Strategic Plan 2023-2027 Current as at 1 July 2024

Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts



VISION

To work with Aboriginal and Torres Strait Islander peoples, and non-Indigenous Queenslanders, to build a new future and support thriving communities where all can enjoy high levels of social and economic wellbeing, supported by a vibrant arts

PURPOSE

To be effective leaders and partners in ensuring Queenslanders thrive socially, economically and culturally

PEOPLE

Our people are dedicated and committed to excellence through dynamic, diverse and shared leadership at all levels of the department





Be courageous



Empower people Unleash potential

OUR STRATEGIC CHALLENGES

- Fostering strong partnerships with Aboriginal and Torres Strait Islander peoples, and key stakeholders, to codesign policies, programs and services
- Responding to disasters and other business disruption events that challenge the department's ability to deliver improved social and economic outcomes for Queenslanders
- Competing priorities and evolving community and stakeholder expectations impact the delivery of responsive, robust and secure services
- Retaining and attracting capable and resilient staff

OUR STRATEGIC OPPORTUNITIES

Closing the Gap

- Driving reform through a coordinated approach to accelerate progress towards Closing the Gap and delivering genuine improvements in services and outcomes for First Nations people in Queensland
- Showcasing equity and excellence as Queensland prepares for Brisbane 2032

Reframing the Relationship

- Realising the benefits of embracing the world's oldest, continuous, living cultures through local decision-making, partnerships and co-design of policies, programs and services with Aboriginal and Torres Strait Islander peoples and community partners
- · Working towards reconciliation and treaty through truth-telling and healing

Shining a light on Queensland's unique cultural identity

- Showcasing Queensland's unique arts, cultural and social identity in partnership with individuals, community, business, industry and government, to enable improved cultural, economic and social outcomes
- Highlighting Queensland's cultural maturity, confidence and arts as an expression of cultural identity, especially in the lead up to Brisbane 2032 Olympics and Paralympic Games Reimagining the concept of community
- · Leveraging the expertise of community-based providers to create safe and inclusive communities where every citizen feels valued and connected
- Improving person-centred, place-based frontline services, including for disaster preparedness, resilience, response and recovery

Innovative strategies to retain and attract capable and resilient staff

• Implementing innovative strategies to retain and attract capable and resilient staff who can anticipate and respond to emerging risks and opportunities; to align demand and community and stakeholder expectations; and to succeed in a rapidly changing environment.

VALUES







- · Good jobs: Good, secure jobs in our traditional and emerging industries Better services: Deliver even better services right across
- Queensland
- Great lifestyle: Protect and enhance our Queensland lifestyle as we grow

We contribute to the following sub-objectives for the community:



Supporting jobs

Investing in skills

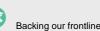
Our department supports

Government's objectives for

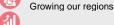
the Queensland

the community:





Connecting



Protecting the

environment

Building Queensland Keeping Queensland

Honouring and embracing our rich and ancient cultural history

Our strategic objectives	Our strategies Court of the Cou	Our performance indicators
Objective 1	Work in partnership with Aboriginal and Torres Strait Islander organisations, services and communities to implement Closing the Gap by providing effective whole-of-government co-ordination and enabling decision-making	Increased number of Aboriginal and
Influence social and economic outcomes	Collaborate with government agencies on the implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy to increase government procurement with First Nations owned businesses	Torres Strait Islander businesses
for Queenslanders, including ensuring that	Work with the First Nations Treaty Institute and the Truth-telling and Healing Inquiry as provided for in the Path to Treaty Act 2023	securing government procurement
Aboriginal and Torres Strait Islander	Support the recognition, protection and conservation of Aboriginal and Torres Strait Islander cultural heritage	Increased value of government
peoples and culture are central to all	Develop and implement a new First Nations Economic Strategy to support economic participation outcomes and self-empowerment for Aboriginal and Torres Strait Islander peoples, businesses and communities	procurement from Aboriginal and
engagement, design and delivery	Promote economic development and whole-of-government co-ordination of infrastructure works within remote and discrete Aboriginal and Torres Strait Islander communities by addressing land administration, native title, and town and environmental planning requirements	Torres Strait Islander businesses
	 Assist remote and discrete Aboriginal and Torres Strait Islander communities to access improved social and economic opportunities through reduction of barriers to the development of land, housing and business Promote First Nations peoples' participation in the renewable energy technologies and contribution to the 2030 and 2050 carbon reduction targets for Queensland 	
	Co-design programs, initiatives and planning at the community level and encourage local decision-making in Aboriginal and Torres Strait Islander communities	
	Lead whole-of government priorities including cultural capability, Indigenous languages action, reconciliation engagement and monitoring, and government treaty readiness.	
Objective 2	Strengthen our communities by leading the delivery of the whole-of-Government Communities 2032 Strategy and first action plan	
Foster safe and connected communities	Strengthen our confindings by leading the derivery of the whole-of-government confindings 2032 Strategy and hist action plan Lead the delivery of new strategies to support young Queenslanders and Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, plus (LGBTQIA+) communities	Services meet the needs of
. 55.5. Gaio and Gomisolog Communities	Deliver initiatives that address the causes and impacts of social isolation and loneliness	customers through grants and
	Create safe places for Queenslanders to share stories and histories and create a sense of connection, particularly through Neighbourhood Centres	assistance schemes – Direct Care
	Partner with community leadership to deliver community-led initiatives to improve Aboriginal and Torres Strait Islander peoples' social and emotional wellbeing	and Support and Community Connection Support
	Support communities to protect and value Aboriginal and Torres Strait Islander cultures and heritage, through the administration and modernisation of Aboriginal and Torres Strait Islander cultural heritage legislation	1 ''
		 Improved outcomes for stakeholders
	Support building the capability and accountability for delivering culturally-informed Domestic and Family Violence responses for Aboriginal and Torres Strait Islander peoples Develop and implement belief a community of the place and wellbeing initiatives that ambed a travers informed approach.	who access cultural heritage
	Develop and implement holistic community safety plans and wellbeing initiatives that embed a trauma-informed approach	services
	Increase climate change mitigation to improve community safety, and promote and support policies and programs designed to assess and mitigate natural hazards in remote and discrete Aboriginal and Torres Strait Islander communities	
	Provide Aboriginal and Torres Strait Islander peoples, and their representatives, with access to departmental historical records related to community and personal histories The access and access to departmental historical records related to community and personal histories. The access are access with the content of the access and access to departmental historical records related to community and personal histories.	
Oh in other O	Enhance engagement with the veterans community, partners and stakeholders to develop, coordinate and implement policies, programs and initiatives to support job pathways and employment opportunities for veterans.	
Objective 3	Champion place-based and community-led solutions to improve social and economic outcomes	 Services are responsive and
Deliver accessible, timely and responsive	Place communities and Neighbourhood Centres at the centre of the design and delivery of frontline services	accessible
community services and support for Queenslanders, including policies and	Invest in a range of community support, transport, and emergency relief services	Service users identify as having
services to elevate youth perspectives	Deliver community recovery activities and services, including resilience and capability building initiatives, in response to disasters or community trauma	improved financial literacy and
	Promote and preserve the Queensland State Archive collection for the benefit of current and future generations	resilience skills
	Facilitate and increase access to the Queensland State Archives collection through excellent customer service, strategic stakeholder engagement, and community programming	Young people identify as having
	Secure important digital records created by government for current and future generations' use	improved leadership capabilities as
	Partner, collaborate, and engage with First Nations peoples in the review, design and operation of frontline services	result of attending a youth leadership
	Elevate youth perspectives through the development of relevant Queensland Government policies, programs, and services, to enable them to shape social and economic outcomes	program
	Ensure young people are included in the design and implementation of policies and programs.	p. og. a
Objective 4	Manage Queensland Government's significant investment in the arts and cultural sector, including delivering the key priorities of the Grow 2022-2026 to support the delivery of accessible and high-quality arts and cultural	Increased utilisation of arts-owned
Enhance Queenslanders' access to arts	experiences, including:	and/managed arts and cultural
and culture	 Touring of arts and cultural experiences across regions, including schools touring 	facilities
	- Managing funds and partnerships that support the arts and cultural sector to strengthen and sustain its business, lead social change, and develop the creative workforce	Increased customer satisfaction with
AS B	- Grow Queensland's cultural reputation through arts products and cultural tourism events that share uniquely Queensland stories	Arts Queensland investment
	Drive arts and culture-led economic outcomes across Queensland ahead of Brisbane 2032 and ensure a significant arts and cultural legacy for Queensland	programs delivering intended
	Increase access to arts and culture through effective management and delivery of high quality cultural infrastructure	objectives
	Grow a strong and ethical First Nations arts industry that safeguards cultures and provides economic outcomes for First Nations peoples and communities.	
Objective 5		
Strengthen capability, innovation and	Develop an inclusive, flexible, compassionate and culturally safe workplace that embodies cultural integrity; and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe workplace that embodies cultural integrity; and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe workplace that embodies cultural integrity; and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects, protects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects and promotes the human rights of all Queenslanders Inclusive, flexible, compassionate and culturally safe and respects and re	 Increased workforce diversity
governance to deliver effective, culturally	• Influence other public sector entities to increase their capacity to be culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander Queenslanders, to develop place-based solutions, and to model dynamic,	Improved results through the
responsive and agile services	diverse and shared leadership at all levels of their organisation	Working for Queensland survey.
responsive and agric services	Strengthen performance through contemporary governance practice to drive innovation and service delivery improvements Point and a strength of the program of the prog	,
AF &F	Reinforce a strong commitment to governance and integrity to ensure public confidence Reinforce Reinforc	
	• Invest in the learning and capability development of our staff, ensuring that their safety, health and wellbeing are prioritised, with a focus on the attraction and retention of a skilled and diverse workforce	
	Engage with staff to harness their voices and build workplaces that support the Department's ambition as an employer of choice.	