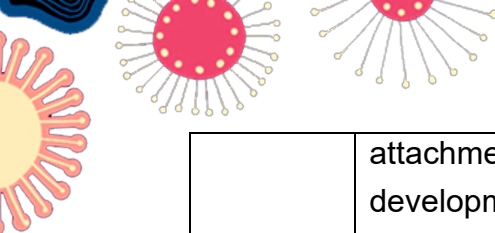


Progress	<p>TasTAFE Aboriginal Support Officers draw on their connections with local communities and Aboriginal and mainstream networks to support Aboriginal students in the following areas:</p> <ul style="list-style-type: none"> <li>• course information and enrolment advice</li> <li>• financial assistance for costs directly relating to studying at TasTAFE</li> <li>• referrals, including for financial assistance, accommodation, transport and childcare</li> <li>• arranging tutorial support</li> <li>• assisting students to determine career and course pathways</li> <li>• advice on and referrals to Aboriginal and mainstream programs and services</li> <li>• information on Aboriginal community events, organisations, services and contacts</li> <li>• exploring solutions to learning barriers</li> <li>• general student support and/or advice.</li> </ul>
----------	---

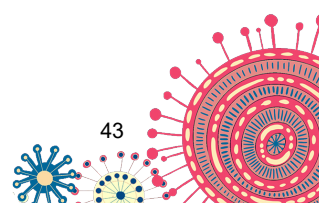
Action	The Department of State Growth will work in partnership with Aboriginal community organisations to drive awareness of opportunities and engagement with Screen Tasmania.
Progress	<p>Screen Tasmania provided financial and non-financial support, such as mentoring, to kutikina Productions, Tasmania's first Aboriginal-owned screen production company.</p> <p>Additionally, Screen Tasmania provided funding towards the National Indigenous Television / Australian Broadcasting Corporation's animated series 'Little J &amp; Big Cuz', which provides opportunities for voice work for Aboriginal community members. Screen Tasmania continues to actively engage with emerging Aboriginal storytellers to develop Tasmanian Aboriginal storytelling opportunities.</p>

Case Study	<p><b>kutikina Productions</b></p> <p>Playwright Nathan Maynard and novelist Adam Thompson, both Tasmanian Aboriginal people, received support from Arts Tasmania and Screen Tasmania as they branched into screen production. Screen Tasmania provided financial assistance, including traineeship</p>
------------	---





	<p>attachments, industry development support and funding for the development of projects.</p> <p>The pair has since launched kutikina Productions, Tasmania's first Aboriginal-owned production company, and are financing their first major project – a drama series for Special Broadcasting Services on Demand. This success was enabled by the Tasmanian Government's commitment to support talent and giving it time to mature.</p>
--	--





## Housing (Outcome 9)

### Outcome 9:

**Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need**

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

#### Percentage of people living in appropriately sized housing

	Baseline (2016)	2021
Aboriginal people in Tasmania	89.9	88.8
Aboriginal people in Australia	78.9	81.4
Non-Aboriginal people in Tasmania	95.2	93.6

#### Tasmania's progress against the target

**Status:** Target met, but worsening.

#### Commentary on Progress

Between 2016 and 2021, the proportion of Aboriginal people in Tasmania living in appropriately sized dwellings remained between 88 per cent and 90 per cent, reaching 88.8 per cent in 2021. This is a minor reduction from 89.9 per cent in 2016, a decrease reflected for non-Aboriginal Tasmanians over the same period.

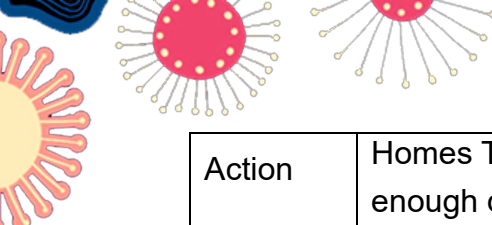
Tasmania continues to perform above the target and has had increased rates of Aboriginal people living in community housing since 2017.



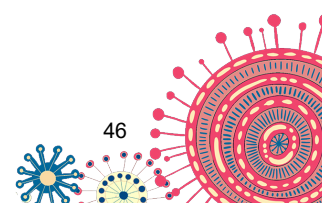
## Progress on Tasmanian Implementation Plan actions

Action	Explore local partnerships with Aboriginal people to ensure that new social housing developments include enough quality housing for Aboriginal people.
Progress	<p>Under the Stronger Remote Aboriginal Services investment program, the Tasmanian Government worked with the Cape Barren Island Aboriginal Association and the Flinders Island Aboriginal Association to improve the delivery of Aboriginal housing and housing services on the Islands, and to improve the delivery of municipal and essential services on Cape Barren Island.</p> <p>Across 2022 and 2023, consultation occurred to support development of a Tasmanian Housing Strategy. During the early phase of this work, community consultation sessions were held, which were organised through the Tasmanian Aboriginal Centre.</p> <p>Arising from these consultations, a commitment for a statewide review of Tasmanian Aboriginal housing was made, including to develop a creative, holistic and culturally responsive Tasmanian Aboriginal Housing Policy and Action Plan, in collaboration with Tasmania's Coalition of Peaks partner and with advice from Aboriginal community-controlled organisations that deliver Aboriginal housing services. As part of this review, an analysis will be undertaken of the costs and benefits of transferring housing titles from Homes Tasmania to Aboriginal community control.</p> <p>The outcomes of this review will inform new agreements and sustainable funding models with Aboriginal community-controlled organisations for the provision of social housing while preserving independence and self-determination.</p>

Action	The Tasmanian Government will work in partnership with Aboriginal people to deliver services that address their housing needs.
Progress	Tasmanian Government representatives are working in collaboration with the Tasmanian Coalition of Peaks partner, the Tasmanian Aboriginal Centre, to determine the process for a statewide housing review and the development of a statewide housing policy and action plan for Tasmanian Aboriginal people by December 2025.



Action	Homes Tasmania will ensure new social housing developments include enough quality houses for Aboriginal people.
Progress	Homes Tasmania is delivering the Tasmanian Government's plan for 10,000 social and affordable homes by 2032, with 2,000 social homes being delivered by 2027. These homes will include a special build program of four+ bedroom houses to ensure more suitable housing choices for families, including Aboriginal people, who are on the Housing Register. The Government's housing plan will increase the number of homes that are appropriate to the needs of Aboriginal families.



# Justice (Outcomes 10 and 11)

## Outcome 10:

### Aboriginal people are not over-represented in the criminal justice system

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

Imprisonment rate, per 100,000 adult population				
	Baseline (2019)	2020	2021	2022
Aboriginal people in Tasmania	729.7	732.8	775.8	682.1
Aboriginal people in Australia	2,142.9	2,087.0	2,222.7	2,151.1
Non-Aboriginal people in Tasmania	170.2	157.9	147.9	132.3

### Tasmania's progress against the target

**Status:** Improvement.

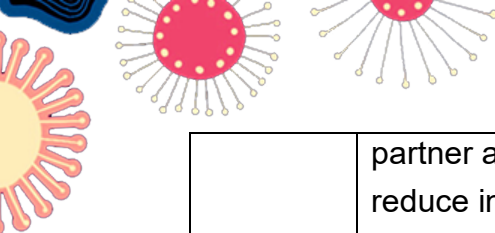
### Commentary on Progress

In 2022, the incarceration rate of Aboriginal adults in Tasmania was 682.1 per 100,000 Aboriginal adults, an improvement from the baseline rate of 729.7 per 100,000. While this rate is lower than all other Australian states and territories and well below the national rate, it is concerning that Aboriginal people in Tasmania are almost five times more likely to be incarcerated than non-Aboriginal people in Tasmania. The increased incarceration rate of Aboriginal adults in Tasmania from 2015 may reflect ongoing changes in the proportion of prisoners who identify as Aboriginal, noting further analysis is needed to determine and address underlying causes.

The Department of Justice notes that significant intervention is required to achieve the targeted decrease of 15 per cent by 2031.

### Progress on Tasmanian Implementation Plan actions

Action	The Department of Justice, in developing and implementing its new Corrections Strategic Plan, will partner with Aboriginal people on matters affecting them within the scope of the plan.
Progress	The Department of Justice launched <i>Changing lives, creating futures – A Strategic Plan for Corrections in Tasmania 2023</i> on 5 June 2023. The Strategic Plan specifically addresses Outcome 10 and Target 10 by committing to develop a Framework with Tasmania's Coalition of Peaks

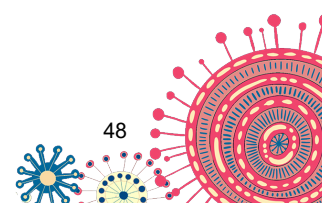


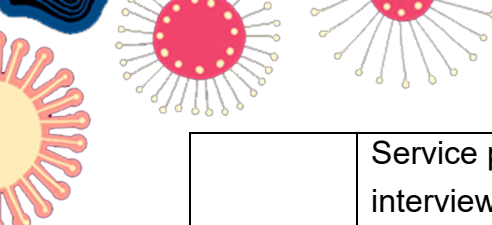
	<p>partner and other Aboriginal community-controlled organisations to reduce incarceration rates.</p> <p>The Framework will focus on improving existing programs, and support to develop programs and interventions targeted at Aboriginal people in custody (both on remand and sentenced). It will also examine Aboriginal offenders' access to treatment, programs and services, the barriers to Aboriginal people successfully completing community-based orders, and barriers to Aboriginal people desisting from crime upon their release.</p>
--	--

Action	The Department of Justice will continue to provide culturally appropriate support and programs for Aboriginal inmates through the Tasmania Prison Service.
Progress	<p>In 2021, the Tasmanian Government received Australian Government funding for a two-year pilot Remand Prison to Work program to provide targeted supports to Aboriginal people on remand or serving short sentences at the Tasmania Prison Service.</p> <p>In partnership with the Tasmanian Prison Service, the Tasmanian Aboriginal Legal Service delivers the program, working with community organisations to develop individualised case management and transition plans for Aboriginal people on remand or serving short sentences to reduce their ongoing contact with the criminal justice system; and facilitating access to post-release support services, including for housing, employment, health and family relationships.</p>

Action	The Department of Justice will continue partnering with the Circular Head Aboriginal Corporation to deliver culturally appropriate and local support for Aboriginal people leaving prison under the Adult Throughcare Model.
Progress	The Circular Head Aboriginal Corporation continues to provide the Prisoner Rehabilitation and Post Release Support Program, working closely with clients exiting the prison system by supporting them with personal pathways. The program is available statewide, but primarily services Aboriginal people in the North-West of Tasmania.

Action	Tasmania Police will continue to notify the Tasmanian Aboriginal Legal
--------	--

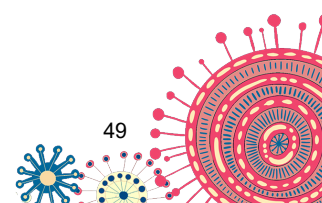




	Service provider when an Aboriginal person is detained and/or interviewed.
Progress	The Department of Police, Fire and Emergency Management has strengthened its notification procedures by implementing new safeguards, training and accountability measures for ensuring Tasmania Police and custody officers notify the Tasmanian Aboriginal Legal Service when an Aboriginal person is detained or interviewed.

Action	Through the review of its Aboriginal Strategic Plan, Tasmania Police will work in partnership with Aboriginal people to review and update its policies.
Progress	The Department of Police, Fire and Emergency Management is reviewing its Aboriginal Strategic Plan and working towards preparation of a departmental Closing the Gap implementation plan. The development of the new Aboriginal Strategic Plan will involve ongoing consultation with key Tasmanian Aboriginal organisations, including the Tasmanian Coalition of Peaks partner and Aboriginal organisations providing related services and programs.

Action	The Department of Justice will review its programs designed to benefit Aboriginal people in partnership with Aboriginal community-controlled organisations and Aboriginal people.
Progress	The review of programs is aligned with the Department of Justice's new <i>Changing lives, creating futures – A Strategic Plan for Corrections in Tasmania 2023</i> Priority areas. The Strategic Plan was released on 5 June 2023, and will form the foundation for the partnerships and governance structures needed to enable a thorough review.





## Outcome 11:

### Aboriginal young people are not over-represented in the criminal justice system

**Target 11:** By 2031, reduce the rate of Aboriginal young people (10–17 years) in detention by 30 per cent.

#### Youth detention rate, per 10,000 young people

	Baseline (2018-19)	2019-20	2020-21	2021-22
Aboriginal people in Tasmania	8.5	9.6	6.7	6.7
Aboriginal people in Australia	32.0	25.9	23.4	28.3
Non-Aboriginal people in Tasmania	1.6	1.9	0.9	1.0

#### Tasmania's progress against the target

**Status:** Improvement.

#### Commentary on Progress

Since 2011, the rate of young Aboriginal people in Tasmania in detention has decreased from 11.6 per 10,000 Aboriginal young people to 6.7 per 10,000 in 2021-22. To achieve a 30 per cent rate reduction of Aboriginal young people in detention from the baseline, Tasmania's target rate would be 5.95 per 10,000 young people. At current progress this is likely to be met; however more action will be needed to close the gap between Aboriginal and non-Aboriginal young people in Tasmania: while the numbers are low, the former are almost seven times more likely to be in detention.<sup>20</sup>

<sup>20</sup> A young person's Aboriginal status is determined every time they commence an involvement with Youth Justice Services in accordance with the Practice Manual and broader Admissions process. Questions follow the Australian Bureau of Statistics Indigenous Status Standard: <https://www.abs.gov.au/statistics/standards/indigenous-status-standard/latest-release>

## Progress on Tasmanian Implementation Plan actions

Action	Tasmania Police will continue to work to divert young Aboriginal people from the criminal justice system.
Progress	<p>Tasmania Police continue to divert young Aboriginal people from the criminal justice system in accordance with the provisions of the <i>Youth Justice Act 1997</i> (Tas). Section 11 of the Act provides for formal cautions to be administered to Aboriginal youths by an Elder of an Aboriginal community or a representative of a recognised Aboriginal organisation.</p> <p>To improve outcomes for Aboriginal young people at risk of or in detention, the Tasmanian Government is developing an Aboriginal youth justice strategy to reduce the number of Aboriginal children and young people entering the youth justice system with a focus on prevention, early intervention and diversion.</p>

Action	The Department for Education, Children and Young People will focus on building partnerships with Aboriginal communities to support their capacity to deliver services for Aboriginal youth at risk of entering, or having entered, the youth justice system through the development of a strategic direction for an integrated, therapeutic youth justice system in Tasmania.
Progress	The Tasmanian Government has committed to develop and implement an Aboriginal youth justice strategy by 2026. The Aboriginal youth justice strategy will be underpinned by the principle of Aboriginal self-determination, with a focus on prevention, early intervention and diversion strategies for Aboriginal children and young people. The strategy will consider and address legislative reform to enable Aboriginal organisations to design, administer and supervise elements of the youth justice system for Aboriginal children and young people.





## Family safety and wellbeing (Outcomes 12, 13, and 14)

### Outcome 12:

#### Aboriginal children are not over-represented in the child protection system

**Target 12:** By 2031, reduce the rate of over-representation of Aboriginal children in out-of-home care by 45 per cent.

##### Children (0–17 years) in out-of-home care rate, per 1,000 children

	Baseline (2019)	2020	2021	2022
Aboriginal children in Tasmania	32.7	33.5	34.4	33.2
Aboriginal children in Australia	54.2	56.3	57.6	56.9
Non-Aboriginal children in Tasmania	7.0	6.8	6.5	6.0

#### Tasmania's progress against the target

**Status:** Worsening.

#### Commentary on Progress

A 45 per cent reduction from Tasmania's 2019 baseline rate equates to 18 Aboriginal children in Tasmania in out-of-home care per 1,000 Aboriginal children. Tasmania is outperforming all other Australian states on this target.

Keeping Tasmania's children safe is a Tasmanian Government priority. In 2020, a Commission of Inquiry was announced to investigate Tasmanian Government responses relating to the management of allegations of child sexual abuse.<sup>21</sup> The Commission of Inquiry is due to complete its investigation and hand down its final report in September 2023. The findings and recommendations are anticipated to align with the National Agreement by seeking to change practices at a system level to build partnerships and share decision-making with Aboriginal people.

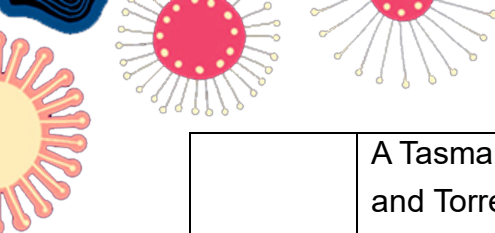
Significant Tasmanian investment in reforms are expected to improve outcomes for reduced over-representation of Aboriginal children in out-of-home care.

<sup>21</sup> More information available at [www.commissionofinquiry.tas.gov.au/](http://www.commissionofinquiry.tas.gov.au/)

## Progress on Tasmanian Implementation Plan actions

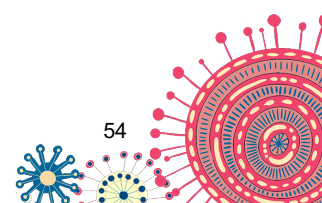
Action	<p>The Tasmanian Government will work with the Tasmanian Coalition of Peaks partner and Aboriginal community-controlled organisations to build their capacity to take on increased roles and responsibilities in the care and protection of Aboriginal children.</p> <p>The Tasmanian Government will continue to promote Aboriginal self-determination, particularly when it comes to ensuring the safety and wellbeing of vulnerable Aboriginal children and young people.</p>
Progress	<p>The Tasmanian Government recognises Aboriginal people in Tasmania are best placed to determine and deliver services to meet their needs and cultural requirements, and that Aboriginal community-controlled organisations require adequate resourcing to build capacity to meet the local and regional needs of Tasmanian Aboriginal people.</p> <p>The Tasmanian Government has allocated more than \$5 million to support Aboriginal organisations to deliver improved outcomes for Aboriginal children in out-of-home care through <i>Safe and Supported: National Framework for Protecting Australia's Children 2021–2031</i>.</p> <p>Safe and Supported actions commit Tasmania to implementing all five elements of the national Aboriginal and Torres Strait Islander Child Placement Principle. This work is Aboriginal-led and supported by the Tasmanian Government in line with the National Agreement priority reforms.</p> <p>The Aboriginal-led palawa Child Safe and Supported Policy Partnership Working Group is a partner with the Tasmanian Government and the Tasmanian Aboriginal Centre and is Tasmania's key mechanism to achieve Target 12 of the National Agreement. The initial focus of the palawa Working Group is to develop and implement palawa child safety training programs across government and Aboriginal organisations, to then be rolled out across the state.</p>

Action	<p>The Department of Premier and Cabinet 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.</p>
Progress	<p>The Aboriginal and Torres Strait Islander Child Placement Principle recognises the importance of prevention, partnership, placement, participation and connection to family, community, culture, and Country.</p>



	<p>A Tasmanian Government priority is to further embed the Aboriginal and Torres Strait Islander Child Placement Principle by improving Aboriginal-led participation in child safety service design and delivery, early intervention, and in-care decisions.</p> <p>Work has been undertaken to ensure all Aboriginal carers are identified on the child safety information system to improve the accuracy of reported indicators.</p> <p>The Report on Government Services 2023 indicates Tasmania is improving in its application of the placement element of the Aboriginal and Torres Strait Islander Child Placement Principle.</p>
--	--

Action	The Department of Premier and Cabinet 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.
Progress	Through the Closing the Gap Capacity Building Fund, the Tasmanian Government provided \$1.5 million to the Tasmanian Aboriginal Centre to develop a palawa Child 'Strong, Together and Connected' Safe and Supported Strategy and Action Plan to reduce the rate of over-representation of Aboriginal children in out-of-home care. The intent of the Strategy and Action Plan is to guide the transfer of Aboriginal child welfare and safety to the Aboriginal community-controlled sector; with future work to be focused on implementing the Action Plan.



## Outcome 13:

### Aboriginal families and households are safe

**Target 13:** By 2031, the rate of all forms of family violence and abuse against Aboriginal women and children is reduced at least by 50 per cent, as progress towards zero.

#### Percentage of women (15 years+) who experienced physical harm in the last 12 months

	Baseline (2018-19)	Latest
Aboriginal people in Tasmania	8.3	N/A
Aboriginal people in Australia	8.4	N/A

#### Tasmania's progress against the target

**Status:** No assessment (updated data not available).

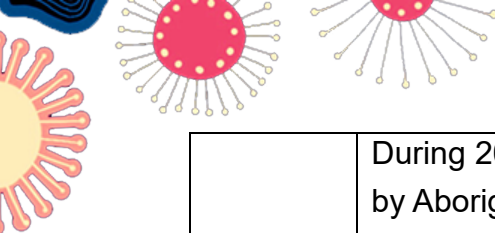
#### Commentary on Progress

For Target 13, Tasmanian and national performance is not assessed as no data has been collected since the baseline year.

This target specifies a 50 per cent rate reduction in Aboriginal women experiencing family violence below the 2019 baseline rate, meaning a Tasmanian target of 4.15 per cent; noting the Tasmanian baseline figure is based on small survey samples with a relatively high standard of error.

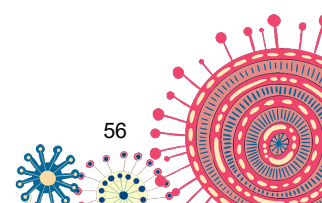
#### Progress on Tasmanian Implementation Plan actions

Action	The Department of Premier and Cabinet 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.
Progress	<i>Survivors at the Centre: Tasmania's Third Family and Sexual Violence Action Plan 2022–2027</i> provides support for Tasmanian Aboriginal people affected by family and sexual violence. Survivors at the Centre continues to fund Aboriginal Family Safety Workers in three Child and Family Learning Centres to provide culturally appropriate support and engage with Aboriginal families on activities promoting family safety and raising awareness of family violence impacts on children; and to overcome barriers to engagement and participation in early years learning environments and to support transition to school (Action 37).



	<p>During 2022-23, 198 Aboriginal parents and children were supported by Aboriginal Family Safety Workers in Child and Family Learning Centres. A total of three additional family violence case workers are also being employed at two Aboriginal organisations through the Family, Domestic and Sexual Violence National Partnership's 500 Workers initiative.</p> <p>The Tasmanian Government recognises further work needs to be done to support and work with Aboriginal organisations and families in responding to family and sexual violence.</p>
--	---

Action	The Department of Premier and Cabinet 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.
Progress	Under the Aboriginal Primary Prevention and Early Intervention Grants Program, the South East Tasmanian Aboriginal Corporation continued delivery of the Bark Hut Project to 30 June 2023, an Aboriginal-designed and led family violence primary prevention project that engages Aboriginal families through the building of Tasmanian Aboriginal bark huts. Outcomes to date have included increased awareness of family violence factors, contexts, supports and services, and primary prevention activities designed and led by Tasmanian Aboriginal people; and improved communication and conflict management skills, whilst engaging in Aboriginal cultural activities and yarning.





## Outcome 14:

### Aboriginal people enjoy high levels of social and emotional wellbeing

**Target 14:** Significant and sustained reduction in suicide of Aboriginal people towards zero.

**Rate of suicide deaths in Aboriginal people (5-year aggregate) per 100,000 of the population, Total (NSW, QLD, WA, SA and the NT)**

	Baseline (2018)	2019	2020	2021
Aboriginal people in Tasmania	N/A	N/A	N/A	N/A
Aboriginal people in Australia, Total (NSW, QLD, WA, SA and the NT)	25.1	27.5	27.9	27.1

#### Tasmania's progress against the target

**Status:** No assessment (data not available).

#### Commentary on Progress

Reliable Aboriginal causes of death rates cannot be constructed for Tasmania due to insufficient data levels and quality, in line with national reporting guidelines.<sup>22</sup>

Supporting indicator data shows that the majority of Aboriginal people in Tasmania reported they had attended a health service when needed. Aboriginal people reported they were relatively less likely to visit a dentist or GP or clinic doctor when needed than Aboriginal people reported for most other states and territories; with primary reasons given as personal responsibilities and commitments, for example work or family, in addition to affordability and other reasons not stated.<sup>23</sup> Without headline data, it is unclear whether this has a significant impact on the overall mental health of Aboriginal people in Tasmania. However, increased specialist services and improved accessibility, for example, financially and physically, and options like more flexible working arrangements and greater access to culturally appropriate childcare services, may lead to improved outcomes for Aboriginal people to attend health services when needed.

<sup>22</sup> Sourced from: <https://www.abs.gov.au/methodologies/causes-death-australia-methodology/2021> and <https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2023/report/snapshot-socioeconomic/outcome-area14>

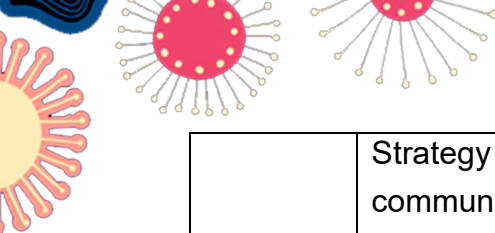
<sup>23</sup> Sourced from Closing the Gap Target Indicator 14e: [www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area14/barriers-accessing-health-services](http://www.pc.gov.au/closing-the-gap-data/dashboard/se/outcome-area14/barriers-accessing-health-services)

## Progress on Tasmanian Implementation Plan actions

Action	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.
Progress	The actions in the current <i>Rethink 2020</i> Implementation Plan were prioritised with Aboriginal community-controlled health organisations, and will be progressed under the 2023-24 <i>Rethink 2020</i> Implementation Plan. Key actions include working with Aboriginal community-controlled organisations to implement culturally sensitive mental health programs and community-based support. Primary Health Tasmania provides ongoing funding to Aboriginal community-controlled organisations to deliver programs that prioritise mental health and wellbeing, prevention and early intervention.

Action	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.
Progress	<p>The Tasmanian Government launched the new <i>Tasmanian Suicide Prevention Strategy 2023–2027</i> in December 2022; and launched <i>Implementation Plan One: January 2023–June 2024</i> in March 2023. The Strategy was informed by extensive community consultation, including with the Tasmanian Aboriginal Health Reference Group, to understand the priorities and needs of Tasmanian Aboriginal community-controlled health organisations, with key themes incorporated into the Strategy and associated action plan. The Department of Health also engaged with the Tasmanian Aboriginal Centre to support the implementation of their Culture Care Connect program, a statewide palawa suicide prevention program funded by the National Aboriginal Community-Controlled Health Organisation, through additional support and resourcing.</p> <p>Under the Implementation Plan, the Tasmanian Government has committed to review and develop a plan to implement actions from the National Aboriginal and Torres Strait Islander Suicide Prevention</p>



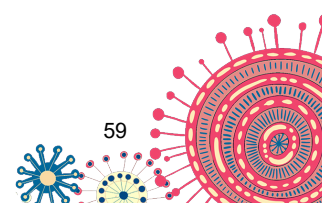



	Strategy (once released) in partnership with Aboriginal health and community organisations.
--	---

Action	The Department of Health will provide ongoing opportunities for communities to develop local suicide prevention community action plans.
Progress	The Department of Health funds Relationships Australia Tasmania to support all communities across Tasmania to develop and implement a suicide prevention community action plan. Under the new Tasmanian Suicide Prevention Strategy's first Implementation Plan, community and local action plans administered by Primary Health Tasmania and Relationships Australia Tasmania will be evaluated to develop a common framework and shared evaluation measures for ongoing work.

Action	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.
Progress	<p>The Department of Health is working to ensure the needs of priority populations (including Aboriginal people) are addressed and services are delivered in a culturally appropriate manner.</p> <p>The Tasmanian Aboriginal Centre and the Department of Health established a Social and Emotional Wellbeing Policy Partnership Subgroup under the Combined Peaks and Government Closing the Gap Policy Partnership Working Group, in line with the requirements of the National Agreement. Through the Subgroup, both organisations are working together to identify priority areas for action to improve social and emotional wellbeing outcomes for Aboriginal people in Tasmania.</p>

Action	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.
Progress	Activities in the new Tasmanian Drug Strategy for 2024–2029 will include working in partnership with Aboriginal organisations to develop actions to reduce harm from alcohol and other drugs.





## Land and sea (Outcome 15)

### Outcome 15:

**Aboriginal 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 people's legal rights or interests.

#### Land (km<sup>2</sup>) subject to Aboriginal people's legal rights or interests

	Baseline (2020)	2021	2022
Tasmania	631	631	631
Australia	3,908,387	4,023,899	4,138,356

#### Tasmania's progress against the target

**Status:** No change.

**Target 15b:** By 2030, a 15 per cent increase in areas covered by Aboriginal people's legal rights or interests in the sea.

#### Sea (km<sup>2</sup>) subject to Aboriginal people's legal rights or interests

	Baseline (2020)	2021	2022
Tasmania	0	0	0
Australia	90,252	90,555	91,111


#### Tasmania's progress against the target

**Status:** No change.

#### Commentary on Progress (Targets 15a and 15b)

As of 2022, 0.9 per cent (631 km<sup>2</sup>) of Tasmania's total land area was subject to Aboriginal people's legal rights or interests. There has been no significant return of land to Tasmanian Aboriginal people since 2005. Certain national Native Title legislation requirements mean it cannot be applied in Tasmania. The only existing legislative mechanism for returning land areas to Tasmanian Aboriginal people is the *Aboriginal Lands Act 1995*. Other approaches to land acquisition that can increase land area subject to Aboriginal people's rights and interests include Indigenous Land Corporation grants, and the purchase or gifting of land.

As of 2022, 0 per cent (0 km<sup>2</sup>) of Tasmania's total sea area was subject to Aboriginal legal rights or interests. This may in part be because the *Aboriginal Lands Act 1995*



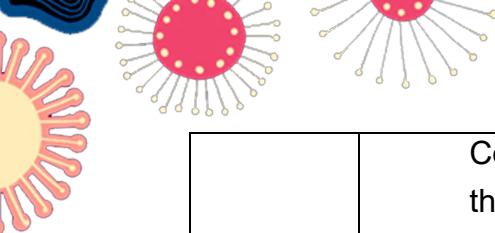
does not specifically apply to sea country.

Whilst the review of the model for land return and related legislation is underway, other actions below show progress towards Outcome 15.

### Progress on Tasmanian Implementation Plan actions

Action	Aboriginal Heritage Tasmania will work in partnership with Aboriginal people in the Tasmanian Wilderness World Heritage Area to protect and promote Tasmania's unique Aboriginal heritage.
Progress	Aboriginal Heritage Tasmania continues to oversee the implementation of the Aboriginal cultural management outcomes of the Tasmanian Wilderness World Heritage Area Management Plan 2016. This includes facilitating options for Aboriginal people to access the Tasmanian Wilderness World Heritage Area and its resources, to pursue cultural activities and to actively participate in management of the area.

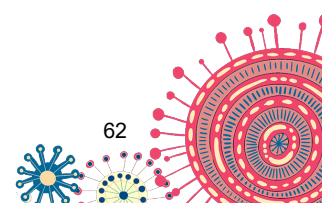
<b>Case Study</b>	<p>Key projects implemented by Aboriginal Heritage Tasmania in collaboration with Aboriginal people include the following:</p> <ul style="list-style-type: none"><li>• A program of Aboriginal community access visits, which aims to increase the engagement and capacity of Tasmanian Aboriginal people to access and manage cultural values in this significant landscape. In 2022-23, Aboriginal Heritage Tasmania facilitated access to Country for 96 Aboriginal people.</li><li>• Recording, conservation and management of rock art in the landscape and seascape, with 18 significant rock marking sites digitally recorded to date. This project aims to improve understanding of Aboriginal rock markings in the Tasmanian Wilderness World Heritage Area and understand the environmental and anthropogenic risks to these sites.</li><li>• The Tasmanian Aboriginal Centre has been engaged to deliver face-to-face Aboriginal Cultural Awareness Training, with over 450 Tasmanian Government staff attending 30 sessions in total.</li><li>• The Post-contact Aboriginal Heritage and Shared Values of the Tasmanian Wilderness World Heritage Area project included the development of a Healthy Country Plan for Recherche Bay, which involved more than 50 Aboriginal people from Karadi Aboriginal Corporation and South East Tasmanian Aboriginal</li></ul>
-------------------	---



	Corporation. A further 20 Aboriginal people have been trained in the Healthy Country planning process as part of this initiative.
--	---

Action	The Tasmanian Government will continue funding and supporting the Aboriginal Trainee Rangers under the Working On Country Ranger Program, with agreement to migrate the program to a community-led model in 2025.
Progress	The Tasmanian Government continued its commitment to the Working On Country Funding Agreement and program in partnership with the National Indigenous Australians Agency, with Ranger funding allocated to Aboriginal community land management organisations to deliver Working On Country Ranger traineeships.

Action	The Government will consult extensively with Tasmanian Aboriginal people as it finalises the review into the model of land return.
Progress	<p>Aboriginal Heritage Tasmania supported extensive consultation with Tasmanian Aboriginal people on four separate papers throughout the development and finalisation of its review into the model of land return, including on the draft Bill under consideration.</p> <p>In addition to extensive in-person meetings held across the state, the community consultation resulted in a total of:</p> <ul style="list-style-type: none"> <li>• 151 submissions to the review of the model for returning land</li> <li>• 125 submissions for the consultation papers on proposals for change</li> <li>• 308 submissions on the draft Bill.</li> </ul> <p>Draft amendments to the <i>Aboriginal Heritage Act 1975</i> being progressed in 2022-23 intend to consider the role and responsibility of the Aboriginal Heritage Council in supporting self-determination for Tasmanian Aboriginal people and organisations.</p>



# Language and communication (Outcomes 16 and 17)

## Outcome 16:

### Aboriginal cultures and languages are strong, supported and flourishing

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

#### Total number of Aboriginal languages spoken

	Baseline (2018-19)	Latest
Tasmania	4	N/A
Australia	123	N/A

#### Tasmania's progress against the target

**Status:** No assessment (data not available).

#### Commentary on Progress

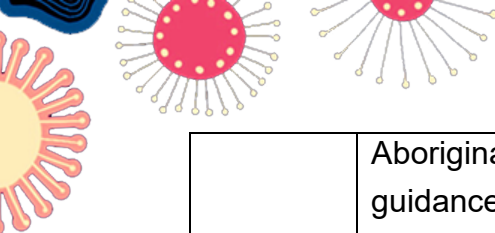
Data against this target is reported at a national level only and not by jurisdiction.

The Tasmanian Government's Aboriginal and Dual Naming Policy was introduced in 2013 and revised in 2019, with an expert Aboriginal reference group established on Aboriginal naming matters. There are now 34 Aboriginal or dual names approved and displayed on official maps, online resources, and street and road signage around the state.

The Tasmanian Government also acknowledges the Tasmanian Aboriginal Centre's significant *palawa kani* Program, resulting from over 30 years of research of Aboriginal languages in Tasmania.

#### Progress on Tasmanian Implementation Plan actions

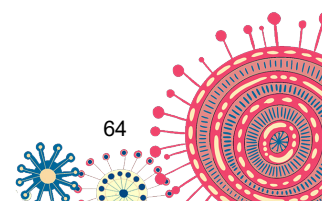
Action	The Department for Education, Children and Young People will work in partnership with Aboriginal people to examine options for increasing Tasmanian Aboriginal language teaching in Tasmanian Government schools.
Progress	The Department for Education, Children and Young People's is committed to the Tasmanian Aboriginal Centre's policy that the teaching and use of <i>palawa kani</i> should be community-led, with a focus on circulating the language with Aboriginal organisations and people. The Tasmanian Aboriginal Centre's Language Team works closely with

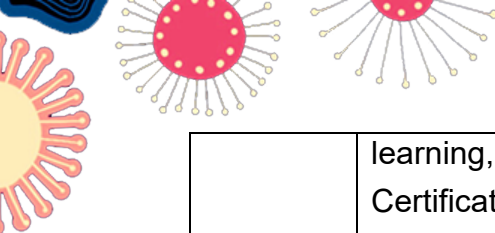


	<p>Aboriginal Education Services to provide the necessary resources and guidance to support this approach.</p> <p>There is growing interest in Tasmanian Aboriginal language and words, with potential to extend language elements into community-based learning programs to deepen knowledge, appreciation and understanding of Tasmanian Aboriginal culture while respecting Aboriginal people's control over their language.</p> <p>Clear messaging around the use of <i>palawa kani</i> ensures community principles are upheld.</p>
--	--

Action	The Department for Education, Children and Young People will work in partnership with Aboriginal people to develop local language protocols and programs for Tasmanian government schools.
Progress	<p>The Department for Education, Children and Young People partnered with the Tasmanian Aboriginal Centre to develop local language protocols and programs for Tasmanian Government schools. In line with the principle of Aboriginal community control, the Department adheres to policies set by Aboriginal people for the use of <i>palawa kani</i>.</p> <p>A selection of <i>palawa kani</i> words was made available for public use. A departmental process has been implemented to seek permission for any proposed uses of <i>palawa kani</i>, such as naming gardens, buildings or teams. All requests for the use of <i>palawa kani</i> are directed to the <i>palawa kani</i> Language Program to follow community guidelines and approval processes.</p>

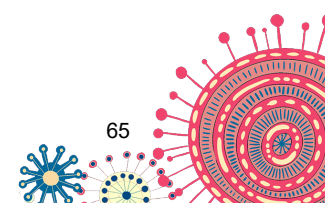
Action	The Department for Education, Children and Young People will work in partnership with Aboriginal people to develop a language program for Tasmanian Government high schools that is registered with the Office of Tasmanian Assessment, Standards and Certification and attracts Tasmanian Certificate of Education points.
Progress	The Department for Education, Children and Young People's primary focus has been on developing partnerships with Tasmanian Aboriginal organisations and people. This includes early discussions between the Tasmanian Aboriginal Centre and the Department on a possible pilot project for community members to teach <i>palawa kani</i> to Aboriginal students. This is necessary as a foundation for more advanced





	learning, such as a Tasmanian Assessment, Standards and Certification course to be developed in the future.
--	---

Action	The Department of State Growth's Culture, Art and Sport Group will review the <i>Respecting Cultures</i> publication and develop a Cultural Awareness and Practice Plan in partnership with Tasmanian Aboriginal representatives.
Progress	Arts Tasmania within the Department of State Growth is reviewing and updating the <i>Respecting Cultures</i> resource and will work in partnership with Tasmanian Aboriginal people to develop resources for positive and respectful engagement with Tasmanian Aboriginal people when procuring Tasmanian Aboriginal art.







## Outcome 17:

### Aboriginal people have access to information and services enabling participation in informed decision-making regarding their own lives

**Target 17:** By 2026, Aboriginal people have equal levels of digital inclusion.

**Percentage of Aboriginal people (aged 15 years+) who accessed the internet in their home**

	Baseline (2014-15)	Latest
Aboriginal people in Tasmania	85.0	N/A
Aboriginal people in Australia	73.5	N/A

#### Tasmania's progress against the target

**Status:** No assessment (data not available).

#### Commentary on Progress

With limited data points available, no trend can be determined against this target nationally or in Tasmania; it is unclear if the target will be reached. In 2014-15, 85 per cent of Aboriginal people aged 15 years and over in Tasmania reported accessing the internet from home; however, there is no comparative baseline data for non-Aboriginal people.

#### Progress on Tasmanian Implementation Plan actions

Action	The Tasmanian Government will align digital inclusion initiatives to contribute, where possible, to achieving Closing the Gap outcomes.
Progress	<p>The Tasmanian Government's initiative, Our Digital Future, promotes digital inclusion for all Tasmanians, aiming to expand accessibility and opportunities in employment, education and community engagement.</p> <p>The Department of Premier and Cabinet, with the Department for Education, Children and Young People and the Department of State Growth, continues to identify gaps in digital infrastructure and explore avenues to improve digital inclusion for Aboriginal people in Tasmania.</p>



## Part 2 - Priority Reforms

### Embedding the priority reforms

The National Agreement focuses on four priority reforms that have been directly informed by Aboriginal people:

1. Formal partnerships and shared decision-making
2. Building the community-controlled sector
3. Transforming government organisations
4. Shared access to data and information at a regional level.

The priority reforms are intended to fundamentally change the way governments engage and work with Aboriginal people and are central to the success of the National Agreement.

### Tasmania's progress on the priority reforms

In 2022-23, the Tasmanian Government continued to progress priority reform commitments outlined in the *Closing the Gap Tasmanian Implementation Plan 2021–2023*. Progress to implement the priority reforms is measured qualitatively.

Tasmania participates in national work to improve monitoring and evaluation of progress against the priority reforms, with the long-term goal to enable consistent and thorough assessment.

The actions in the *Closing the Gap Tasmanian Implementation Plan 2021–2023* aimed to initiate implementation of the priority reforms. Substantial effort is required to ensure their full implementation.



## Priority Reform 1: Formal partnerships and shared decision-making

Outcome	Shared decision-making: Aboriginal people are empowered to share decision-making authority with governments to accelerate policy and local progress on Closing the Gap through formal partnership arrangements.
Target	There will be formal partnership arrangements to support Closing the Gap between Aboriginal people and governments in each state and territory, enshrining agreed joint decision-making roles and responsibilities and where Aboriginal people have chosen their own representatives.

Priority Reform 1 recognises Aboriginal people must be key decision-makers in policy matters that affect them and their communities if we are to drive progress under Closing the Gap. The Tasmanian Government is committed to working in partnership with Aboriginal people to achieve better outcomes by building and strengthening structures to share decision-making authority with Aboriginal people.

Implementing Priority Reform 1 is a whole-of-government responsibility, with work underway across all government agencies to improve and expand the number of genuine partnerships with Aboriginal organisations and people, to embed the elements of strong partnerships identified in Clauses 32 and 33 of the National Agreement.

### Progress overview

The Tasmanian Government is developing and strengthening partnerships with Aboriginal community-controlled organisations. This includes formalising the working arrangement with Tasmania's Coalition of Peaks partner, the Tasmanian Aboriginal Centre, under a Closing the Gap partnership agreement, as modelled in other states and territories.

The Stronger Remote Aboriginal Services implementation plan agreements between the Tasmanian Government, the Flinders Island Aboriginal Association and the Cape Barren Island Aboriginal Association are being reviewed to strengthen partnership elements as identified in the National Agreement, including the option to develop a local partnership agreement.

In 2022, the Office of Local Government in the Department of Premier and Cabinet completed an audit of Tasmanian councils, in collaboration with the Local Government Association of Tasmania, to ensure alignment with the National



Agreement priority reforms and achievement of the socioeconomic outcomes. The audit report has been finalised and shared with stakeholders.

The 2022 audit of 28 out of 29 Tasmanian councils found councils have formal partnership arrangements mainly for specific projects such as Aboriginal reference groups and working groups and Aboriginal representation on committees, and not necessarily for council-wide services. Many councils noted they have informal partnerships and shared decision-making arrangements in place, typically involving existing relationships with local Aboriginal Elders or local Aboriginal community-controlled organisations who are consulted as needed on specific matters such as service provision, resource management, projects, developments or plans that affect Aboriginal people. A key finding from the audit was the importance of developing action plans aligned with the National Agreement on Closing the Gap as a tool for building partnerships with local Aboriginal people.

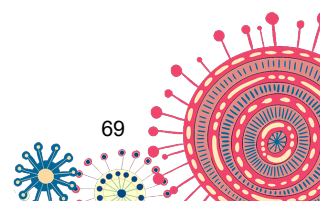
Further engagement will help determine how to use the audit information to inform existing and future partnerships between local government and Aboriginal community-controlled organisations; and to identify, inform and establish priority work aligned to Closing the Gap.

## Justice

From 2021, the Department of Justice partnered with the Tasmanian Aboriginal Legal Service to facilitate the delivery of the Tasmania Prison Service's Return to Work pilot project, with an external evaluation planned for the project's completion. The Tasmanian Aboriginal Legal Service was funded to employ two Aboriginal Wellbeing Officers to provide cultural safety support, make appropriate referrals and contribute to case management of Aboriginal people in custody.

The Department of Justice facilitates the Tasmanian Aboriginal Legal Service's delivery of the Support Information Strength program, which provides culturally appropriate and trauma-informed legal and non-legal support and assistance to Aboriginal victim-survivors of family violence and sexual assault. The Support Information Strength program includes engaging with partners and communities to deliver outreach, community-specific events, activities and education. The program is specifically designed to provide prevention and early intervention.

The Department of Justice has committed to engaging in partnership and shared decision-making to guide the implementation of the *Changing lives, creating futures – A Strategic Plan for Corrections in Tasmania 2023*, which was released in June 2023. The Strategic Plan includes Closing the Gap as one of the six interrelated strategic priorities and specifically towards achieving Target 10 to reduce the rate of Aboriginal adult incarceration. Under the Strategic Plan, the Department will ensure appropriate





governance mechanisms, chairing arrangements and membership, community engagement processes and implementation of a co-designed framework for Closing the Gap in Corrections in Tasmania, including through the Justice Policy Partnership.

## Health

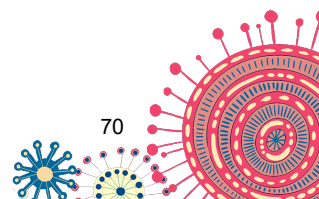
The Department of Health progressed actions under the first Tasmanian Implementation Plan to improve partnership and service approaches, with a particular focus on activity in mental health, preventive, maternal and early years health. Department of Health activities have focused on Priority Reform 1, acknowledging the Department's need to strengthen partnership approaches with the sector in some service areas. This has included:

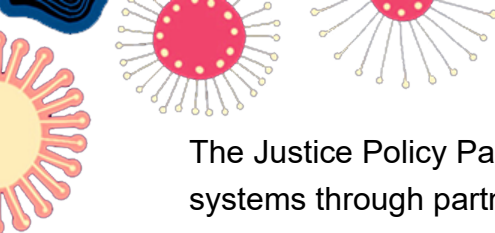
- working with the Tasmanian Aboriginal Centre to support the development of the Tasmanian Aboriginal Centre Dental Clinic; and continuing to collaborate on existing initiatives through already established partnerships with Oral Health Services Tasmania and Aboriginal community-controlled organisations
- working together to guide implementation of the *Improving Aboriginal Cultural Respect Across Tasmania's Health System 2020–2026 Action Plan*
- working with Aboriginal community-controlled healthcare organisations to co-design and fund a \$1.5 million program for Aboriginal Health Worker traineeships
- engaging and participating in key engagement mechanisms with Aboriginal community-controlled organisations through the Tasmanian Aboriginal Centre and the Tasmanian Aboriginal Health Reference Group, including information sharing, consultation and feedback.

## Policy Partnerships

Under Clause 38(a) of the National Agreement, parties agreed to establish a joint approach to five priority areas between the Australian Government, states and territories and Aboriginal representatives. Tasmania engages with these policy partnerships to identify opportunities to work more effectively across governments, reduce gaps and duplication and improve outcomes under Closing the Gap.

Five Policy Partnerships have been established: Justice in April 2021; Early Childhood Care and Development, and Social and Emotional Wellbeing in August 2022; and Languages and Housing in December 2022. The Combined Peaks and Government Closing the Gap Policy Partnership Working Group leads the work to implement national Closing the Gap Policy Partnerships across the Tasmanian Government and coordinates agency activity.



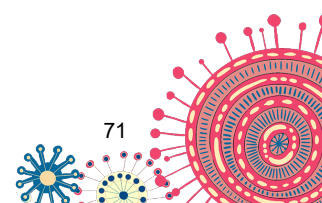


The Justice Policy Partnership leads a national joint approach to transform justice systems through partnerships between all levels of Government, Aboriginal organisations and their memberships. Progress is monitored in Tasmania through the Combined Peaks and Government Policy Partnership Working Group and through the Closing the Gap Interdepartmental Committee; and information is shared on the work of the Justice Policy Partnership with key stakeholders, including the Tasmanian Aboriginal Centre and the Tasmanian Aboriginal Legal Service. In June 2023, Joint Council endorsed the Justice Policy Partnership's Strategic Framework. The Justice Policy Partnership meets quarterly, and is progressing its implementation plan, which includes: an anti-racism strategy, a sector strengthening plan, accountability mechanisms and a justice impact assessment.

The Social and Emotional Wellbeing Policy Partnership aims to improve the health of Aboriginal and Torres Strait Islander people in Australia with a focus on social and emotional wellbeing, mental health and suicide prevention. The partnership is between Aboriginal and Torres Strait Islander representatives, the Australian Government, and state and territory governments. An annual work plan has been developed, including guiding a refresh of the *National Strategic Framework for Aboriginal and Torres Strait Islander People's Mental Health and Social and Emotional Wellbeing 2017–2023* and establishing an Aboriginal and Torres Strait Islander-led commissioning framework.

The Early Childhood Care and Development Policy Partnership is an Australian Government commitment to bring together governments and Aboriginal and Torres Strait Islander representatives to develop recommendations to improve early childhood outcomes for Aboriginal and Torres Strait Islander children and families. Tasmania's Combined Peak and Government Policy Partnership Working Group serves as a conduit for discussion and outcome updates from policy partnership meetings and to feed back the positions of Working Group members.

The Languages and Housing Policy Partnerships were established relatively recently, with most actions yet to be agreed.





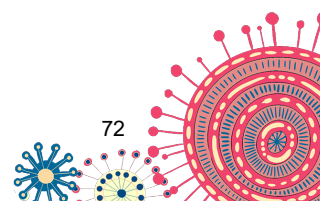
## Progress against *Tasmanian Implementation Plan* **2021–2023 actions**

### On track

- Develop an Aboriginal Engagement Strategy.
- Review current partnership structures.
- Partner with Tasmanian Aboriginal people to establish five Policy Priority Partnerships.
- Develop formal partnership agreements with Tasmanian Aboriginal community-controlled organisations.
- Undertake a local government Aboriginal audit to inform existing and future partnerships and identify, inform and establish priority work aligned to the Implementation Plan.

### In progress

- Implement the recommendations of the recent Pathway to Truth-telling and Treaty report.
- Develop a whole-of-government Closing the Gap website including links to agency specific information, resources, fact sheets and celebration of Closing the Gap outcomes.







## Priority Reform 2: Building the Aboriginal community-controlled sector

Outcome	Building the community-controlled sector: There is a strong and sustainable Aboriginal community-controlled sector delivering high quality services to meet the needs of Aboriginal people across the country.
Target	Increase the amount of government funding for Aboriginal programs and services through Aboriginal community-controlled organisations.

Priority Reform 2 commits to building a strong and sustainable Aboriginal community-controlled sector to deliver services to support Closing the Gap. Aboriginal community-controlled organisations are an expression of self-determination, providing culturally appropriate service delivery to Aboriginal people; these organisations are controlled by elected members of the Aboriginal people they represent.

### Progress overview

The Tasmanian Government recognises that Aboriginal community-controlled services are often preferred by Aboriginal people and may be more likely to deliver stronger outcomes. Delivering culturally appropriate services that employ Aboriginal people significantly contributes to Aboriginal people's shared experience of empowerment, self-determination and economic development. To achieve this, the Tasmanian Government is committed to working with the Aboriginal community-controlled sector to build its capacity and sustainability so that it is best placed to drive change. The Tasmanian Government is also working with the Aboriginal community-controlled sector to improve the appropriateness of service design, and to increase the services delivered by Aboriginal community-controlled organisations, including through transfer of government services to the Aboriginal community-controlled sector.

Over the past 12 months, the Tasmanian Government has progressed important work to strengthen and build capacity of the Aboriginal community-controlled sector through \$5.3 million investment in Closing the Gap capacity building grants to Aboriginal community-controlled organisations.



## Justice

Outside of the Justice Policy Partnership, the Department of Justice is partnering with Aboriginal community-controlled organisations to elevate service delivery to Aboriginal people involved with the justice system (see Priority Reform 1 for partnership examples). The Department also engaged with Tasmanian Aboriginal community-controlled organisations about opportunities for funding through the National Justice Reinvestment Program over the next four years; however, Tasmanian organisations were not funded under this program. The Department advocated to the Commonwealth Attorney-General to reconsider opening the justice reinvestment grant funding or to consider a Tasmanian application for proportionality across jurisdictions in justice reinvestment programs, which was not taken up.

The Department of Justice continues to explore opportunities to build the community-controlled sector, especially in relation to early interventions for Aboriginal people involved in the justice system, and care on exiting incarceration, and has consistently engaged with Aboriginal organisations to seek partnerships for justice initiatives. Resource constraints for the community-controlled sector is a key challenge for adult justice service capacity, which the Department hopes to address by scoping capacity building and leveraging from the development of a Justice Sector Strengthening Plan, including as part of implementing the new Corrections Strategic Plan.

## Sector Strengthening Plans

Clause 52 of the National Agreement commits Parties to develop plans for strengthening the Aboriginal community-controlled service sectors of early childhood care and development, housing, health and disability.

The sector strengthening plans focus on:

- growing and refining programs and services available to Aboriginal people
- building partnerships between governments and Aboriginal service providers
- transferring the delivery of programs and services from government providers to Aboriginal service providers where appropriate.

The actions proposed in the sector strengthening plans are structured around four broad workstreams: workforce, capital infrastructure, service provision and governance.

As a party to the National Agreement, Tasmania has committed to a joint approach to develop sector-specific actions. Sector strengthening plans are being developed by dedicated working groups represented by Australian Government agencies, sector peak bodies, Coalition of Peaks members and state and territory officials.



Officials from the Tasmanian Government Department of Health, the former Department of Communities, and the Department for Education, Children and Young People participated in the working groups to develop the sector strengthening plans and secured endorsement of the plans by the relevant Tasmanian Government portfolio Ministers. The Aboriginal Partnerships team in the Department of Premier and Cabinet brokered meetings between relevant Tasmanian Government agencies and Tasmania's Coalition of Peaks partner, the Tasmanian Aboriginal Centre, to prioritise sector strengthening plan actions for Tasmania in the short and longer term, and how they can be delivered in partnership with Tasmanian Aboriginal people.

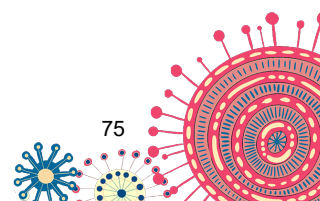
## Health Sector Strengthening Plan

The Department of Health developed strong governance mechanisms that include community representation to progress Health Sector Strengthening Plan actions. This includes the Steering Committee for the *Improving Aboriginal Cultural Respect Across Tasmania's Health System Action Plan 2020–2026*, which is working to improve Aboriginal cultural respect across mainstream health services in Tasmania, and is co-chaired by an Aboriginal health leader from the Tasmanian Aboriginal Centre and includes representation from Aboriginal community-controlled organisations; and the development of a Health Executive Subcommittee – Aboriginal Health, which will oversee and provide whole-of-department leadership on Aboriginal health through representation from Aboriginal community-controlled organisations. This includes redirecting new and existing program funds, resourcing permanent health career pathways and funding capital and physical infrastructure. A key achievement in 2022-23 has been establishing the Social and Emotional Wellbeing Policy Partnership Subgroup in partnership with Tasmania's Coalition of Peaks partner, the Tasmanian Aboriginal Centre.

The Tasmanian Implementation Plan identifies the need to establish structured partnerships, with several actions to engage and partner with Aboriginal community-controlled organisations to better understand the health needs and priorities of Aboriginal people in Tasmania. Changes in lead staff have delayed commencement of some initiatives in the Plan. The Department of Health continues to identify opportunities to fund Aboriginal community-controlled organisation programs and services, for example, in the areas of oral health, mental health and Healthy Tasmania.

## Early Childhood Care and Development Sector Strengthening Plan

The Department for Education, Children and Young People has a strong focus on workforce recruitment and development as it works to recruit qualified candidates into





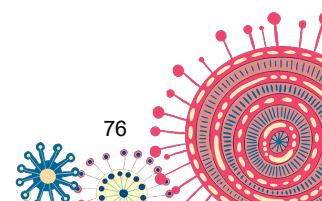
unfilled teaching positions. In early 2023, Aboriginal Education Services was restructured to implement regional teams. Whilst the teams are proving to be a successful model, it did initially result in a reduction of Aboriginal Education Worker positions in Tasmanian schools. Workforce recruitment and development is a challenge shared in the family support and child protection workforce. The State administered Australian Government funding under the National Partnership on Family and Domestic Violence Responses 2021–2027 – 500 Workers program, that supported workforce recruitment in the sector.

In early to mid-2023, the Department for Education, Children and Young People undertook statewide community consultation to identify early learning service gaps for Aboriginal and non-Aboriginal families with before-school-aged children, with the intent to engage with Tasmania's Coalition of Peaks partner in the near future. Before the establishment of the Early Childhood Care and Development Sector Strengthening Plan, the Tasmanian Government had already committed to building six additional Child and Family Learning Centres across the state, which addresses the Sector Strengthening Plan action relating to infrastructure gaps and development through relevant programs.

The Aboriginal Employment Strategy includes key action areas focused on employing Aboriginal people to deliver culturally safe and inclusive services and programs, as well as to attract, recruit and retain Aboriginal employees. The State Service Management Office in the Department of Premier and Cabinet continues to collaborate with Tasmanian Government agencies to identify opportunities to increase the number of Aboriginal employees directly involved in delivering services and programs to Aboriginal people. During 2022-23, the State Service Management Office in the Department of Premier and Cabinet worked with Aboriginal Education Services in the Department for Education, Children and Young People to provide support structures for Aboriginal trainees and developed Aboriginal cultural information for inclusion in the Tasmanian State Service School-Based Traineeship Supervisor Guide.

The revised Aboriginal Employment Strategy and Action Plan will maintain this focus, using existing youth employment programs to increase the number of Aboriginal employees in the Tasmanian State Service. Additionally, it will explore ways to better support those seeking careers in the State Service.

The Combined Peak and Government Policy Partnership Working Group has a palawa Safe and Supported Subcommittee focused particularly on Aboriginal children in the out-of-home care system. This work is a priority for the Tasmanian Coalition of Peaks partner, and the Tasmanian Government has provided financial and subject matter support for the Tasmanian Aboriginal Centre to develop a palawa Child 'Strong, Together and Connected' Safe and Supported Strategy and Action Plan to





guide the transfer of government Aboriginal child welfare and safety programs to the Aboriginal community-controlled sector. Part of the Subcommittee's work includes supporting the Tasmanian Aboriginal Centre's Registered Training Organisation to develop and run palawa Child Safety Training programs across government and Aboriginal groups to train care and support sector workers, specifically foster and kinship carers and early childhood educators, which will be rolled out statewide.

The Department for Education, Children and Young People noted there is substantial work underway through the Early Childhood Care and Development Sector Strengthening Plan, but it may take additional time to see growth within the Early Childhood Care workforce.

## **Housing Sector Strengthening Plan**

The Aboriginal Tenancy Allocation Panel and staff from Homes Tasmania attended community meetings with Tasmanian Aboriginal people to discuss their concerns and priorities regarding housing, and the services and solutions Homes Tasmania can provide.

Homes Tasmania's recently released *Tasmanian Housing Strategy: Action Plan 2023–2027* includes an action to work with the Department of Premier and Cabinet, the Tasmanian Aboriginal Centre, other Aboriginal housing service providers and Tasmanian Aboriginal people to update the Tasmanian Government's approach to Aboriginal housing policy and to deliver a Tasmanian Aboriginal housing policy by 31 December 2025. This acknowledges that while Tasmania is meeting the target for housing under the National Agreement, 'appropriate size' is not the only measure that affects housing suitability for Aboriginal people.

The Combined Peak and Government Policy Partnership Working Group is considering how Tasmania's participation in national agreements such as the National Housing and Homelessness Agreement align with the National Agreement on Closing the Gap.

## **Disability Sector Strengthening Plan**

Work is yet to commence to implement actions under this sector strengthening plan.

## **Tasmanian Government Closing the Gap Capacity Building Fund**

As part of its commitment to grow and expand services provided by Aboriginal organisations, the Tasmanian Government, in partnership with Tasmania's Coalition of Peaks partner, funded a capacity building program for Aboriginal community-controlled organisations. Under the Closing the Gap Capacity Building grants, total funding of \$5.3 million is allocated for Aboriginal community-controlled organisations



to deliver proposals and projects that address one or more of the four priority reforms of the National Agreement.

Table 3 lists the Tasmanian Aboriginal organisations that received a share of \$5.3 million in funding through the first round of capacity building grants.

**Table 3. List of capacity building grant recipients (Round 1)**

Organisation	Project
Cape Barren Island Aboriginal Association	Digital connectivity and child/family health
Elders Council of Tasmania Aboriginal Corporation	milangkani Cultural Program
Karadi Aboriginal Corporation	Health and community services (expanding the Deadly Choices program)
melythina tiakana warrana Aboriginal Corporation	Building capacity on Tebrakunna Country
Six Rivers Aboriginal Corporation	rrala tunapri mapali: Building a resilient and connected community
South East Tasmanian Aboriginal Corporation	Family Support program
Tasmanian Aboriginal Centre	Develop a palawa Child 'Strong, Together and Connected' Safe and Supported Strategy and Action Plan
Tasmanian Aboriginal Legal Service	Bail Support Program and Bridgewater Youth Community Hub

The second round of the capacity building grants closed on 30 June 2023.

## Progress against *Tasmanian Implementation Plan* 2021–2023 actions

### On track

- In partnership with Aboriginal people, the Tasmanian Government will strengthen the capacity of the Aboriginal community-controlled sector.
- 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.

### Planned

- Develop an Aboriginal Funding Reform Model in partnership with Tasmanian Aboriginal people.





## Priority Reform 3: Transforming government organisations

Outcome	Improving mainstream institutions: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal people, including through the services they fund.
Target	Decrease in the proportion of Aboriginal people who have experiences of racism.

Under Priority Reform 3, governments committed to systemic and structural transformation of government organisations to improve accountability and respond to the need of Aboriginal people. Clause 59 of the National Agreement details governments' responsibility to implement a range of transformation elements within government agencies:

- eliminating racism
- embedding cultural safety
- delivering services in partnership
- increasing transparency and accountability for funding
- supporting the culture of Aboriginal people
- improving engagement with Aboriginal people.

To achieve meaningful results under Priority Reform 3, significant transformation is needed across all areas of government, including the justice, health, education and child protection systems, as well as across service delivery sectors like early childhood, disability and social services. To begin to embed transformational elements, the government parties to the National Agreement agreed to begin work to establish an independent mechanism to support, monitor and report on the transformation of agencies and organisations by 2023.

### Progress overview

The Tasmanian Government is working to ensure its systems, services and institutions are culturally appropriate and responsive to the needs of Aboriginal people in Tasmania.

An Aboriginal Partnerships group was established in the Department of Premier and Cabinet to provide whole-of-government coordination of programs and services for Aboriginal people in Tasmania.





The group comprised Aboriginal Partnerships and Aboriginal Heritage Tasmania and aimed to drive greater collaboration across Tasmanian Government agencies and the Aboriginal community-controlled sector to realise improved outcomes for Aboriginal people in Tasmania. The group also oversaw and coordinated the Government's significant Aboriginal Affairs agenda, informed by the views of Aboriginal people.

The Aboriginal Affairs agenda includes Closing the Gap, Truth-telling and Treaty processes, new Aboriginal heritage legislation, and reviewing the model for returning land.

## **Governance arrangements to embed Closing the Gap across agencies**

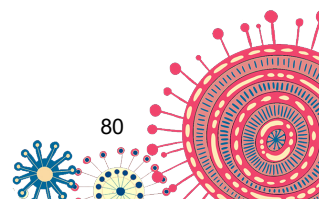
To transform government, agencies have established new governance arrangements to embed Closing the Gap in their organisations.

The Department of Health Executive endorsed the establishment of a high-level steering committee to provide leadership in relation to Aboriginal health issues, drive action and reform, and provide centralised high-level coordination of all departmental Aboriginal health matters, including those relating to Closing the Gap health commitments. This followed a review of governance arrangements for Aboriginal health matters in which the Department of Health is involved. The review found governance arrangements largely relate to specific-purpose initiatives or have limited decision-making capacity, and do not provide whole-of-department leadership across Aboriginal health matters. Steering committee membership is being considered, with the intention to include representation from Aboriginal community-controlled organisations, deputy secretaries and other senior leaders, and to reflect partnership and shared decision-making principles, subject to agreement with key partners and formal approval.

The Department of Police, Fire and Emergency Management established an Aboriginal Advisory Group to embed the National Agreement, particularly Priority Reform 3.

The Department of Justice and the Department of State Growth consider the needs of Aboriginal people in new infrastructure projects through engagement and advice from Aboriginal community-controlled organisations and Aboriginal people.

The Department of State Growth has an established Aboriginal Liaison Working Group to facilitate effective and coordinated engagement, where possible, between the Department and Tasmanian Aboriginal organisations and people, to support the implementation of policy initiatives and to coordinate programs and projects, particularly in relation to the Tasmanian Implementation Plan.





## Aboriginal Employment Strategy

Tasmania's Aboriginal Employment Strategy was launched in 2022 to drive cultural change across government agencies by embedding cultural safety for Aboriginal employees as a priority. The Strategy generated activity such as development of agency-wide policies to embed cultural safety, diversity, equity and inclusion principles across workplaces.

Strategy initiatives support the culture of Aboriginal Tasmanian employees with access to the new Aboriginal Cultural Leave provision to recognise the importance of meeting family, community and cultural obligations whilst maintaining employment. A Tasmanian State Service Aboriginal Employee Network was also established, with a current membership of approximately 100 Aboriginal employees.

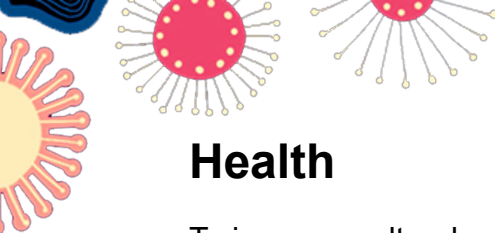
The Aboriginal Employment Strategy will continue to evolve through Implementation Plan actions to be undertaken in partnership with Aboriginal organisations, service providers and individuals. A review of the *Tasmanian State Service Aboriginal Employment Strategy to 2022* was initiated during 2022-23 by the State Service Management Office, with initial consultation conducted with key stakeholders.

The review, including consultation, has taken longer than anticipated. The revised Strategy is being developed in consultation with members of the Tasmanian State Service Aboriginal Employee Network, Aboriginal Partnerships, government agency key stakeholders, and Aboriginal people and community-controlled organisations. The consultation identified several key themes impacting Aboriginal employment in the State Service, which are being incorporated into the final draft Strategy. The final draft 'Tasmanian State Service Aboriginal Employment Strategy Beyond 2024', supported by a three-year Action Plan, is expected to be available for broader consultation in 2025.

Key initiatives to progress Tasmanian Government Aboriginal employment continues.

In response to Tasmania's Aboriginal Employment Strategy, agencies have updated, or are updating, their equity and inclusion strategies, which underpin the Aboriginal Employment Strategy.

In 2022-23, the Tasmanian Government allocated new funding for the Aboriginal Employment Strategy, with \$250,000 provided in the forward financial years (2023-24 and 2024-25). This funding aims to support initiatives focused on retaining and attracting Aboriginal people to Tasmanian State Service jobs; Aboriginal employee career development and progression; and supporting culturally safe and respectful workplaces.



## Health

To improve cultural safety for Aboriginal people accessing the Tasmanian health system, the Department of Health released the *Improving Aboriginal Cultural Respect Across Tasmania's Health System Action Plan 2020–2026*. The Action Plan is the primary document guiding Department of Health actions and commitments to improve cultural respect for Aboriginal people.

Work continues across six focus areas, including:

- Learning resources on culturally respectful health services are supported and promoted. These resources include information available on the Department of Health website and an online training module for staff, incorporating the Ask Away videos and associated discussion guides. To date, almost 80 per cent of departmental employees have completed the online training.
- The Department, in negotiating funding agreements, requires organisations to demonstrate they are culturally sensitive and safe for all Tasmanians, for example, by having undertaken Aboriginal cultural awareness training or partnering with Aboriginal community-controlled organisations to design and deliver services. Organisations are required to report on the degree to which their workforce is suitably qualified, trained and supporting in culturally sensitive and inclusive practices.

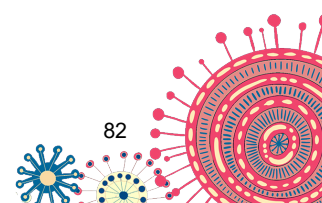
### Case study: Ida West Scholarships

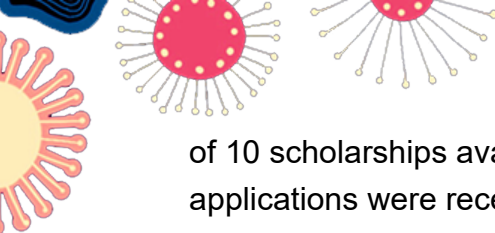
Aunty Ida West was a respected Tasmanian Aboriginal Elder who made significant contributions to social justice and reconciliation in both Tasmania and at a national level.

After her passing, the Department of Health consulted with her family to establish the Ida West Aboriginal Health Scholarship program to honour her life and work. The program is a key initiative that supports the Aboriginal Employment Strategy. It provides financial support for tertiary and vocational study in recognition of the under-representation of Aboriginal people in health professions in Tasmania.

Scholarship funds help students in many ways. Students can buy textbooks, computers, clinical equipment and uniforms. The scholarship helps with living costs for attendance at rural clinical experience placements. Students say the extra financial support is vital to completing their studies. Each year, the Office of the Chief Nurse and Midwife works closely with a West family member throughout the scholarship advertisement, selection and award processes.

Until 2021, there were three scholarships awarded annually. Additional funding under the Department of Health's *Health Workforce 2040* Strategy has increased to a total





of 10 scholarships available each year between 2022 and 2025. In 2023, five applications were received, and five scholarships were awarded.

## Police, Fire and Emergency Management

The Department of Police, Fire and Emergency Management is responsible for providing quality policing, fire and emergency management services to the Tasmanian community. The *Department of Police and Emergency Management Aboriginal Strategic Plan 2014–2022* supported strategies to develop and maintain culturally appropriate and respectful relationships; to facilitate an environment where policing services are accessible, meet the needs of all, and are delivered equitably.

This Plan had a strong emphasis on ensuring the safety of all Aboriginal people who had contact with the criminal justice system, either as offenders or victims. The Department is progressing work to prepare a new Aboriginal Strategic Plan, which is due in 2025. The development of the new Aboriginal Strategic Plan will involve ongoing consultation with key Tasmanian Aboriginal organisations, including the Tasmanian Coalition of Peaks partner and Tasmanian Aboriginal Legal Service.

## Education, Children and Young People

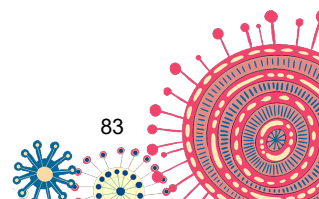
Under Priority Reform 3, Tasmania's palawa Safe and Supported Subcommittee is being guided by the Tasmanian Coalition of Peaks partner's priority research into the out-of-home care system for Tasmanian Aboriginal children to inform the development of a palawa Child 'Strong, Together and Connected' Safe and Supported Strategy and Action Plan. More details are included in Priority Reform 2.

## Justice

The Department of Justice provides quarterly reports to its Agency Executive on initiatives and work relating to the National Agreement. There is a further reporting requirement to the Agency Executive under *Changing lives, creating futures – A Strategic Plan for Corrections in Tasmania 2023* relating to Closing the Gap. The Department is also investigating how it can achieve the aims of the Tasmanian State Service Aboriginal Employment Strategy to increase the employment of Aboriginal people in the Tasmanian State Service to 3.5 per cent.

In 2022, the Department of Justice rolled out broad Cultural Awareness, Unconscious Bias and Trauma Informed Practice training. The Department became a member of the Diversity Council of Australia, which provides access to a range of resources and research on the inclusion of Aboriginal people in workplaces.

The Tasmania Prison Service participates in a national working group to address issues in relation to management of Aboriginal people under correctional services





supervision as part of the Corrective Services Administrators' Council. The Council's Indigenous Issues Working Group is responsible for the development of a strategic framework that identifies common challenges and principles for the management of offenders.

## State Growth

Under Priority Reform 3, Arts Tasmania is reviewing and updating the *Respecting Cultures* publication as part of its commitment to support the development of Aboriginal cultural arts through respectful and positive engagement. Arts Tasmania will work in partnership with Tasmanian Aboriginal people to develop engagement resources to guide positive, respectful engagement with Tasmanian Aboriginal people when procuring Aboriginal art.

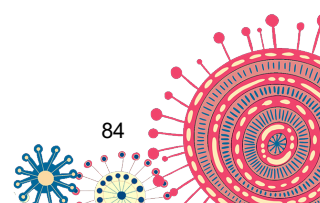
## Progress against *Tasmanian Implementation Plan* 2021–2023 actions

### On track

- Develop an agreed Closing the Gap governance structure.
- Collate, monitor and report on whole-of-government effort to close the gap so the partners can review progress with the Aboriginal community.
- Provide leadership across the whole of the public sector to clarify requirements under the implementation plan.
- Develop and establish a range of initiatives to directly address and eliminate racism within and across the State Service.

### In progress

- Review coordination, consistency and quality control in relation to all Tasmanian Aboriginal services, policies, initiatives and protocols.
- Undertake an audit of state-funded Aboriginal services to ensure direct alignment with the Tasmanian Closing the Gap Implementation Plan and the National Agreement.
- Explore how to improve the current State Services Eligibility Policy.





## Priority Reform 4: Shared access to data and information at a regional level

Outcome	Aboriginal people have access to, and the capability to use, locally relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.
Target	Increase the number of regional data projects to support Aboriginal communities to make decisions about Closing the Gap and their development.

Priority Reform 4 is vital for the success of the other priority reforms. The priority reform is a commitment to ensure Aboriginal people have shared access to, and the capability to use, locally relevant data and information.

A challenge for government data systems in small states like Tasmania is to ensure individual privacy is protected when sharing data with Aboriginal community-controlled organisations and Aboriginal people.

While initial work has focused on improving the quality and value of Tasmanian Government data collections relevant to Closing the Gap, the Tasmanian Government is committed to ensuring Aboriginal community-controlled organisations and Aboriginal people in Tasmania have access to, and the capability to collect and use, locally relevant data and information to:

- determine the availability of and need for Closing the Gap-related services in discrete regions across Tasmania
- identify priority locations for the expansion of existing services or the transfer of government services to Aboriginal community-controlled providers
- evaluate the performance of, and identify opportunities for improvements to, existing Closing the Gap-related services
- identify Closing the Gap-related service gaps in specific communities or across the State
- determine priority actions for the ongoing implementation of Closing the Gap in Tasmania.





## Progress overview

The Tasmanian Government has commenced whole-of-government work to explore more effective approaches to the ongoing collection and sharing of locally relevant data in partnership with Aboriginal people and the organisations that represent them. This has included a review of best practice approaches to improve the quality of data collected about Aboriginal people in Tasmania.

Representatives from the Tasmanian Government and the Tasmanian Coalition of Peaks partner participated in the Data and Reporting Working Group that drafted the Closing the Gap Data Development Plan, which was endorsed by the Closing the Gap Joint Council at its August 2022 meeting. Preliminary work by the Tasmanian Government has identified 31 data collections across nine Tasmanian Government agencies and organisations that may include data relevant to the data development items identified in the National Agreement.

## Health

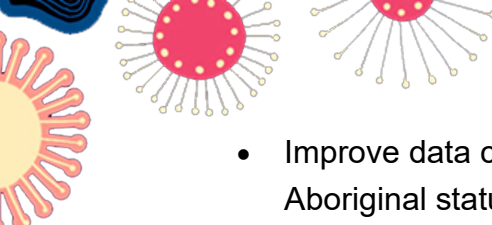
The Department of Health's draft Data Strategy for 2023–2033 includes the need to enhance the quality of Aboriginal data under Closing the Gap. This will include planning and implementing improvements to data collection, use and reporting to support improved health care and outcomes. These efforts are designed to bolster healthcare quality and overall health outcomes, aligning with the overarching goals of improving health equity in Tasmania. The Department is planning an internal review in late 2023 to understand where Aboriginal data is held and how to progress the tenets of data sovereignty in a Tasmanian context.

## Police, Fire and Emergency Management

Tasmania's Department of Police, Fire and Emergency Management has recognised that in relation to Priority Reform 4, it is limited in its capacity to report on Aboriginal status due to different requirements and different data capture standards between information systems. To address this, the Department is seeking to implement the following changes:

- Implement a dual notification procedure when an Aboriginal person is arrested. This action recognises and supports the comprehensive services strategy and would involve the custody officer notifying the Tasmanian Aboriginal Legal Service.
- Improve collection of Aboriginal status data at early police intervention level to enable early intervention from other agencies. This action also recognises and supports the comprehensive services strategy.



- 
- Improve data collection and data sharing with other agencies in relation to Aboriginal status to inform efforts to provide better support to both offenders and victims.

## Justice

The Department of Justice is partnering with Aboriginal community-controlled organisations, such as the Tasmanian Aboriginal Centre, to develop ongoing data sharing arrangements. This work includes progressing interagency data sharing agreements to facilitate sharing existing data on a more formal basis, including, but not limited to, data relating to Aboriginal people. The Department of Justice expects these agreements will improve data sharing across government and more broadly with Aboriginal community-controlled organisations.

The Department of Justice is also investigating its data capabilities and limitations in its information systems to improve accountability and accessibility to data to build the evidence base for progress under Target 10 of the National Agreement. This includes the development of capabilities in the Department's new digital information system 'Astria', which is scheduled to go live in Correctives Services in 2025 and will draw on input from the Aboriginal community-controlled sector about data that is valuable to Aboriginal-community controlled organisations.

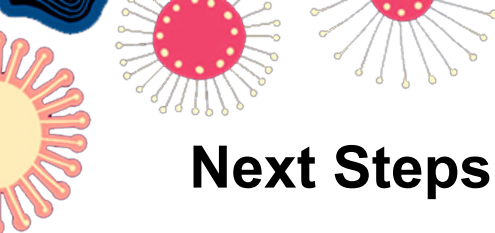
## Progress against *Tasmanian Implementation Plan* 2021–2023 actions

### On track

- Develop a regional data sharing policy to support Aboriginal community-controlled organisations to access and use locally relevant data to build capacity to grow Aboriginal service delivery.

### Planned

- Identify and establish regional data projects to support the capability of the Aboriginal community-controlled sector.
- Establish an Aboriginal-led regional data sharing working group.

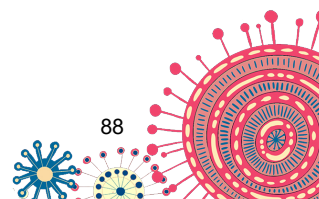


## Next Steps

The Tasmanian Government is committed to implementing the National Agreement and taking direct action to close the gap across the socioeconomic outcomes and working in partnership across the four priority reforms to transform the delivery of Tasmanian Government services and programs.

Our continued focus remains on supporting Aboriginal community-controlled organisations to build their capacity to deliver services that better suit the needs of their local community. This will involve working with the Tasmanian Coalition of Peaks partner, other Tasmanian Aboriginal organisations and Tasmanian Aboriginal people to design new transitional planning arrangements, grow partnership arrangements, and investigate transformative and sustainable funding opportunities within the sector.

The Tasmanian Coalition of Peaks partner and other Tasmanian Aboriginal community-controlled organisations have identified child safety and wellbeing as a key priority for Closing the Gap in Tasmania. Tasmania will therefore focus effort toward improving outcomes for Aboriginal children and young people, acknowledging that improving outcomes for Aboriginal children contributes to improved outcomes for Aboriginal people in the long term. The Tasmanian Government looks forward to developing the next Tasmanian implementation plan for Closing the Gap, in partnership with Tasmania's Coalition of Peaks partner, the Tasmanian Aboriginal Centre, and other Tasmanian Aboriginal organisations.



# Annual reporting requirements

Annual reporting requirements under the National Agreement	Relevant sections
Parties will include in their annual reports (Clauses 118 and 119) information on partnerships, including the number of partnerships, those that have been reviewed, for each partnership which strong partnership elements are met and unmet, and what has been achieved through the partnerships. (Clause 37)	Priority Reform 1
Parties will include in their Jurisdictional annual reports information on action taken to strengthen the community-controlled sector based on the elements of a strong sector, as outlined in Clauses 118 and 119. (Clause 47)	Priority Reform 2
Parties will include in their annual reports information on how they are undertaking and meeting the transformation elements. (Clause 65)	Priority Reform 3
Parties will include in their annual reports information on action taken to improve access to data and information by Aboriginal and Torres Strait Islander people and organisations. (Clause 73)	Priority Reform 4
Parties, by July 2022, agree to review and identify current spending on Aboriginal and Torres Strait Islander programs and services to identify reprioritisation opportunities to Aboriginal and Torres Strait Islander organisations, particularly to community-controlled organisations. Actions taken to implement the outcomes of these reviews will be included in Jurisdictional implementation plans and annual reports. (Clause 113)	Throughout, including under Priority Reform 2
The Parties agree to make public information on their progress on the Agreement and their Implementation Plans through annual public reports. The annual public reports will: (Clause 118)	
<ul style="list-style-type: none"> <li>draw from the dashboard and annual Productivity Commission data compilation report, to ensure consistency of measures of progress</li> </ul>	Socioeconomic outcomes
<ul style="list-style-type: none"> <li>include information on efforts to implement this Agreement's four Priority Reform areas, particularly outlining how implementation aligns with the principles for action</li> </ul>	Priority Reforms
<ul style="list-style-type: none"> <li>demonstrate how efforts, investment and actions are aligned and support the achievement of Closing the Gap goals</li> </ul>	Throughout
<ul style="list-style-type: none"> <li>list the number of Aboriginal and Torres Strait Islander community-controlled organisations and other Aboriginal and Torres Strait Islander organisations that have been allocated funding for the purposes of Clause 24, 55a and 55b, and 135 of this Agreement; and subject to confidentiality requirements, also list the names of the organisations and the amount allocated. (Clause 118)</li> </ul>	Throughout, including under Priority Reform 2
<ul style="list-style-type: none"> <li>be tabled in parliament. (Clause 119).</li> </ul>	Tabled in 2025