

DITID WILL DEMONSTRATE A POSITIVE IMPACT FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY DECEMBER 2019:

GOAL	BENCHMARK
<p>IMPROVING SPEND with Indigenous Businesses</p> <ul style="list-style-type: none"> Goal: to increase procurement with Indigenous business to 3% of addressable spend by 2022. 	3% of DITID's addressable spend.
<p>INFLUENCING OTHERS to take action to improve outcomes for Indigenous peoples</p> <ul style="list-style-type: none"> Aspirational target: 5 significant efforts by DITID to influence others (government, clients, partners) towards increasing their efforts to improve outcomes for Aboriginal and Torres Strait Islander peoples. Aspirational target: 10 public facing communications that celebrate and promote Aboriginal and Torres Strait Islander success stories. 	No current benchmark as DITID is a new department.
<p>INCREASING ACCESSIBILITY for Aboriginal and Torres Strait Islander peoples</p> <ul style="list-style-type: none"> Aspirational target: measure Advance Queensland programs applications and recipients from Indigenous proponents. With the desire to achieve 3% of relevant programs recipients to be Indigenous. Aspirational target: 3% overall Attracting Tourism Fund (ATF), Outback Tourism Infrastructure Fund and Growing Tourism Infrastructure Funds to support Indigenous proponents. Aspirational target: 3% of all jobs estimated to be created as a result of the projects delivered under the ATF are awarded to Aboriginal and Torres Strait Islander people. Aspirational target: Operation of trails—3% of jobs and or business are awarded to Aboriginal and Torres Islander people or businesses. Aspirational target: Major Projects allocated to proponents, require outcomes for Aboriginal and Torres Strait Islander communities. 	<p>Advance Queensland Indigenous proponents' applications are not currently recorded. Those known indicate recipient numbers are currently low.</p> <p>For activities by Tourism Division and the Special Projects Unit there are no benchmarks as they are new projects.</p>
<p>INCREASING ABORIGINAL AND TORRES STRAIT ISLANDER STAFF within DITID</p> <ul style="list-style-type: none"> Aspirational target: Achieving 3% of staff recruitment to be filled by self-identified Aboriginal and Torres Strait Islander peoples. Note: Queensland Government target is 3% Indigenous staff by 2022. 	DITID at October 2018 1.7% Aboriginal and/or Torres Strait Islander staff.
<p>INCREASING STAFF AWARENESS AND ENGAGEMENT of Indigenous needs and outcomes</p> <ul style="list-style-type: none"> Aspirational target: 100% of available staff trained in cultural capability and greater than 70% indicating improved knowledge. 	No current benchmark as DITID is a new department.
<p>INCREASING INDIGENOUS BUSINESS CAPABILITY</p> <ul style="list-style-type: none"> Aspirational target: 6 direct investments to build capability or opportunity in community. Note: potential known efforts could be under: Wangetti Trail, Deadly Innovation, Business and Innovation Reference Group, Champions program, and Tourism Business Capability Program. 	No current benchmark as DITID is a new department.



DITID INDIGENOUS PARTICIPATION PLAN 2018–2021

CULTURAL CAPABILITY FRAMEWORK

This plan aligns with the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework which provides strategic direction for Queensland Government agencies' cultural capability planning. The framework's strategic vision is to provide efficient, effective and responsive services to Aboriginal peoples and Torres Strait Islander peoples by ensuring their perspectives

are an inherent part of core business across all agencies, underpinned by five principles: valuing culture, leadership and accountability, building cultural capability to improve economic participation, engagement with Aboriginal peoples and Torres Strait Islander peoples and businesses, and culturally responsive systems and services.

At DITID we believe that government impact will be enriched by giving Aboriginal and Torres Strait Islander peoples every opportunity to drive economic growth and job creation.

MESSAGE FROM THE DITID EXECUTIVE MANAGEMENT GROUP AND STUDY QUEENSLAND

The DITID Indigenous Participation Plan 2018–2021 builds on the success of the Gold Coast 2018 Commonwealth Games Reconciliation Action Plan which demonstrated that aspirational benchmarks can be attained with determination.

It aims to enable DITID to be an organisation which shows respect for Aboriginal and Torres Strait Islander culture, works to sustain relationships and create opportunities. It will contribute to the delivery of the Queensland Government Reconciliation Action Plan (RAP) 2018–2021 and the Queensland Government Procurement Policy, and aligns with the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework.

Here at DITID we want to play an active role by putting in place a mandate for change which brings more opportunities for Aboriginal and Torres Strait Islander

peoples to participate in driving economic growth and job creation. With a portfolio that includes tourism and innovation, the Indigenous Participation Plan will hardwire our commitment and embed practices that will also support startups. In this way we are putting Aboriginal and Torres Strait Islander peoples at the heart of exciting initiatives which tap into our rich natural beauty and the new economy.

Looking forward, this change will see a mature and deeper respect for culture enabling opportunities through procurement, business and relationships as part of what we do every day. The Indigenous Participation Plan has three drivers which align with the RAP: relationships, respect and opportunities. Actions relating to these drivers will help us make a positive impact by providing opportunity to drive economic growth and job creation for Aboriginal and Torres Strait Islander peoples.

Damien Walker Kerry Petersen Paul Martyn David Edwards Jeff McAlister Shannon Willoughby



RELATIONSHIPS

Sustained, respectful and inclusive engagement is essential to gaining an understanding of Aboriginal and Torres Strait Islander perspectives. Each engagement with community members holds within it the opportunity for creating new relationships based on openness, trust and mutual understanding.

WE WILL SUSTAIN RELATIONSHIPS BY:

- Celebrating Indigenous success stories and awards.
- Recognising and respecting Elders and Traditional Owners through acknowledgement at key meetings and events and engaging with them for common outcomes.
- Working to improve Indigenous outcomes across government and industry partners.
- Facilitating the Aboriginal and Torres Strait Islander Business and Innovation Reference Group for advice and improved connection to community.
- Reviewing programs and activities to ensure they are inclusive and accessible for Aboriginal and Torres Strait Islander peoples and business.
- Being true champions for Kowanyama and Yarrabah by actively engaging with them and raising the profile with staff and the department.
- Promoting the Aboriginal and Torres Strait Islander Business and Innovation Reference Group, as well as opportunities for people to participate in Queensland Government bodies.
- Including appropriate cultural signage or meaning on relevant projects.

RESPECT

Recognition, respect and valuing of Aboriginal and Torres Strait Islander cultures is the cornerstone of improved services to Aboriginal peoples and Torres Strait Islander peoples.

WE WILL MATURE RESPECT BY:

- Providing opportunities for building cultural capability for staff that includes training, experiences, events and awards.
- Naming meeting rooms with Indigenous names or stories. Co-naming meeting rooms with Indigenous words.
- Hosting a NAIDOC week event and recognising or participating in other key events.
- Supporting business development events such as the Meeanjin Markets.

OPPORTUNITIES

Increasing the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy delivers real benefits for individuals, families and communities.

WE WILL CREATE OPPORTUNITIES BY:

- Identifying and promoting entry pathways for Aboriginal and Torres Strait Islander interns, graduates, trainees, apprentices and staff.
- Activating spend on Indigenous businesses through procurement processes, funding grant allocations, major projects and infrastructure.
- Developing the tourism sector in partnership with Traditional Owners, the tourism industry and government agencies.
- Designing and delivering the new opportunities under DITID programs (e.g. Deadly Innovation program)

