Outcomes of the ACT Whole of Government Aboriginal and Torres Strait Islander Agreement Consultation Process

History of the ACT Whole of Government Aboriginal and Torres Strait Islander Agreement

At a meeting between Cabinet and the Elected Body on 18 June 2013, it was agreed that the ACT Government would develop a Whole of Government Aboriginal and Torres Strait Islander Agreement (the Agreement) in partnership with the Aboriginal and Torres Strait Islander Elected Body (the Elected Body).

The ACT Government agreed that the agreement would be a high level document focussed on a limited number of deliverables supported by shorter term targets that would maintain community engagement.

The initial project plan for the Agreement broke the consultation process up into three main sections:

- Stage One: Relationships;
- Stage Two: ACT Specific Targets; and

The Agreement will set out the ACT Government’s commitment to work with Aboriginal and Torres Strait IslanderCanberrans to improve the delivery of health, housing, economic and social services. It will provide a framework for relations between the Aboriginal and Torres Islander communities and the ACT Government by articulating the principles of good communication and partnership.

Overview of the Consultation Process

ACT Government directorates, the Elected Body, peak Aboriginal and Torres Strait Islander groups and service providers were invited to participate in the consultation process for the Agreement.

The consultation process was initially developed around Stages One and Two. The Elected Body hosted two community forums, on 28 March 2014 and 30 April 2014, on the relationships and ACT-specific targets aspects of the agreement, respectively. Two stakeholder roundtables were held to discuss Stage One: Relationships and two stakeholder roundtables were held to discuss Stage Two: ACT Specific Targets. A Ministerial Roundtable was held on 29 May 2014 to workshop the ACT Specific Targets.

Stakeholders in the Consultation Process

ACT Government

The consultation process targeting ACT Government stakeholders, included membership on a project reference group, targeted roundtables and a ministerial roundtable. Representatives from diverse areas of ACT Government participated in the consultation process including Aboriginal and Torres Strait Islander Health Unit, ACT Corrective Services, ACT Heritage Unit, Economic Development, ACTION Buses, Student Services, Public Sector Management and many more.
Aboriginal and Torres Strait Islander Elected Body

The Office for Aboriginal and Torres Strait Islander Affairs is developing the Agreement in partnership with the Elected Body. The Elected Body hosted two facilitated community forums on the Agreement and has provided input into the development of the Agreement through the Aboriginal and Torres Strait Islander Affairs Sub-Committee to the Strategic Board.

The Elected Body will be completing an election process this year that will potentially see a change in members. The new Elected Body will be briefed on the development of the Agreement and will also participate in future consultation processes.

Aboriginal and Torres Strait Islander community members

The Office for Aboriginal and Torres Strait Islander Affairs developed an online survey for distribution to community members through existing Aboriginal and Torres Strait Islander networks and newsletters.

The Elected Body hosted two facilitated community forums. The community forums generated information from Aboriginal and Torres Strait Islander community members on the priorities and outcomes that are important to community members.

Non-government organisations and community service providers

The Office for Aboriginal and Torres Strait Islander Affairs facilitated a targeted roundtable and open roundtables to gain feedback on what non-government stakeholders recommend for inclusion in the Agreement. Some of the non-government providers who participated in the consultation process were Winnunga, ACTCOSS, Burrunju, Reconciliation Australia and Real Community Institute.
Stage One: relationship principles – summary of consultation feedback

Engagement

Community members and organisations stated that they often felt that the ACT Government did not engage with Aboriginal and Torres Strait Islander stakeholders in a meaningful way.

Feedback identified that stakeholders felt that there was a lack of consistency in the delivery of information to them on matters of community importance and that they were not given the opportunity to participate in genuine decision making. Stakeholders were often contacted for consultation but rarely received feedback on the outcomes of the consultation, which left them feeling disempowered.

An attendee noted that community members are not aware of the services that are available to them. Branding of services for Aboriginal and Torres Strait Islander people can make a huge difference in the take up of services.

Stakeholders identified that traditional forms of engagement are not always culturally appropriate and that alternative forms of engagement would need to be utilised to meet the needs of communities. Attendees suggested email, text message, social media, surveys and door knocking as alternative forms of contact.

An example of best practice was the Yurauna Centre. The Yurauna Centre goes to the community instead of waiting for the community to come looking for services.

An attendee commented on the lack of a centralised Aboriginal and Torres Strait Islander media. i.e. Centralised website, newspaper or radio station. It was suggested that developing Aboriginal and Torres Strait Islander media such as Koori radio or newspaper would improve community access to information.

Consultation needs to be extended to include young people and other family groups.

Consultation findings

Stakeholders recommended that the following measures be included in the Agreement to improve stakeholder engagement:

- The ACT Government supports the community to become an ‘informed community’ by facilitating the creation of networks and conversations within the community that aren’t controlled by the government. (Links into the Open Government Project)
- The Agreement includes an engagement and communication strategy as an output of the project. It was recommended that a communication strategy similar to the Victorian Department of Child Protection be considered as it has clearly defined protocols on engagement with Aboriginal and Torres Strait Islander people.
- The Agreement promotes partnerships between the community and peak bodies without the ACT Government acting as an intermediary.
- The ACT Government supports community members who want to sit on boards and committees with relevant training and mentoring.
- The United Ngunnawal Elders Council would like a shared centralised website that provides information to Aboriginal and Torres Strait Islander people on all the available services and supports.
Holistic Case Management

Feedback from the community consultations identified holistic care as a key theme for inclusion in the Agreement. Social determinants impact on the individual’s outcomes in relation to health and law, as well as impacting on the overall wellbeing of family groups and the community. Attendees described a holistic approach as focusing on educating the person so that they can take responsibility for achieving balance and wellbeing in their life.

A community member stated a belief that clients should be given the necessary knowledge, skills and support to control or at least participate in the planning of their lives. Attendees felt that holistic case management should include comprehensive healthcare and an Aboriginal childcare agency as two of the issues on top of the community’s needs.

An attendee advised that sectors are interdependent, for example cuts to the women’s services sector have flow-on effects for Aboriginal and Torres Strait Islander services. The ACT Government needs to recognise the need for a holistic approach for clients.

Consultation findings

Stakeholders recommended that the following measures be included in the Agreement to improve stakeholder engagement:

- The Agreement should include a principle of recognising individual needs in the context of family/community impacts.

Culturally Appropriate Services

Feedback from the consultation process identified that culturally appropriate services was a key determinant of whether community members would access particular services or programs. Stakeholders identified that they wanted more choice over services.

An attendee discussed how shop fronts can be improved to promote positive client engagement. The example was given of the adaptation of physical office space in the Gateway model and the Medicare Local model to make the service experience more approachable and inclusive for clients.

Attendees considered that the ACT Government struggles to work with Aboriginal and Torres Strait Islander communities. There was felt to be a reluctance to give the community autonomy over services. Attendees acknowledged that infighting among groups could contribute to the reluctance. A stakeholder recommended that the ACT Government act as an enabler rather than being seen as a dispute resolution mechanism.

An attendee observed that too many mainstream organisations are running identified funded programs that struggle to engage with community members. Mainstream organisations will often come to Winnunga Nimmityjah for advice on running identified programs. Stakeholders feel that the ACT Government does not recognise the additional benefits that culturally appropriate services provide for the community.

Consultation findings

Stakeholders recommended that the following measures be included in the Agreement to improve take up of services:

- The ACT Government acknowledges traditional language and culture traditions in day to day business. It was suggested that this would build cultural awareness and create a culturally appropriate service environment. An attendee recommended the promotion of local language lessons. (Links to ACT Language Policy)
• The ACT Government commits to using Aboriginal and Torres Strait Islander organisations in preference to mainstream services.
• The ACT Government decides whether they want to mainstream services or have specific services as this affects the funding pool and impact of services.

Budget Expenditure

Feedback from the consultation process identified concerns that the reported Commonwealth expenditure total reflects badly on Aboriginal and Torres Strait Islander people in the wider community. Stakeholders reported that they do not see the impact of this money as outcomes in the community where it is most needed.

An attendee commented that Aboriginal and Torres Strait Islander funding looks generous on paper but targeted services are under-funded. Stakeholders had the perception that Aboriginal and Torres Strait Islander services are the first to be gutted in mainstream services. Community organisations want to see that they are going to get something from the partnership. It was also noted that salaries of some identified positions are paid from identified dollars not from mainstream resources.

An attendee identified transparency in where funding is going as a key factor for a successful relationship. The attendee commented that it sometimes feels like services are operating in a remote community due to the lack of access to culturally appropriate services.

Feedback from the consultation process identified that stakeholders would feel more confident about the ACT Government’s commitment to the Agreement if funding and resources were included in the Agreement.

Consultation findings

Stakeholders recommended that the following measures be included in the Agreement to improve the accountability of funding:

• The Elected Body to be involved in building a solution on how to improve the budget position of the community.

• The ACT Government look at how funding is allocated. Stakeholders recommended that funding be allocated to services not programs, this gives services the flexibility to best meet the needs of clients. (Links to Human Services Blueprint project)

• The Agreement to include a principle that identified funding be streamlined to Aboriginal and Torres Strait Islander services in preference to mainstream services.

Systemic Disadvantage

Feedback from the consultation process noted that the ACT Government needs to recognise that current government processes are hard and systemic. Stakeholders felt that the ACT Government needed to look at the structural impediments their processes put in place. Processes need to be client focussed and support clients to access the ACT Government.

Stakeholders identified instances where current guidelines stopped organisations from being able to grow. Stakeholders reported getting caught in ‘a catch 22’ situation when dealing with ACT Government.

A community member gave an example of a recent community housing release that only allowed organisations who demonstrated management of 10 or more houses to apply for
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the release. This favoured existing providers and created barriers to new Aboriginal and Torres Strait Islander housing organisation applying for houses until they have houses.

Stakeholders reported that the government needs to demonstrate buy in. The community is not seeing the government as coming to the table. Attendees suggested that a principle could be that the ACT Government will agree to attend meetings and come to the table. Change of attitudes from the top down is required.

Stakeholders noted that previous Framework agreements have been used between the Government (Commonwealth and ACT), community services/organisations and ATSIC. Stakeholders recommend that ACT Government look at the previous agreements and partnerships and learn from the things that worked and those that didn’t.

**Consultation findings**

Stakeholders recommended that the following measures be included in the Agreement to improve systemat disadvantage:

- The ACT Government looks at the previous agreements and partnerships and learn from the things that worked and those that didn’t.
- The ACT Government incorporates the recommendations from the report of the Royal Commission into Aboriginal Deaths in Custody.
- The ACT Government changes their process to incorporate the recommendations of the House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs’ Report, *Torres Strait Islanders: a new deal, a Report on Greater Autonomy for Torres Strait Islanders*, which was tabled in Commonwealth Parliament on 26 August 1997.

**Data Collection**

Feedback from the consultation process identified that the ACT Government does not have strong data to support program decisions or to compare outcomes.

Stakeholders consider that Aboriginal and Torres Strait Islander organisations are developing really strong data behind the scenes. There is a perception that the data provided by Aboriginal and Torres Strait Islander organisations is very detailed but the client figures provided by mainstream organisations are not double checked or verified.

Stakeholders considered data collection as important for the development of policy and programs. Evidence-based development should be the preferred method. Quality data should be a target. Change the focus away from inputs, outputs, outcomes to impacts.

Services should be built based on the data. The government should be providing resources based on the evidence for example a mental health worker has been permanently seconded from Health Directorate based on the evident need.

**Accountability**

Stakeholders believed that the community should be able to evaluate the progress of the Agreement. The importance of the community seeing progress on outcomes, even if they are only small steps was identified. It was noted that quick wins keep confidence in the process higher.

An attendee suggested that a single reporting framework be considered for Aboriginal and Torres Strait Islander Affairs. Reporting should also measure accountability and reward high performers.
An attendee asked if senior bureaucrats are held accountable for improving the outcomes for Aboriginal and Torres Strait Islander people. There is a responsibility for the Office for Aboriginal and Torres Affairs to provide leadership and follow up with the ACT Government on the priorities and outcomes in the Agreement.

**Governance**

Government should reward high performing organisations. Winnunga has undergone accreditation and should be recognised and valued. Accreditation should replace some of the government hoops; for example, continuous quality improvement reporting

Stakeholders recommend the conversations need to be established as part of the governance process in recording improvements against impacts.

Attendees agreed that a Toolkit should be developed that: focuses on usability; has streamlined reporting processes; has a branding strategy and templates; matures how the ACT Government does business by embedding Aboriginal and Torres Strait Islander affairs into all areas; promotes good new stories and what we do well; includes business tools and communication strategies; and creates networks and conversations within the community that aren’t controlled by the government.

**Consultation findings**

Stakeholders recommended that the following measures be included in the Agreement to improve data collection, accountability and governance:

- The Agreement includes Quality data as a target.
- The Agreement includes a single reporting framework for Aboriginal and Torres Strait Islander Affairs.
- The ACT Government develops an Aboriginal and Torres Strait Islander toolkit to support the governance processes of ACT Government.

**Government Silos**

Stakeholders recommended that the ACT Government move away from silos and develop champions of Aboriginal and Torres Strait Islander affairs in different areas of the ACT Government. Stakeholders identified that the ACT Government does not always provide a consistent message in regards to Aboriginal and Torres Strait Islander affairs.

Attendees raised some concerns about the Agreement, including: how the Agreement will be used; whether Directors-General will champion the Agreement in their directorates; and whether the government will meet the community halfway.

The attendees commented that it is important to make sure there is transparency in what the community wants and in what the government delivers. It was identified that the ACT has a unique opportunity to lead change in the community, especially in the way that the Government manages its business.

One attendee recommended that the ACT Government should change negative patterns and get all directorates on the same page. It was identified that directorates and community need to be involved in discussions together, but community does not have a lot of trust in the bureaucracy.

**Consultation findings**

Stakeholders recommended that the following measures be included in the Agreement to improve a one government approach:
Outcomes of the ACT Whole of Government Aboriginal and Torres Strait Islander Agreement Consultation Process

- The Agreement includes an in principle agreement for all Directorates to implement the Toolkit, once developed, into their governance process.
- The ACT Government identifies champions in each Directorate to promote Aboriginal and Torres Strait Islander Affairs.

ACTPS Aboriginal and Torres Strait Islander Staff

An attendee noted that Aboriginal and Torres Strait Islander staff don’t visit their communities, they live in them. Stakeholders felt that the ACT Government needed to make a priority of information sharing with Aboriginal and Torres Strait Islander staff, particularly junior staff. It was recommended that the ACT Government improve the information provided to all government staff at orientation and that more cultural awareness training could be provided.

An attendee commented that the Elected Body had taken away the opportunity for staff to provide advice to government. The attendee stated that this had undervalued the potential of the ACT Aboriginal and Torres Strait Public Service Staff Network. Attendees agreed that work needed to be done on the relationship between the Elected Body and the Staff Network. The NGO Staff Network should also be included in information sharing exchanges.

It was commented that managers need to also value the input of Aboriginal and Torres Strait Islander staff members on how the Government does business. Line managers need to understand the commitment to membership in the ACT Aboriginal and Torres Strait Islander Public Service Staff Network. Managers sign off on membership.

An attendee noted that there are a number of entry level identified positions but there is a need for higher level identified positions. It was discussed that having higher level identified positions is important to demonstrate buy-in from government to help Aboriginal and Torres Strait Islander employees progress their careers. Attendees agreed that it is important for the ACT Government to grow our own Executives by training and supporting junior Aboriginal and Torres Strait Islander staff to move up the ladder.

Consultation findings

Stakeholders recommended that the following measures be included in the Agreement to improve the retainment of Aboriginal and Torres Strait Islander staff:

- The ACT Government needs to make a priority of information sharing with Aboriginal and Torres Strait Islander staff, particularly junior staff.
- The ACT Government grows its own executives by training and supporting junior Aboriginal and Torres Strait Islander staff to build a career in the ACT Public Service. (Link to Employment Strategy)
- The ACT Government provides opportunities for staff members to give input on how the ACT Government does business.
- Build directorate Aboriginal and Torres Strait Islander staff networks.

Cross border Relationships

An attendee stated that there were cross-border concerns that the ACT needs to address service delivery at a regional level rather than just a Territory level. Health services particularly struggle with cross-border issues.

The catchment area for local services includes the ACT and surrounding region. Stakeholders felt that the ACT Government has a responsibility to advocate on behalf of ACT services for cross-border funding opportunities.
Community support for the Elected Body

Attendees discussed the level of community support that the Elected Body has and how that support translates into political clout. Attendees were urged to promote the Elected Body among their social groups.

The Elected Body was identified by stakeholders as a vehicle to drive change. The Elected Body was developed by government but the Chair of the Elected Body would like to see their role continue to evolve to meet the needs of the community.

Attendees discussed the ACT Government’s views on the Elected Body and the support for embedding the Elected Body into ACT Government governance processes. Attendees agreed that the Elected Body can be an extraordinary tool for influencing government. It was noted that the Elected Body continues to mature in their mechanisms and has been successfully drawing attention to the issues that matter. Attendees suggested that the Westminster System does not really fit the needs of the community and that a new system needs to be considered.

The Chair of the Elected Body noted that Aboriginal and Torres Strait Islander Elected Body members are not always provided with briefing packs from directorates for meetings with Ministers.

Attendees advised that the relationship between the community and the Elected Body is the community’s business. It was noted that there is not a strong understanding of the role of the Elected Body in different areas of the ACT Government.

It was suggested that the community needs to get to know the Elected Body members. The Community has a responsibility to make it their business to look for information, as well as the Government having the responsibility to provide quality information.

It was suggested that the governance structure of the Elected Body could be amended to allow for sub-committees that are made up of specific groups such as Elders, Services or Young People.

An attendee suggested that groups need to take a leadership role in representing their personal interest groups to feed information back to the Elected Body. There needs to be improved two way communication. It was suggested that community groups also need to talk to each other.

An attendee suggested that Elders need to have better representation in order to be approachable to community members seeking advice. Elders are not just traditional owners. Elders of individual family groups also need to be identified.

It was suggested that the community needed a better idea of possible partnership avenues. An attendee suggested that a directory of groups or community leaders needs to be established by the Elected Body. It was also noted that the ACT Public Service Aboriginal and Torres Strait Islander Staff Network was another avenue.

Stage One Summary

The Statement of Commitment to Reconciliation has been drafted to incorporate the feedback and suggestions raised during the Stage One consultation process.
Stage Two: ACT Specific Targets – summary of consultation feedback

Stage Two consultations were initially anticipated to be made up of the second community forum and two following stakeholder workshops. During the consultation process it soon became apparent that community members and stakeholders required further discussion on Stage One: Relationships. The ministerial roundtable was used as the main discussion and feedback mechanism for the ACT Specific Targets.

The ministerial roundtable facilitated discussion on ACT Specific Targets by grouping topics around the life stages rather than the Closing the Gap Building Blocks. The life stages that were used were: (pre)Birth and Early Childhood; Children and Young People; Adulthood; and Older People. A copy of the Ministerial Roundtable Key Findings is available at Appendix A.

When analysing the feedback from the ministerial roundtable, one topic was evident across all of the life stages, though it was expressed in varying ways. The topic of ‘Strong families’ emerged as the key goal that had a number of causal agents that impacted on the Aboriginal and Torres Strait Islander community.

Under the key topic of ‘Strong families’ were a number of repeating themes. The key repeating themes were:

- positive cultural identity;
- healthy mind, healthy body;
- safe home life;
- working in partnership;
- education and employment opportunities; and
- leadership and role models.

These repeating themes were recorded in the feedback responses from each of the groups, across each of the life stages. It was recognised by attendees that a number of these themes/issues are overlapping and interlinked and that a holistic approach would be necessary to improve the resilience of Aboriginal and Torres Strait Islander families.

Many of these repeating themes are also present within the reports and recommendations published by the Aboriginal and Torres Strait Islander Elected Body. The Aboriginal and Torres Strait Islander Elected Body identified five key priorities in their 4th Report to ACT Government. A copy of the report is at Appendix C.

Strong Families

Community members and stakeholders identified ‘strong families’ as a central topic when looking at the life outcomes of Aboriginal and Torres Strait Islander communities. ‘Strong families’ was identified across life stages as being central to the outcomes of children and young people, adults and older people. Attendees recommended that in order to improve ‘Strong families’, partners to the agreement would need to address a range of contributing issues such as: domestic violence; removal of children and young people from homes; gaps in educational outcomes; mental health; recidivism; and the lack of culturally appropriate aged care services.

Community members and stakeholders identified a need for holistic support not just for the individual, but for the family unit. Stakeholders suggested that culturally appropriate, holistic case management was needed to support all life stages to improve life outcomes.
Positive cultural identity

Positive cultural identity was a theme that all groups reported in their group feedback. Positive cultural identity was linked to positive connections, for all ages, of Aboriginal and Torres Strait Islander people to their community.

One participant reiterated the importance of children and young people having a strong cultural identity to counter shame culture, particularly towards educational outcomes.

Positive cultural identity was also reported in relation to culturally appropriate services and support workers. Community members expressed a desire for the option of working with support workers who have a cultural understanding of the needs of Aboriginal and Torres Strait Islander people.

Community members and stakeholders also identified the importance of promoting Aboriginal and Torres Strait Islander languages and oral history as part of positive cultural identity and building connections between different generations.

Healthy mind, healthy body

Health was a theme area that was raised across the different life stages. Community members and stakeholders identified health issues such as mental health support; pre- and postnatal health support and education; more Aboriginal and Torres Strait Islander doctors, nurses, midwives and health professionals; education on trans-generational trauma; alcohol, tobacco and other drug support; and the Ngunnawal Bush Healing Farm.

Attendees recommended ‘healthy mind, healthy body’ as a key contributor to building strong families. Attendees also noted the importance of providing culturally appropriate services with access to Aboriginal and Torres Strait Islander health professionals. One attendee noted that both male and female workers were required as Aboriginal and Torres Strait Islander men and women would prefer to consult with professionals of their own sex.

Safe home life

The importance of a safe home life was discussed by attendees. It was recognised that this theme crosses the different life stages and has a number of contributing issues that would require address, such as: access to affordable stable housing; domestic violence intervention; alcohol, tobacco and other drug intervention; early intervention parenting support; mental healthy support; and culturally appropriate aged care accommodation or in home care providers.

The Aboriginal and Torres Strait Islander Elected Body identified that culturally appropriate housing was a key priority within their upcoming strategic plan and that they were in the process of developing an Aboriginal and Torres Strait Islander Housing Model for consideration by Housing ACT. An attendee commented that a ‘safe home life’ was in line with the human rights protected within the ACT Human Rights legislation.

Working in partnership

The theme of partnership was raised by a number of different community members and stakeholder groups throughout the consultation process. It was identified that both formal and informal partnerships/relationships were required to strengthen families. In (Pre) Birth and Early Childhood it was suggested that parents and members of the community could partner with early childhood providers to connect young families to their culture by sharing lore. In Older People it was suggested that elders be given opportunities to pass on oral history to community members through programs such as Social Space.
Attendees also suggested that government and services needed to provide families with coordinated case management. An attendee commented that government and services are not always on the same page and this can cause confusion and hassles for families. It was particularly recommended that the different areas of government improve their relationships to provide a consistent message to families.

It was also suggested that partnerships could be utilised within the community to improve employment and business opportunities for Aboriginal and Torres Strait Islander community members. It was suggested that social procurement principles could be incorporated into service partnership agreements.

**Education and employment opportunities**

The importance of education and employment to Aboriginal and Torres Strait Islander families was identified by all groups, across all life stages. Community members and stakeholders expressed a belief that an improvement in education could impact on an individual’s life outcomes in areas such as health, employment, family resilience, economic participation and cultural identity.

Educational programs such as: family planning, pre and post natal health education; school readiness; work readiness; and transition to further education and vocational training, were identified as some of the educational opportunities that could be beneficial to family outcomes.

The lack of employment opportunities was identified as a causal agent that impacts on family resilience. Attendees working in the Adulthood group discussed the importance of employment in overcoming financial stress and in building a positive self identity.

Social employment was suggested as a possible program to support employment outside of the public service. One attendee commented that employment needs to be improved outside of the cultural tourism and arts fields.

**Leadership and role models**

The importance of leadership and role models was raised by attendees across life stages. Attendees discussed the links between leadership and role models and positive cultural identity. One attendee recounted incidences of young people experiencing ‘shame culture’. She identified this negative self belief as an impact on educational outcomes.

The Aboriginal and Torres Strait Islander Elected Body also identified leadership and role models as a key community priority in their recent 4th Report to the ACT Government. The Elected Body recommended that improving leadership opportunities for the community would have a flow-on effect past individuals to benefit Aboriginal and Torres Strait Islander communities in the ACT more broadly.

The importance of having positive male role models within the family home was also raised as a key causal agent for improving the outcomes for families. This was raised by different groups in varying ways such as: involving young fathers in early childhood and school education; Elders providing leadership modelling to young people; mentoring in business and employment; and modelling home ownership.
Next Steps

A draft Agreement has been developed based on the feedback from the consultation process. Further consultation will be held to get community and stakeholder feedback on the direction of the Agreement.

The new Aboriginal and Torres Strait Islander Elected Body will also be consulted to ensure that the Agreement reflects the strategic direction of the new Elected Body.

The Office for Aboriginal and Torres Strait Islander Affairs is liaising with project officers across government to ensure consistencies between the Agreement and other major government projects/strategies such as the Human Services Blueprint and the Strengthening Families project.
Attendees identified the following topics as the key priorities for each group:

<table>
<thead>
<tr>
<th>(Pre) Birth and Early Childhood</th>
<th>Children and Young People</th>
<th>Adulthood</th>
<th>Older People</th>
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<tbody>
<tr>
<td>Security of family</td>
<td>Successful childhood</td>
<td>Health</td>
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<tr>
<td>Early intervention family support</td>
<td>Culturally safe environment – home, education and health</td>
<td>Family support</td>
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<td>Education on the affects of trans-generational trauma</td>
<td>Holistic support – healthy mind, healthy body.</td>
<td>Residential Aged care – direct support benefits whole of the community</td>
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<td>Family planning, pre and post natal health education</td>
<td>Positive identity vs shame culture</td>
<td>In home assistance and support</td>
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<td>Access to culturally appropriate birthing practices</td>
<td>Ownership – engagement, trust, responsibility</td>
<td>Respite</td>
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<td>Koori preschools and access to positive role models</td>
<td>Partnership</td>
<td>Talking to Elders, stories and oral history</td>
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<td>Possibilities – partnerships – better futures</td>
<td>Resilience</td>
<td>Social space</td>
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<tr>
<td>Positive friendly engaging bright future focus</td>
<td>Alcohol, tobacco and other drug support</td>
<td>Involving community, building on program partnerships</td>
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<td>Early intervention – connecting to services – empowerment</td>
<td>Connection to Culture – Early Childhood</td>
<td>Transport</td>
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<tr>
<td>Healthy relationships and self worth</td>
<td>Overcoming trans-generational trauma</td>
<td>Respect, listening, acknowledgement and involvement of Elders</td>
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<td>Individualised and personalised transition points</td>
<td>Education and skills development</td>
<td>Transparency and coordinated responses to issues.</td>
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<td>Playgroups and preschools</td>
<td>Housing</td>
<td>Bi-partisan support – statement of intent, outcomes based whole of government commitment</td>
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<tr>
<td>Language community culture</td>
<td>Health</td>
<td>Cross border – Regional provider</td>
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<td>Health of mother and child</td>
<td>Pathways and choice to grow leadership</td>
<td>Where is the National Centre for Epidemiology &amp; Population Health (NCEPH)/ Winnunga/Community report? Need to analysis of Older Aboriginal and Torres Strait Islander people in the ACT and surrounding region</td>
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<td>Safe and Nurturing environments</td>
<td>Collective and individual relationships</td>
<td>The community wants to be heard</td>
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<td>School readiness – parents, kids and families</td>
<td>Culturally safe systems of governance</td>
<td>What happened with the Royal Commission into Aboriginal Deaths in Custody recommendations?</td>
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<tr>
<td>Culturally appropriate services</td>
<td>Opportunities for Directorate leadership to sit and listen to the community</td>
<td>Aged care/respite for older people</td>
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<td>Partnerships, Connections and Flexibility</td>
<td>Holistic response that recognises that clients have been through most other ‘systems’</td>
<td>Cultural Centre returned to Aboriginal people</td>
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<td>Flexible government response.</td>
<td>Current Whole of Government projects such as Strengthening Families Program, Human Services Blueprint, One Human Services Gateway</td>
<td>Closing the Gap Statement of Intent</td>
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<tr>
<td>Cultural practice for birthing – Education and involvement of elders and partners</td>
<td>Assuming ‘those’ people not ‘doing well’</td>
<td>Child Protection</td>
<td></td>
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<tr>
<td>Strong identity, cultural strength, knowledge and support, strong leadership</td>
<td>Employment</td>
<td>More funding for Winnunga, Guggan and Healing Farm. Foundations of the Community.</td>
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<tr>
<td>Early childhood – families first concept – family focussed</td>
<td>Stable housing</td>
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<td>Caring for elders taking care of children</td>
<td>Involvement of extended families</td>
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<td>Language of traditional owners</td>
<td>Health supports for alcohol, tobacco and other drugs use</td>
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<tr>
<td>History of traditional owners and diversity of ACT Aboriginal and Torres Strait Islander communities</td>
<td>Capacity and resilience – addressing prior trauma</td>
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<tr>
<td>Hospitals facilitating practices as well as education and training</td>
<td>Recognition of prior events and issues</td>
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<td>Strong cultural practices taught to children to build positive identity for child and family unit.</td>
<td>Transitions need to be successful</td>
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<tr>
<td>More Aboriginal and Torres Strait Islander doctors, nurses, midwives and health professionals</td>
<td>Employment programs – need mobility and access to leave for employment</td>
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<td>Government and community working seamlessly together</td>
<td>Role models and leadership</td>
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<td>Transitions</td>
<td>Jobs</td>
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<tr>
<td>Engaging parents and community in Early Childhood</td>
<td>Education avenues including schools, RTOs, universities, community centres</td>
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<td>Ngunawal Bush Healing Farm</td>
<td>Health – Mental Health – Healthy minds</td>
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