

## Victorian 2022 Closing the Gap Data Tables

### About data

These tables provide information about key achievements in 2022 against the actions in the Victorian Closing the Gap Implementation Plan 2021-2023 (Implementation Plan). They also contain information on additional actions to progress the four priority reforms under the National Agreement on Closing the Gap (National Agreement). Actions that were fully completed prior to 2022 are not featured.

The actions are organised under the government departments that existed prior to the Machinery of Government changes that came into effect in January 2023. Responsibility for some portfolios and specific actions has since shifted between government departments.

### Data Table A

#### Priority reform one: Formal partnerships and shared decision-making

The strong partnership elements at Clause 32 are:

- Element A: Partnerships are accountable and representative
- Element B: A formal agreement in place, that is signed by all
- Element C: Decision-making is shared between government and Aboriginal and Torres Strait Islander people.

Action	Status	Key achievements in 2022
Department of Premier and Cabinet (DPC) - Whole of Government		
Establishment of the First Peoples' Assembly of Victoria.	Ongoing	<ul style="list-style-type: none"> <li>• On 20 October 2022, the First Peoples' Assembly of Victoria (First Peoples' Assembly) and the Minister for Treaty and First Peoples signed off on the final two Treaty elements – the Treaty Negotiation Framework and Self-Determination Fund.</li> </ul>
Partnership with Victoria's Implementation Partners to jointly develop Victoria's Implementation Plan.	Ongoing	<ul style="list-style-type: none"> <li>• Victoria worked in close partnership with the key Aboriginal partnership forums to develop the Implementation Plan.</li> <li>• Ongoing engagement with Traditional Owners, Aboriginal community and the Aboriginal Community Controlled Organisation (ACCO) sector is a feature of the Implementation Plan, which will assist in developing new iterations informed by ongoing reviews.</li> <li>• Victoria's Implementation Plan runs until the end of 2023. The approach to developing Victoria's next Implementation Plan will be reviewed in the second half of 2023 to ensure alignment with outcomes from Victoria's Treaty process.</li> </ul>
Establishment of Closing the Gap Partnership Forum (Partnership Forum).	New action - complete	<ul style="list-style-type: none"> <li>• The Partnership Forum was established in April 2022, with sector representatives chosen through an independent, community-based selection process. All Victorian ACCOs and formally recognised Traditional Owner Groups were invited to nominate and vote on representatives for each of the 14 sectors under the National Agreement</li> <li>• The Koorie Caucus (ACCOs and Traditional Owner groups) elected 13 representatives from across 14 sectors to be members of the Partnership Forum. The 14 sectors include health, housing, education, land and waters, and justice sectors.</li> <li>• Sector organisations are joined by delegates from the Aboriginal Caucuses of Aboriginal Governance Forums and senior government executives.</li> </ul>

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		<ul style="list-style-type: none"> <li>The Partnership Forum has met once, on 18 May 2022. The Koorie Caucus separately held workshops in June and September 2022 to consider key foundational and governance arrangements.</li> </ul>
Department of Education (DE)		
Strengthen decision-making and priority setting of the Marrung Central Governance Committee.	Partially completed	<ul style="list-style-type: none"> <li>The Marrung Project Control Board provides detailed oversight of Marrung Actions, reporting back to the Marrung Central Governance Committee and contributing further to the evidence base for the Central Governance Committee to make decisions about the implementation of Marrung.</li> <li>In 2022, the Project Control Board undertook a review of Marrung's actions and engaged with areas across DE to strengthen or reword actions to align with the current context, are appropriately targeted to achieve the desired outcomes, and that high aspirations are maintained.</li> </ul>
Department of Transport (DoT)		
Development of the new Transport Portfolio Aboriginal Self-Determination Plan 2020-23.	Completed	<ul style="list-style-type: none"> <li>Developed the first Transport Portfolio Aboriginal Self-Determination Plan 2020-2023, which aims to transform the transport portfolio's systems and procedures to enable and empower Aboriginal Victorians to share decision-making authority and accelerate progress against Closing the Gap outcomes.</li> </ul>
Implementation of a new whole-of-transport portfolio model of engagement with Aboriginal Victorians at the local level to co-design solutions to transport issues that matter to them.	Partially completed	<ul style="list-style-type: none"> <li>Established the Aboriginal Self-Determination and Reform branch in late 2021. Three teams have since been created - Aboriginal Partnerships and Engagement (2 FTE, identified positions), Careers &amp; Cultural Safety (1 FTE, identified position) and Policy and Reform (2 FTE, one self-identifying employee), to ensure Aboriginal-led advice to the transport portfolio.</li> <li>In 2022, transport portfolio roundtables in each region enabled government engagement with local Aboriginal community organisations and Victorian Traditional Owners, to better coordinate a whole-of-transport model of engagement with Aboriginal Victorians.</li> <li>In November and December 2022, seven identified Aboriginal Partnerships Officers positions were filled (five regionally based, two in metropolitan Melbourne), dedicated to fostering ongoing relationships with regional and local Aboriginal community organisations.</li> </ul>
Documentation of solutions to transport issues in Regional Chapters.	Partially completed	<ul style="list-style-type: none"> <li>Developed local implementation plans (Regional Chapters) between transport regions and Aboriginal community stakeholders, to be promoted on transport websites for transparency and to enable ongoing review and monitoring of actions to occur.</li> <li>A draft Metro Chapter has been prepared but is not yet finalised for public use.</li> <li>Regional Chapter development required additional DoT resourcing support before being progressed. 7x DTP Aboriginal Partnership Officers have been appointed across metropolitan and regional transport to facilitate local whole-of-transport engagement for this purpose.</li> <li>DoT has set a goal of completing the full suite of Regional Chapters in 2023, subject to the wants and needs of participating Aboriginal stakeholders.</li> </ul>
Support Victorian Registered Aboriginal Parties (RAPs) to co-design	Partially completed	<ul style="list-style-type: none"> <li>DoT continued partnership agreements with three RAPs in 2022 and commenced new funding discussions with one additional RAP. These partnership agreements support strategic conversations on the delivery of Victorian transport projects and other Traditional Owner priorities.</li> <li>Allocated funding of \$40,000 to each RAP to develop their structure, content and participation expectations of the Victorian transport portfolio.</li> </ul>

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partnership agreements across the portfolio.		
Partnered with other tiers of government and the private sector, where appropriate, to further enhance outcomes.	Partially completed	<ul style="list-style-type: none"> <li>• Awarded \$30,000 to Nalderun Education Aboriginal Corporation, in partnership with Mount Alexander Shire Council, through the Flexible Local Transport Solutions Program to host a Careers Day encouraging young Aboriginal job seekers to pursue careers in the transport sector.</li> <li>• The Transport Portfolio Aboriginal Scholarships Program continued with pooled funding of \$150,000 per annum between 2020-2023, contributed to by eight transport entities.</li> <li>• Awarded scholarships to 33 secondary, 1 TAFE and 1 university students in 2022.</li> </ul>
Department of Health (DH)		
Strengthen decision making and priority setting of the Aboriginal Health and Wellbeing Partnership Forum, including development of a Partnership Agreement and Action Plan.	Partially completed	<ul style="list-style-type: none"> <li>• Established the Aboriginal Health and Wellbeing Partnership Forum in April 2021 to enable strategic collaboration between the Aboriginal community-controlled health sector, the mainstream health sector and the DH.</li> <li>• The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) continued to provide Secretariat function to the Aboriginal Health and Wellbeing Partnership Forum in 2022, in addition to the provision of policy development support and engagement.</li> <li>• DH and VACCHO have also worked to develop the Aboriginal Health and Wellbeing Agreement and Action Plan, expected for Cabinet consideration in May 2023.</li> <li>• VACCHO established a formal partnership with DH Balit Durn Durn Centre for Excellence in Aboriginal Social and Emotional Wellbeing in May 2022 to guide the co-design, delivery and evaluation of Aboriginal social and emotional wellbeing recommendations from the Royal Commission into Victoria's Mental Health System.</li> </ul>
Establish partnerships between Local Public Health Units and Aboriginal community to support place-based responses to pandemic, infectious diseases and population health initiatives.	Not yet completed	<ul style="list-style-type: none"> <li>• Local Public Health Units recruited Aboriginal Health Lead roles in 2022, who will each work to establish and maintain ongoing relationships with their Aboriginal communities and connect with VACCHO, their local Aboriginal Community Controlled Health Organisations (ACCHOs), and the Aboriginal Health Division at DH.</li> <li>• DH supported Local Public Health Units to engage with local providers, ACCHOs and the Aboriginal community to enable targeted COVID-19 vaccination support, treatment support, and information provision to be adapted appropriately and delivered for the local community.</li> <li>• Work has commenced with Aboriginal communities to further strengthen the partnership between Emergency Management and Victorian Aboriginal communities during emergencies, including: <ul style="list-style-type: none"> <li>○ incorporating Aboriginal community leadership in emergency management training</li> <li>○ developing culturally appropriate emergency management communications and messages for Aboriginal community members.</li> </ul> </li> </ul>
Partner with VACCHO on the Victorian Cancer Screening Steering Committee.	Partially completed	<ul style="list-style-type: none"> <li>• VACCHO remains a key funded partner of the Victorian Cancer Screening Framework 2022-2026 and sits across all governance levels. VACCHO continues to work with all funded agencies and is the authorising body for all Aboriginal cancer screening initiatives.</li> </ul>

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Development of Victoria's first Aboriginal and Torres Strait Islander Blood Borne Viruses and Sexually Transmissible Infections plan.	Completed	<ul style="list-style-type: none"> <li>Released the Victorian Aboriginal sexual and reproductive health plan 2022-30 in October 2022. An indicator and monitoring framework will be developed to assess progress against achieving the 2025 and 2030 targets of the plan.</li> <li>A mid-point review process will be used to refresh and refocus priority actions and activities outlined in this plan and aligned plans under the Victorian sexual and reproductive health and viral hepatitis strategy 2022-30.</li> </ul>
Support VACCHO to deliver culturally appropriate preventive health initiatives.	Ongoing	<ul style="list-style-type: none"> <li>VACCHO continue to progress a range of preventative health initiatives in collaboration with ACCHOs and the broader health system. These initiatives are aimed at reducing smoking, preventing diabetes, increasing healthy eating and active living, supporting maternal and child nutrition and health, breastfeeding and improved sexual and reproductive health, as well as reducing risk factors for cancer.</li> <li>As a result of the COVID-19 pandemic and 2022 and 2023 Victorian floods, ACCHOs have been engaged in a range of emergency management response activities to ensure the health, wellbeing and safety of local Aboriginal communities.</li> <li>This work involved the development of specific health-based responses and strategies to ensure service continuity.</li> </ul>
Reform in the Victorian Government's 1 year activity-based funding to ACCHOs to three-year outcome-based funding to embed self-determination.	New action – partially completed	<ul style="list-style-type: none"> <li>ACCHOs identified longer term funding a key priority at the Aboriginal Health and Wellbeing Partnership Forum in 2022.</li> <li>DH is undertaking consultation with ACCHOs to commence implementation of multi-year outcomes-based funding agreements for 2023/24 financial year.</li> </ul>
Department of Environment, Land, Water, and Planning (DELWP)		
Establishment of the Statewide Caring for Country Partnership Forum.	Ongoing	<ul style="list-style-type: none"> <li>The Statewide Caring for Country Partnership Forum met three times in 2022. The third forum was held on Country and in person for the first time since its inception. The meeting was co-chaired and hosted by Bunurong Land Council Aboriginal Corporation.</li> <li>The Traditional Owner Corporation Caucus continued their important role in the forum and more broadly with the DELWP, including determining agenda items and providing advice on how the forum can best enable self-determination.</li> <li>Undertook an Independent Review of the Statewide Caring for Country Partnership Forum in 2022 to measure progress to date, its alignment to <i>Pupangarli Marnmarnepu</i> and its strengths and opportunities for improvement.</li> <li>DELWP will continue to work with ABSTARR (Traditional Owner Corporation Caucus Secretariat) to explore options for improving the Statewide Caring for Country Partnership Forum in 2023.</li> </ul>
Begin regular Regional Partnership Forums made up of senior Traditional Owner Corporation staff and senior	Completed	<ul style="list-style-type: none"> <li>Worked with Traditional Owner Corporations to support the establishment and delivery of Regional Caring for Country Partnership Forums in 2022.</li> <li>Due to postponements of some Regional CFCPF, a range of other forums on specific topics were held, including on Fire (Gunaikurnai and Wurundjeri), Energy (wind - Gunaikurnai) and Crown Water Frontage (various areas).</li> <li>Planned and ad-hoc forums continue with both RAPs and non-formally recognised groups.</li> </ul>

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DELWP regional staff.		
Continue to develop local Traditional Owner Self-determination Plans with Traditional Owner groups and DELWP regions.	Partially completed	<ul style="list-style-type: none"> <li>Significant progress occurred towards the development of Traditional Owner Self-determination Plans during 2022. Some Traditional Owners have decided to defer the development of the Plans to restructure them to better align to their On Country Plans. Some overall progress and achievements include: <ul style="list-style-type: none"> <li>four Self-Determination Plans have been drafted</li> <li>Tati Tati Aboriginal Corporation's Self-determination 5-year timeline has been developed and the formation of possum pelts into a possum-skin cloak to visually demonstrate Tati Tati's self-determination story is underway</li> <li>Bunurong Self-Determination Plan Template developed, setting out Bunurong's overall expectations for people and Country and Bunurong Self-determination Action Plan</li> <li>Taungurung is independently progressing their Country Plan</li> <li>First Peoples of the Millewa-Mallee are drafting a Country and Water Plan which will directly inform their Self-determination Plan.</li> </ul> </li> </ul>
Continue to implement improvements to DELWP systems and processes to enable Aboriginal self-determination.	Ongoing	<ul style="list-style-type: none"> <li>Conducted an internal audit of systemic barriers to self-determination which resulted in a realignment of <i>Pupangarli Marnmarnepu</i> Priority Actions to address identified barriers in 2022.</li> <li>Continue to build on the achievements of the first two years of <i>Pupangarli Marnmarnepu</i>, with an even greater emphasis on engagement and system reform activities that address the barriers to self-determination.</li> </ul>
Department of Family, Fairness and Housing (DFFH)		
Embed shared decision-making between Australian governments and the Aboriginal and Torres Strait Islander Leadership Group throughout development and implementation of Safe and Supported: The National Framework for Protecting Australia's Children 2021-2031.	New action – partially completed	<ul style="list-style-type: none"> <li>Developed the Action Plans under Safe and Supported in partnership with the Leadership Group. The Safe and Supported Action Plans were publicly released on 31 January 2023.</li> <li>Finalised governance arrangements for Safe and Supported and initiated development of a formal Partnership Agreement for shared decision-making between Australian governments and the Leadership Group.</li> <li>A formal Partnership Agreement between Australian governments and the Leadership Group is being finalised in 2023 for release following endorsement by all parties.</li> </ul>
The Office for Disability has	Completed	<ul style="list-style-type: none"> <li>These consultations aimed to ensure a new state disability action plan was culturally safe and responsive to the strengths and self-determination of Aboriginal people with disability.</li> </ul>

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<p>engaged the First Peoples Disability Network (Australia) to undertake consultations with Aboriginal Victorians.</p>		<ul style="list-style-type: none"> <li>Released in March 2022, Inclusive Victoria: State Disability Plan 2022-2026 includes a focus on Aboriginal self-determination as one of six systemic reform areas to drive long-term change for people with disability.</li> <li>Inclusive Victoria includes portfolio-specific actions to improve outcomes across housing, the justice system and children and family services.</li> </ul>
<p>Aboriginal Victorians with disability were identified as a key target group as part of disability advocacy outreach funding announced in May 2020 by the Minister for Disability, Ageing and Carers to support diverse and hard to reach communities during the COVID-19 pandemic.</p>	<p>Completed</p>	<ul style="list-style-type: none"> <li>Three regional cooperatives received funding through the Victorian Disability Advocacy Program in May 2022 to provide practical outreach in response to the COVID-19 pandemic by building on their local partnerships to support people with disability from Aboriginal communities and their families.</li> </ul>
<p>Korin Korin Balit-Djak system transformation project.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>In 2022, Korin Korin Balit-Djak actions have included: <ul style="list-style-type: none"> <li>developing system change baseline data measures that enable Korin Korin Balit-Djak monitoring and accountability</li> <li>commencing the co-design of the monitoring and evaluation approach for the Aboriginal Workforce Fund</li> <li>progressing funding reform with Djirra</li> <li>progressing actions to strengthen the resources for and autonomy of the Aboriginal Strategic Governance Forum Koorie Caucus.</li> </ul> </li> <li>Korin Korin Balit-Djak strategic work planning is also progressing through the leadership of the new Aboriginal Self-determination and Outcomes Division in partnership with the Aboriginal Strategic Governance Forum Koorie Caucus executive team.</li> </ul>
<p>Aboriginal Governance and Accountability Framework.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>The Aboriginal Strategic Governance Forum is both an advisory and decision-making forum used to set DFFH's strategic direction on relevant portfolios</li> <li>A new Chair of the Aboriginal Strategic Governance Forum Koorie Caucus was elected in 2022.</li> <li>The secretariat and policy support functions of the Koorie Caucus were transitioned from DFFH to an external Aboriginal organisation in line with the principles of self-determination in April 2022. This action was taken in recognition that DFFH cede decision making and provide opportunities for greater agency and control for Aboriginal organisations.</li> <li>A 2021 review of the Aboriginal Strategic Governance Forum found there were challenges to integrating the priorities of local communities and the rollout of Aboriginal Strategic Governance Forum area committees across the DFFH's 17 areas. Since the review, operational divisions have continued to progress the rollout of local governance structures.</li> </ul>

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<p><i>Wungurilwil Gapgapduir: Children and Families Agreement and the Aboriginal Children’s Forum.</i></p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>• The Aboriginal Children’s Forum gives practical effect to the implementation and monitoring of <i>Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement</i>.</li> <li>• The Aboriginal Children’s Forum meets quarterly and is hosted by a different ACCO on a rotating basis.</li> <li>• A recent evaluation of initiatives within <i>Wungurilwil Gapgapduir</i> shows that Aboriginal children involved with child protection and managed by an ACCO are provided culturally appropriate, trauma-informed and timely case management. Aboriginal children managed by an ACCO state they are better connected to culture, Country and family. ACCOs are increasing the number of Aboriginal children reunified with family or in stable, culturally safe alternative care.</li> </ul>
<p>Implementation of <i>Mana-na woorn-tyeen maar-takoort</i>, Every Aboriginal Person Has a Home – The Victorian Aboriginal Housing and Homelessness Framework (VAHMF).</p>	<p>New action – ongoing</p>	<ul style="list-style-type: none"> <li>• Two new Aboriginal Advocacy roles were created at the Victorian Public Tenancy Association to provide advice, assistance, and referrals for Aboriginal and Torres Strait Islander tenants. The roles provide advocacy for Aboriginal and Torres Strait Islander peoples, including those who are homeless, or otherwise in significant distress.</li> <li>• Continued work to deliver upgrades and maintenance of properties for Victorian Aboriginal communities under the \$35m Aboriginal maintenance and refurbishment program as part of the \$2.7 billion Building Works package.</li> </ul>
<p>VAHMF– Aboriginal Homelessness System Reform.</p>	<p>New action – not yet completed</p>	<ul style="list-style-type: none"> <li>• Aboriginal Housing Victoria through the Victorian Aboriginal Housing and Homelessness Forum led a self-determined approach with stakeholders to develop the Blueprint for an Aboriginal-specific Homelessness System in Victoria.</li> <li>• The Blueprint outlines principles, an approach and requirements for a future Aboriginal homelessness system. The Blueprint and further implementation planning will be considered through the VAHMF governance arrangements.</li> </ul>
<p>Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families 2018-2028.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>• Established the ACCO Family Violence Sector Forum as a formal consultation and engagement mechanism auspice of the Dhelk Dja Partnership Forum to support the development of culturally safe services and responses for Aboriginal people impacted by family violence.</li> </ul>
<p>Department of Justice and Community Safety (DJCS)</p>		
<p>The Aboriginal Justice Forum membership includes shared decision-making and partnership between representatives from the nine</p>	<p>New – completed</p>	<ul style="list-style-type: none"> <li>• The Aboriginal Justice Forum was established to improve Aboriginal justice outcomes, enhance family and community safety, and reduce over-representation in the Victorian criminal justice system.</li> <li>• Two of the three Aboriginal Justice Forums hosted an accompanying Aboriginal community forum allowing community members to speak directly to senior ACCO representatives and Victorian government officials and to raise concerns relating to Aboriginal people in contact with the justice system in 2022.</li> <li>• Reviewed and endorsed the Regional Aboriginal Justice Advisory Committees Terms of Reference in 2022.</li> </ul>

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Regional Aboriginal Justice Advisory Committees, senior ACCO representatives and Victorian government officials.		
Continue the formal partnership with Aboriginal communities through the Victorian Aboriginal Justice Agreement (AJA) and its suite of statewide, regional, local and issues-based partnership governance structures.	New action – ongoing	<ul style="list-style-type: none"> <li>An independent evaluation in 2018 found the AJA partnership had reached a level of maturation not replicated elsewhere. The partnership architecture and governance mechanisms continue to evolve and strengthen, and in 2022 included:</li> <li>Aboriginal Justice Forum (AJF) - the state-wide partnership forum that regularly brings together government and Aboriginal community leaders, to oversee the AJA. Two of the three AJFs hosted in 2022 had an accompanying Aboriginal community forum, allowing local community to speak directly with AJF members about Aboriginal justice issues.</li> <li>nine Regional Aboriginal Justice Advisory Committees (RAJACs) - that operationalise the partnership at a regional level, including through regionalised implementation plans. Each RAJA is supported by a full time Executive Officer and chaired by an elected Aboriginal community leader.</li> <li>twelve Local Aboriginal Justice Advisory Committees -that operationalise the partnership at a local level, including identifying and resolving issues at a local level.</li> <li>six Collaborative Working Groups - that focus on key AJA initiatives and other priority matters emerging from AJF's – including rehabilitation and reintegration, youth diversion, policy and legislative change, places, and women, families and victims)</li> <li>Reviewed and endorsed the Regional Aboriginal Justice Advisory Committees Terms of Reference in 2022.</li> </ul>
Provide support to the Aboriginal Justice Caucus.	New action – completed	<ul style="list-style-type: none"> <li>DJCS funds an independent Secretariat, including an Executive Officer and Policy Officer, to support the Aboriginal Justice Caucus, as well as a full-time VPS 5 level officer for each of our nine Regional Aboriginal Justice Advisory Committees (RAJACs) Chairs</li> </ul>
Department of Jobs, Precincts and Regions (DJPR)		
Establish a Victorian Aboriginal Employment and Economic Council.	Completed	<ul style="list-style-type: none"> <li>Yuma Yirramboi Council is the DJPR's advisory body on Aboriginal Community priorities. It replaced the inaugural Victorian Aboriginal Employment and Economic Council that was established in 2020.</li> <li>The first meeting of Yuma Yirramboi's Koori Caucus was held in October 2022.</li> <li>Launched the Victorian Aboriginal and Local Government Strategy on 21 March 2022 at an event at Parliament House Gardens in Melbourne. Provided \$140,000 to Reconciliation Victoria to support year 1 implementation.</li> <li>Held Aboriginal community consultation sessions in October 2022 to consider options for the First Peoples Partnership Group in Sport, Recreation and Racing initiative. Currently developing a report on session findings and recommendations for establishing the Partnership.</li> </ul>
Continue to support the Yuma Yirramboi Council to complete the next iteration of the Victorian	Completed	<ul style="list-style-type: none"> <li>Victorian Aboriginal Employment and Economic Council's Koori Caucus and Aboriginal Victorians launched the Yuma Yirramboi (Invest in Tomorrow) Strategy in June 2022.</li> <li>The Strategy articulates the shared vision of Victorian Government and Aboriginal communities to support wealth creation and achieve economic parity for Aboriginal Victorians within a generation.</li> </ul>



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Aboriginal Employment and Economic Strategy.		
Traditional Owner Native Foods and Botanicals Strategy.	Not yet completed	<ul style="list-style-type: none"> <li>Contributed a second tranche of funding to the Federation of Victorian Traditional Owner Corporations in 2022/23 to implement the Traditional Owner Native Foods and Botanicals Strategy.</li> <li>Established a Co-Governance Group to lead this work, with four meetings held in 2022.</li> </ul>
Building ongoing partnerships with Traditional Owners.	Partially completed	<ul style="list-style-type: none"> <li>Provided \$40,000 grant funds to the First People of the Millewa Mallee Aboriginal Corporation to build relationships with Agriculture Victoria through the Telkuna project.</li> <li>Provided \$111,300 grant funds to First People of the Millewa Mallee Aboriginal Corporation to manage a pilot Aboriginal Apiary Trainee position project in partnership with Agriculture Victoria.</li> <li>Provided \$30,000 grant funding to deliver a targeted horticulture training program linked to the establishment of feasible native food production at the Wiimpatja Healing Centre, managed by Mallee District Aboriginal Services.</li> <li>Completed the Budj Bim Cultural Landscape Infrastructure project stage 1.</li> <li>Established the Geelong Aboriginal Employment Taskforce.</li> <li>Commenced the Wadawurrung Traditional Owners Aboriginal Corporation Project Coordinator position working on the Geelong City Deal.</li> <li>Working towards the final stages of executing a funding agreement with Eastern Maar Aboriginal Corporation to fund a Project Coordinator position to work on the Geelong City Deal.</li> <li>Commenced the development of the Wadawurrung Urban Design Guidelines.</li> <li>Filled four of six Aboriginal designated positions for the Metropolitan Partnerships with two vacancies to be recruited, caused by previous members stepping down.</li> </ul>
Creative Victoria First Peoples Directions Circle.	Completed	<ul style="list-style-type: none"> <li>The First Peoples Direction Circle will continue working to ensure that Creative Victoria is guided by the Creative State 25 <i>First Peoples First</i> guiding principle and the 11 Guiding Principles of Aboriginal Self-determination.</li> <li>Achieved 50% new membership as of December 2022, as required in First Peoples Direction Circle Terms of Reference.</li> </ul>
Traditional Owner cultural values are embedded in Commonwealth Games Village Design - Design and Technical Working Groups established for Commonwealth Games village sites, with representation from each Traditional Owner Group on whose	New action – completed	<ul style="list-style-type: none"> <li>Established the Design and Technical Project Working Groups and sought representation from each Traditional Owner Group on whose Country Commonwealth Games Villages are to be delivered.</li> <li>Provided nominations and established service agreements to ensure that representatives were paid for their time on the project.</li> </ul>

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land Commonwealth Games Villages are to be developed.		
Establish the First Peoples Leadership Group to ensure First Peoples engagement and oversee the development of the Commonwealth Games Reconciliation Action Plan.	New action – completed	<ul style="list-style-type: none"> <li>• Establish the First Peoples Leadership Group with 25 Aboriginal and Torres Strait Islander members. These members consist of nominated representatives from Traditional Owner organisations and Aboriginal Community Controlled Organisations from the regional hubs where the games are to be held. There are also two members from the First Peoples’ Assembly and several community experts from areas of sports, governance, employment, procurement, arts and tourism.</li> <li>• The First Peoples Leadership Group met informally on 9 December 2022 for its first briefing.</li> </ul>

## Data Table B

### Priority Reform Two – Building the community-controlled sector

National Agreement Clauses 118 and 119:

- a. There is sustained capacity building and investment in Aboriginal and Torres Strait Islander community-controlled organisations, which deliver certain services and address issues through a set of clearly defined standards or requirements, such as an agreed model of care
- b. There is a dedicated and identified Aboriginal and Torres Strait Islander workforce (that complements a range of other professions and expertise) and where people working in community-controlled sectors have wage parity based on workforce modelling commensurate with need
- c. Aboriginal and Torres Strait Islander community-controlled organisations which deliver common services are supported by a Peak Body, governed by a majority Aboriginal and Torres Strait Islander Board, which has strong governance and policy development and influencing capacity
- d. Aboriginal and Torres Strait Islander community-controlled organisations which deliver common services have a dedicated, reliable and consistent funding model designed to suit the types of services required by communities, responsive to the needs of those receiving the services, and is developed in consultation with the relevant Peak body

Action	Status	Key achievements in 2022
Department of Premier and Cabinet – Whole of Government		
Coordination of Victoria’s Expenditure Review under the National Agreement.	Partially completed	<ul style="list-style-type: none"> <li>• The Koorie Caucus of the Partnership Forum proposed a two-phased, iterative approach and design principles for Victoria’s Expenditure Review in November 2022, based on the model implemented by New South Wales. In 2022, Government members of the Partnership Forum endorsed this scope, approach, and design principles.</li> <li>• DPC commenced work on the first phase of the Expenditure Review in 2022, in collaboration with DTF on technical aspects of the project.</li> </ul>
COVID-19 Aboriginal Support Package (including COVID-19 Aboriginal Community Response and Recovery Fund)	Complete	<ul style="list-style-type: none"> <li>• Implementation of initiatives under the \$10 million COVID-19 Aboriginal Community Response and Recovery Fund continued with most of the 82 initiatives being completed during 2022.</li> <li>• Completed an evaluation of the Fund in June 2022. The evaluation found that the Fund’s flexibility, community centred focus, and the underlying principle of cultural safety enabled it to meet its objectives.</li> </ul>
Department of Treasury and Finance		
Social Housing Growth Fund - Homes for Aboriginal Victorians Round	New action – partially completed	<ul style="list-style-type: none"> <li>• Progressed the Homes for Aboriginal Victorians Round as part of the Social Housing Growth Fund grants program with Homes Victoria. The Homes for Aboriginal Victorians Round seeks to improve the capacity and capability of ACCOs to deliver social housing by enabling these organisations to become Registered Housing Agencies.</li> <li>• Developed tender conditions in conjunction with Aboriginal community organisations and included self-determination and cultural sensitivity as key requirements.</li> <li>• Progressed three Evaluation rounds in 2022, with more rounds planned for 2023.</li> </ul>
Department of Transport		
Trial pooled, outcomes-based funding models with Aboriginal stakeholders, including ACCOs, that build	Partially completed	<ul style="list-style-type: none"> <li>• Established a centralised Aboriginal Self-Determination and Reform team in DTP (the new Department of Transport and Planning) and portfolio-wide working groups.</li> <li>• This work has developed several outcomes-based funding models, where Aboriginal Victorian organisations have been resourced to procure services and/or inform the procurement of services.</li> </ul>

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the capacity of Aboriginal Victorians to lead the procurement of services they consider best placed to deliver transport outcomes.		<ul style="list-style-type: none"> <li>Through its funded partnership with Yorta Yorta Nations Aboriginal Corporation, several self-determined outcomes were realised on Dhungala Bridge including \$3.4 million spend with Aboriginal Victorian-owned businesses, achieving 5% (of a set 2.5%) labour hours target, and naming key infrastructure in Yorta Yorta language.</li> <li>Funded a \$249,300 partnership with Kinaway Chamber of Commerce commencing in November 2022 to enhance procurement and engagement outcomes with Aboriginal Victorian-owned businesses across transport, with 11 participating transport entities.</li> </ul>
Department of Health		
Development and piloting of outcomes-based funding model with peak body for Aboriginal community-controlled health sector.	Partially completed	<ul style="list-style-type: none"> <li>Worked with VACCHO in 2022 to trial an outcomes-based funding approach. Implementing an outcomes-based funding arrangement for all ACCHOs will include shifting ACCHOs from 1 to 3-year funding cycles from 1 July 2023.</li> <li>Established one funding and service agreement contract and reduced funding output groups where possible.</li> <li>VACCHO developed an implementation plan that will be reported on annually through an impact statement.</li> <li>An Aboriginal Social and Emotional Wellbeing recurrent funding model and outcomes-based framework is being co-designed with ACCHOs to support recommendation 4 from the Royal Commission into Victoria's Mental Health System interim report for establishing and expanding Aboriginal social and emotional wellbeing teams in ACCHOs across Victoria.</li> <li>The recurrent funding model will help determine equitable funding allocations across the ACCHO sector and the social and emotional wellbeing outcomes-based framework will help determine impact and Aboriginal defined outcomes and measures of success.</li> </ul>
Continue to improve access to specialist appointments and medical care for Aboriginal people in rural and regional areas in collaboration with the Aboriginal community-controlled health sector.	Partially completed	<ul style="list-style-type: none"> <li>38 health services state-wide deliver Aboriginal cultural safety plans as part of the process to improve access to care for the Aboriginal community. Within these plans, health services identify mechanisms for consultation with the Aboriginal community or ACCHOs to inform service delivery and strategic priorities.</li> <li>To date, six health services have progressed to a formal Memorandum of Understanding with an ACCHO.</li> <li>DH has established an "Aboriginal Cultural Safety in Hospitals" Collaboration which will oversee a rolling program of improvement projects in collaboration with VACCHO and health services. The first project will focus on improving cultural safety in Emergency Departments and Urgent Care Centres. This project will include rural and regional health services to ensure improvement initiatives are relevant to rural settings.</li> </ul>
Continue partnership between Royal Children's Hospital and Victorian Aboriginal Health Service has supported the access to self-determined health care for Aboriginal children and families within an ACCO.	Completed	<ul style="list-style-type: none"> <li>Victorian Aboriginal Health Service is independently delivering the program and is working to mature and expand the model over time and in accordance with funding.</li> </ul>
Increase cancer screening expertise at VACCHO and strengthen data systems to improve cancer screening reporting.	Partially completed	<ul style="list-style-type: none"> <li>VACCHO led an agenda item at a recent Victorian Cancer Screening Framework data planning session on Aboriginal Data Sovereignty, engaging experts to present on a data sovereignty readiness tool and the Victorian Aboriginal Health, Medical and Wellbeing Research Accord.</li> <li>An outcome of the workshop is that all Victorian Cancer Screening Framework partners will work with a data sovereignty expert to embed data sovereignty in all activities. VACCHO is leading the development of the process for this engagement.</li> <li>Under the Victorian Cancer Screening Framework, data systems continue to be strengthened to improve data reporting.</li> <li>BreastScreen Victoria data was recently integrated, which will support linkage of the breast, bowel and cervical screening.</li> </ul>
Continued delivery of the Best Practice Aboriginal Forum on	Completed	<ul style="list-style-type: none"> <li>ACCHOs are provided opportunities to report on local initiatives, build capacity and share stories and progress in reducing smoking.</li> <li>Provided a series of webinars to Aboriginal Health Workers and implemented Tackling Indigenous Smoking Teams in 2022.</li> </ul>

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Reducing Tobacco and E-Cigarette Related Harms, an action under the Korin Korin Balit-Djak Aboriginal health, wellbeing and safety strategic plan 2017–2027.		
Continuation of funded activity by VACCHO to co-ordinate culturally safe strategies to reduce smoking prevalence amongst Aboriginal people and support ACCHOs across Victoria to become smoke free.	Partially completed	<ul style="list-style-type: none"> <li>VACCHO continues to partner with Quit Victoria, Victorian Aboriginal Health Service, other ACCHOs and the Tackling Indigenous Smoking Teams for the delivery of a range of smoking cessation activities.</li> <li>This includes carrying out smoke free workplace audits across ACCHOs, identifying training opportunities and road shows on how to use nicotine replacement therapy.</li> </ul>
Build the capacity and capability of the Aboriginal Alcohol and Other Drug workforce through an increase in Aboriginal FTE and workforce development.	Completed	<ul style="list-style-type: none"> <li>Rolled out an Alcohol and Other Drug Rural and Regional Traineeships pilot in 2022-23 to encourage people to enter the Alcohol and Other Drug workforce. This included providing 12 months paid employment whilst studying Alcohol and Other Drug qualification.</li> <li>Applications were particularly encouraged from Aboriginal people, and other under-represented groups in the Alcohol and Other Drug sector.</li> <li>Awarded four Traineeships to the Bendigo and District Aboriginal Cooperative (of 28 positions in total). The first two participants were successful and have moved into on-going roles. The remaining two traineeship positions are being recruited as part of the pilot extension approved in March 2023</li> </ul>
Medicare Benefits Schedule project at Victorian Aboriginal Health Service funded by Community Based Health Services is building the capability of ACCOs to fully utilise Medicare Benefits Schedule funding in the delivery of services and to support greater incentives for increased use of Aboriginal Health Assessments in the community.	New action – partially completed	<ul style="list-style-type: none"> <li>Significant progress has seen the development of systemic improvements across Victorian Aboriginal Health Service for the use of Medicare Benefits Schedule services. This project is progressing and continues to be supported by an expert advisory group.</li> </ul>
In partnership with VACCHO, the Koori Maternity services program continues to provide flexible, holistic and culturally safe antenatal and postnatal	Completed	<ul style="list-style-type: none"> <li>Continued to work with VACCHO and Koori Maternity service providers to improve access to and the uptake of Koori Maternity services. Data indicates that participation in Koori Maternity services is growing steadily.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

care which is central to improving outcomes and increasing participation in maternity care for Aboriginal women, women having Aboriginal babies and their families.		
Department of Environment, Land, Water and Planning		
Increase the number of projects and initiatives where Aboriginal people are accessing water for economic development and other self-determined purposes.	Partially completed	<ul style="list-style-type: none"> <li>In 2022 the Victorian Government announced water returns to Traditional Owners, including the return of 1.36 GL in Northern Victoria; and a 2.5 GL water return to Gunditj Mirring Traditional Owner Aboriginal Corporation in the Palawarra (Fitzroy River) system.</li> <li>The Water, Country and Community Program funds projects with 13 Traditional Owner groups across Victoria, and 25 Aboriginal Water Officers positions in Traditional Owner groups and host organisations across Victoria.</li> <li>DELWP's Partnerships and Engagement team assisted in the coordination of Yorta Yorta Nation Aboriginal Corporation Ghow Swamp Forums.</li> <li>Significant work has occurred to ensure the ongoing protection of Ghow Swamp: <ul style="list-style-type: none"> <li>The Minister for Treaty and First Peoples used her powers under the Aboriginal Heritage Act to make an Ongoing Protection Declaration for Ghow Swamp Aboriginal Place.</li> </ul> </li> </ul>
Develop a sustainable funding model for Traditional Owner groups that elevates self-determination and the ability to submit to 2021-22 budget bid.	Completed	<ul style="list-style-type: none"> <li>DELWP completed a comprehensive review of all department-led budget bids from the past two budget cycles in 2022. The team identified opportunities for a more consistent approach to self-determination support and funding.</li> <li>Developed guidance to provide all bid writers with information about how best to partner with Traditional Owners in bid writing and elevate the voices and priorities of Traditional Owners.</li> <li>Developed budget bids in collaboration with Traditional Owners.</li> <li>Worked in partnership with Traditional Owners through the State-wide Caring for Country Partnership Forum to explore improved funding models that support organisational governance and capacity within Traditional Owner Corporations. This includes understanding the internal administrative systems and processes that Traditional Owners have identified as barriers to self-determination.</li> </ul>
Develop a DELWP Learning and Development package with Traditional Owners to be utilised by Traditional Owner Corporations	Completed	<ul style="list-style-type: none"> <li>Developed a Learning and Development Package to allow Traditional Owners to access DELWP's Training Catalogue which was piloted with Taungurung Land and Waters Aboriginal Council in 2022.</li> <li>This will be rolled out further to all Traditional Owner groups in 2023.</li> </ul>
Prioritise Aboriginal suppliers when procuring goods and services by developing a DELWP Aboriginal Procurement Report to prioritise Aboriginal suppliers when procuring goods and services.	Completed	<ul style="list-style-type: none"> <li>Endorsed DELWP's Social Procurement Strategy 2022-2025 in 2022.</li> <li>Commenced reporting on total expenditure and spend against the 1% target for the proportion of total suppliers from 1 July 2022.</li> <li>It is anticipated that there will be an increase in the number of engagements with Aboriginal owned businesses due to increased visibility, monitoring and the promotion of opportunities to engage Aboriginal owned businesses.</li> </ul>
Work with DELWP's Aboriginal suppliers to	Partially completed	<i>See above related DELWP progress update.</i>

## Victorian 2022 Closing the Gap Data Tables

identify how DELWP's project and procurement processes incorporate cultural responsibilities and knowledge		
Strengthen Traditional Owner decision making in sustainable water management.	Completed	<ul style="list-style-type: none"> <li>• Launched the Water is Life: Traditional Owner Access to Water Roadmap at Budj Bim Cultural Landscape in southwestern Victoria in September 2022.</li> <li>• Water is Life identifies opportunities for Victorian Traditional Owners and First Peoples to access, manage and own water for spiritual, cultural, environmental, social, and economic purposes.</li> <li>• Water is Life will increase: <ul style="list-style-type: none"> <li>○ Traditional Owner decision-making over where and how environmental water is used</li> <li>○ water entitlements held by Traditional Owners for self-determined use</li> <li>○ Traditional Owners' power and resources in the care and management of water landscapes.</li> </ul> </li> </ul>
Strengthen Traditional Owner decision making in biodiversity.	Completed	<ul style="list-style-type: none"> <li>• Commenced co-design with Taungurung Land and Waters Council to develop a Walking Together Statement recognising shared values for biodiversity and biocultural diversity and relationship principles.</li> <li>• Established a series of short-term staff exchanges of Biodiversity Division staff with several Traditional Owner groups. These exchanges provided the Traditional Owner groups with technical resources and helped to build cultural capacity of participating Biodiversity Division staff.</li> </ul>
Department of Families, Fairness and Housing		
Aboriginal funding reform project - piloting a pooled outcome-based funding model with 3 ACCOs (Djirra, Victorian Aboriginal Health Service, and Ramahyuck).	Partially completed	<ul style="list-style-type: none"> <li>• DFFH has led this project since 2020, after DPC led the establishment and first phases of the project from 2018-2020.</li> <li>• Funding and commissioning are key reform areas under the Korin Korin Balit-Djak System Transformation.</li> <li>• Ran pilots aimed at testing approaches and options for funding reform and building evidence around what works.</li> </ul> <p><i>See related DFFH action under Priority Reform Four.</i></p>
Our promise, Your future: Victoria's youth strategy 2022-2027 Direction 4.7: Establish the Koorie Youth Council as a principal youth sector partner with the Office for Youth through providing annual funding for policymaking and advocacy.	New action – not yet completed	<ul style="list-style-type: none"> <li>• Executed a funding agreement between DFFH and Koorie Youth Council in October 2022 to support its transition to independence.</li> <li>• Negotiations are underway to agree an annual workplan of deliverables against these key accountabilities, respecting self-determination and aligning with Treaty aspirations.</li> </ul>
Improving cultural safety in the Forensic Disability Program for Aboriginal people with cognitive impairment involved in the criminal justice system by:	Partially completed	<ul style="list-style-type: none"> <li>• Established a Senior Aboriginal Liaison Officer position and developed a cultural safety plan to strengthen and embed cultural safety in all aspects of service delivery. This includes actions to create culturally safe spaces across residential, treatment and administrative locations.</li> <li>• Commenced work to consider self-determination opportunities as part of forensic disability residential services planning.</li> </ul>

Victorian 2022 Closing the Gap Data Tables

<ul style="list-style-type: none"> <li>• establishing an Aboriginal liaison position</li> <li>• creating culturally safe spaces within forensic disability residential services</li> <li>• providing cultural support through engagement with Elders for Aboriginal forensic disability residents.</li> </ul>		
<p>Project work has significantly advanced to provide consultancy support to ACCOs to understand the National Disability Insurance Scheme (NDIS) including impacts of operating as NDIS provider and how to best support their community through transition. VACCHO have developed various resources and are working intensively with their members to plan for NDIS.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>• VACCHO developed specific workforce resources and hired a NDIS Business Consultant who has engaged with 16 ACCOs, and:             <ul style="list-style-type: none"> <li>○ developed an engagement plan for ACCOs</li> <li>○ is working with ACCOs to develop and implement business plans</li> <li>○ is delivering information sessions and workshops for capacity building.</li> </ul> </li> <li>• The development of the project's evaluation framework is expected to be completed in 2023.</li> </ul>
<p>Big Housing Build and Building the Capacity of the Aboriginal Housing Sector.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>• Committed 10 per cent net growth of social housing built under the Big Housing Build for Aboriginal Victorians. The program will be delivered by a combination of Aboriginal organisations and mainstream housing providers.</li> <li>• Homes for Aboriginal Victorians Round, the Big Housing Build and the Social Housing Growth Fund will seek to deliver approximately 400 social housing dwellings supported by approximately \$150 million of grant funding.</li> <li>• Created a Principal Project Manager and Aboriginal Housing Sector Development role to support Aboriginal organisations to participate in the Round.</li> <li>• Created a Big Housing Build Partnership Development Officer role, housed at Community Housing Industry Association Victoria. The role will engage with Aboriginal registered community housing agencies to encourage partnership and provide support to Aboriginal organisations interested in becoming registered housing providers.</li> </ul>
<p>Aboriginal Workforce Fund.</p>	<p>Partially completed</p>	<ul style="list-style-type: none"> <li>• The Steering Committee supported the implementation phase of the Aboriginal Workforce Fund by determining organisations in scope for the Aboriginal Workforce Fund and devising an Aboriginal-led evaluation in 2022.</li> <li>• The evaluation:             <ul style="list-style-type: none"> <li>○ identified Victorian Aboriginal organisations as potential bidders for a Request for Quote</li> </ul> </li> </ul>



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		<ul style="list-style-type: none"> <li>○ defined the evaluation audience, key scope, and requirements for the Request for Quote</li> <li>○ determined key touch points for Steering Committee oversight</li> <li>○ nominated members for a selection panel to determine the successful bid.</li> <li>● The Aboriginal Workforce Fund project team worked together with a department procurement officer and the Steering Committee’s selection panel to promote self-determination throughout the procurement process, by: <ul style="list-style-type: none"> <li>○ carefully managing probity</li> <li>○ adding protection of cultural intellectual property and data sovereignty to the Request for Quote documentation</li> <li>○ emphasising capability/expertise criteria over pricing.</li> </ul> </li> </ul>
Family Safety Victoria are strengthening Aboriginal frontline family violence services through the design and implementation of the Dhelk Dja Fund and the Aboriginal Family Violence Industry Strategy.	Partially completed	<ul style="list-style-type: none"> <li>● Committed at least 10% of all new funding to provide to ACCOs.</li> <li>● Over 80 Aboriginal-led initiatives and services shared in the \$18.2 million Dhelk Dja Family Violence Fund, enabling Victorian Aboriginal organisations to deliver culturally appropriate support for Aboriginal victim survivors and people who use violence.</li> <li>● Boosted funding for the Victorian Aboriginal Community Initiatives Fund in 2022-23 from \$1.1 million to \$2.2 million providing 42 culturally appropriate, place-based community-led projects dedicated to preventing and responding to family violence in Victorian Aboriginal communities.</li> <li>● Administered \$3 million in scholarships through direct allocation to ACCOs to increase specialisation of Aboriginal family violence workforce and support the implementation of Recommendation 209 under the Aboriginal Family Violence Industry Strategy.</li> </ul>
A Dhelk Dja 10 Year Investment Strategy will be developed to provide a mechanism for the Dhelk Dja Koori Caucus and Partnership Forum to inform the government’s budget development process. The strategy will be endorsed by the Dhelk Dja Partnership in late 2021.	Not yet completed	<ul style="list-style-type: none"> <li>● Progressing procurement to evaluate lapsing funding including the Dhelk Dja Fund and whether the funded activity achieved the intended outcomes and to inform future prioritisation and investment.</li> <li>● Family Safety Victoria will work with the Dhelk Dja Koori Caucus in the development of a 10 Year investment strategy to be completed by November 2023 to inform future budget development processes.</li> </ul>
Department of Justice and Community Safety		
Aboriginal Justice Workforce Development Strategy- DJCS supports Aboriginal Community Controlled Organisations to undertake workforce development to build capacity of Aboriginal staff working in the justice sector through provisions for workforce development in funding agreements.	New action – completed	<ul style="list-style-type: none"> <li>● There are currently provisions in the funding agreements with ACCOs who deliver justice programs to provide staff with opportunities for professional development and support. Additionally, DJCS hosts a justice conference each year to bring all funded community-based partners together to discuss how we can continue to provide support and resources to enhance the delivery of these programs.</li> </ul>

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The Justice Conference is an opportunity to bring together the ACCOs who hold the contract for the Aboriginal Local Justice Worker Program and Koori Women's Diversion Programs to discuss program improvement and service integration.	New action – completed	<ul style="list-style-type: none"> <li>Held the inaugural Justice Conference in November 2022 which provided opportunities for the Aboriginal funded positions based in our partner ACCOs to meet and discuss improvements to current service delivery models, as well as opportunities for professional development.</li> <li>Over 100 workers from across Victoria participated.</li> </ul>
Provide professional support to the Aboriginal community based Justice workforce	Ongoing - completed	Provision is made in ACCHO funding agreements that deliver justice programs to provide staff with opportunities for professional development support. Additionally, DJCS hosted a justice conference bringing all funded community-based partners together to discuss how we can continue to provide support and resources to enhance the delivery of these programs
Supporting the Aboriginal Local Justice Worker and Koori women's Diversion Program and convene a specific Justice Conference.	New action – completed	Convened an inaugural Justice Conference in November 2022 which provided opportunities for the Aboriginal funded positions based in partner ACCOs to discuss improvements to current service delivery models, as well as opportunities for professional development. Over 100 workers from across Victoria participated.
Strengthen the ACCO justice sector with grant funding, streamlined reporting, and program support, including co-design approaches in planning, implementation and evaluation	ongoing	Provided more than \$40m in funding to ACCOs to deliver a range of justice initiatives, from early intervention to community transition, including general and specialised cultural informed legal services.
Evaluation undertaken with ACCOs and the Aboriginal justice sector	New – completed	Review of the Aboriginal Community Justice Panels; and Research into Aboriginal Victims of Crime to inform strategy developing in 2023.
Department of Jobs, Precincts and Regions		
Investing in the development of Kinaway Chamber of Commerce as a peak body in supporting Aboriginal businesses.	Not yet completed	<ul style="list-style-type: none"> <li>Continuing to support and invest in the development of Kinaway Chamber of Commerce as a peak body in supporting Aboriginal businesses.</li> </ul>
Continue partnership with Victorian Traditional Owners to support the development of native food and botanicals crops by Victorian Aboriginal organisations through	Not yet completed	<ul style="list-style-type: none"> <li>Completed work to identify the best approach for the establishment of a Traditional Owner led body to take carriage of a labelling and accreditation process and progress Traditional Owner aligned interests with Traditional Owner Native Foods and Botanicals Strategy in Victoria.</li> <li>Developing communications materials with Victorian Aboriginal native food producers to promote the Strategy to the Victorian community and raise awareness of the Strategy within Victorian Traditional Owner communities.</li> <li>Drafted Cultural Protocols for non-Aboriginal businesses which are currently being reviewed by the co-governance group.</li> </ul>

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Djakitjuk Djanga and through funding to support the development of a Traditional Owner Native Foods and Botanicals Strategy.		<ul style="list-style-type: none"> <li>Completed Access and Benefit Sharing policies and developing a template for Traditional Owners and Aboriginal businesses to agree on access and benefit sharing relating to the use of biocultural species.</li> </ul>
Traditional owner biosecurity pilot projects	New action – not yet completed	<ul style="list-style-type: none"> <li>Pilot projects involving Taungurung Land and Waters Council and the First People of the Millewa Mallee began mid-2022; to be completed June 2023.</li> <li>Funded two pilot projects with two RAPs to increase First Nations participation in the biosecurity system.</li> </ul>
Supporting the establishment of an Aboriginal State Sport and Recreation Body to advocate for increased capacity and capability across the sport and recreation sector (including to Government) to effectively engage with the Victorian Aboriginal Community and deliver enhanced sport and recreation participation opportunities.	Completed	<ul style="list-style-type: none"> <li>Recognised Victorian Aboriginal Community Services Association Ltd as the first Aboriginal State Sport and Recreation Body in 2023.</li> <li>Funded Victorian Aboriginal Community Services Association Ltd \$20,000 over 2 years 2021-23 (\$10,000 per year) through the Together More Active Program.</li> </ul>
Continue working with communities to develop community based independent tourism body.	Not yet completed	<ul style="list-style-type: none"> <li>Released Victoria’s Aboriginal Tourism Development Strategy as part of the Victorian Aboriginal Economic Strategy.</li> <li>Supporting the delivery of Stage 1 of research on best practice models for Aboriginal Community Controlled Peak Tourism Body/Entities, as part of the strategic goals of growing industry capabilities.</li> <li>Engaging a consultant to conduct research including national and international best practice to inform model/s and options for establishing an Aboriginal Community Controlled Peak Tourism Body in Victoria in line with principles of self-determination.</li> </ul>
Willum Warrain Aboriginal Association.	New action – completed	<ul style="list-style-type: none"> <li>Awarded a Living Local Fund Grant to support the organisation to purchase furniture to be used in their programs in late 2022.</li> </ul>
Elizabeth Morgan House Aboriginal Women’s Service.	New action - partially completed	<ul style="list-style-type: none"> <li>Awarded a Living Local Fund Grant to improve accessibility to the venue by constructing and installing compliant ramps to the front entrance in late 2022.</li> </ul>
Continue funding place-based Aboriginal economic strategies.	Partially completed	<ul style="list-style-type: none"> <li>Launched Regional Economic Development Strategies.</li> <li>Completed the Budj Bim Cultural Landscape Infrastructure project stage 1 which included an investment of \$12 million from the Victorian Government provided to Gunditj Mirring.</li> </ul>
Mullum Mullum Indigenous Gathering Place Indigenous Art Trail Project.	New action - partially completed	<ul style="list-style-type: none"> <li>Sponsored project by the Eastern Metro Partnership using funding of \$180,000 from Round 5 of the Metropolitan Partnerships Development Fund.</li> </ul>

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Elders Cultural Wellbeing project.	New action - completed	<ul style="list-style-type: none"> <li>Engaged Aboriginal Elders across metropolitan Melbourne through yarning circles to better understand their experience through COVID-19 pandemic.</li> <li>The final report includes recommendations that are now being shared across government.</li> </ul>
Supporting and Advancing Metropolitan Aboriginal Communities	New action – not yet completed	<ul style="list-style-type: none"> <li>Awarded \$720,000 grant in late 2022 to commence facilitated workshops with Aboriginal members of the Metropolitan Partnerships to identify priority areas and needs across Melbourne's regions.</li> </ul>
Radio 3KND - Mobile Broadcasting Van.	New action – partially completed	<ul style="list-style-type: none"> <li>A van was purchased in mid-2022 for mobile broadcasting across the Darebin community. This project aims to target outreach to the Reservoir and East Reservoir Aboriginal community and to activate the business areas in Broadway and Edwardes, bringing people from Reservoir together with their local Aboriginal media.</li> <li>Minor works on the van have been completed ahead of the main van fit out in mid-2023.</li> <li>3Knd have also engaged Natasha Corrigan (Gubbi Gubbi-Jinibara &amp; Wahlabul- Bundjalung) to design the van wrap which will be installed after the fit out is completed. The project is scheduled for completion before 30 June 2023.</li> </ul>
Story Finding and Research Project by the Yarra Ranges Shire Council.	New action – completed	<ul style="list-style-type: none"> <li>Completed this project in late 2022, which included: <ul style="list-style-type: none"> <li>establishing a steering committee overseeing the project that includes the Aboriginal community and young people</li> <li>gathering stories to help deepen the community's understanding of and connection to Country.</li> </ul> </li> </ul>
First People's Health and Wellbeing - Social Enterprise Cafe Business Plan.	New action - completed	<ul style="list-style-type: none"> <li>Completed this project in late 2021, which includes a training café focused on offering genuine job and training opportunities in a culturally safe and sensitive environment for Aboriginal people</li> </ul>
Identifying opportunities to irrigate public open spaces with storm water project.	New action – not yet completed	<ul style="list-style-type: none"> <li>Commenced project in late 2022 to identify priority open spaces based on social and environmental value, working with Traditional Owner groups to: <ul style="list-style-type: none"> <li>deliver a Cultural Values assessment for a select number of open spaces</li> <li>integrate Traditional Owner Values with alternative water opportunities where possible.</li> </ul> </li> </ul>
Porronggitj Karrong - Listening to Country and Community, Knowledge Gathering project.	New action – not yet completed	<ul style="list-style-type: none"> <li>Provided grant funding to the Wadawurrung Corporation to support 5 activities to progress the Porronggitj Karrong project.</li> <li>The activities will achieve the gathering of knowledge and data required by the Wadawurrung in making informed decisions of how Porronggitj Karrong will look into the future as the site develops into a cultural precinct for the Geelong community.</li> </ul>
Goulburn Murray Regional Prosperity Plan.	New action – completed	<ul style="list-style-type: none"> <li>Launched in 2021, the vision of this plan is to generate a thriving and sustainable First Nations economy through a shared prosperity model that delivers an additional \$150m GRP per annum by 2036 for the Goulburn Murray Region.</li> </ul>
Taungurung Strategic Plan.	New action – completed	<ul style="list-style-type: none"> <li>Continuing work towards implementation of actions.</li> <li>Strategic plan of the Taungurung Land and Waters Council. Sets out vision and goals for 2021-2025 and draws on objectives in the Taungurung Country Plan. Focuses on four key pillars of Community, Country, Culture and Corporate. Regional Development Victoria works closely with Taungurung in supporting the ongoing implementation of this plan.</li> </ul>
Muderra Way Traffic Calming Asphalt Artwork by the Greater Dandenong City Council.	New action - not yet completed	<ul style="list-style-type: none"> <li>The Greater Dandenong City Council launched an expression of interest for an Aboriginal and Torres Strait Islander artist to support the development of the Muderra Way and Ian Street asphalt artwork through the mentorship of Bunurong artists in March 2023.</li> <li>As of May 2023, the Bunurong Land Council approved this approach and selected the mentor and mentees who together will develop the mural artwork on Muderra Way.</li> </ul>
Indigenous Mural by South East Water.	New action - not yet completed	<ul style="list-style-type: none"> <li>The mural located on South East Water's building is being developed in consultation with the local Aboriginal community and will be undertaken by an Aboriginal artist.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

Barmah National Park - master plan and joint management plan.	New action - completed	<ul style="list-style-type: none"> <li>Allocated \$5.8 million from the 2022/23 budget to deliver this project, which is the third Joint Management Plan for Victoria.</li> </ul>
Establishment of both Working for Victoria and the Jobs Victoria Employment Network, including significant investment provided to Aboriginal Community Controlled Organisations to deliver services to support Closing the Gap.	Partially completed	<ul style="list-style-type: none"> <li>Delivered Working for Victoria, part of the Victorian Government's emergency response to COVID-19. Final payments will be made on grants by 30 June 2023.</li> <li>Working for Victoria has supported 33 proposals from Aboriginal organisations. An investment of \$15.6 million has created 266 temporary FTE positions.</li> <li>Jobs Victoria is the Victorian Government's flagship employment program. Under the current Jobs Victoria Employment Network 1,150 Aboriginal job seekers have been supported into work since late 2016.</li> </ul>
Deliver on the Victorian Budget 2020/21 announcement of \$619.4 million to provide jobseekers with the information, advice and support they need to get back to work through an expanded Jobs Victoria.	Partially completed	<ul style="list-style-type: none"> <li>Since 2020, Jobs Victoria has supported more than 1,200 job placements for Aboriginal Victorians.</li> <li>Five Jobs Victoria Mentors services have been funded to deliver specialist employment support to Aboriginal jobseekers.</li> </ul>
Traditional Owner Corporation Partnership Agreements - \$2.7 million to support Traditional Owner Corporations across the Regional Hubs over the next four years.	New action - partially completed	<ul style="list-style-type: none"> <li>Signed partnership agreements between the Organising Committee and Traditional Owner Corporations from three of the Commonwealth Games community hub locations, Dja Dja Wurrung Clans Aboriginal Corporation (for Bendigo), Wadawurrung Traditional Owner Aboriginal Corporation (for Ballarat and Geelong) and GunaiKurnai Land and Water Aboriginal Corporation (for Gippsland).</li> </ul>

## Data Table C

### Priority Reform Three – Transforming government organisations

National Agreement Clause 59:

- a. Identify and eliminate racism
- b. Embed and practice meaningful cultural safety
- c. Deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
- d. Increase accountability through transparent funding allocations
- e. Support Aboriginal and Torres Strait Islander cultures
- f. Improve engagement with Aboriginal and Torres Strait Islander people

Action	Status	Key achievements in 2022
Department of Premier and Cabinet (DPC) Whole of Government		
Establishment of the Yoorrook Truth and Justice Commission.	Ongoing	<ul style="list-style-type: none"> <li>In March 2022, the Yoorrook Justice Commission was formally launched.</li> <li>The Minister for Treaty and First Peoples appeared as part of the first hearings in April-May 2022.</li> <li>The Commission delivered its Interim Report “Yoorrook with Purpose” on 30 June 2022.</li> </ul>
Further long-term reforms to the budget development process in time for the 2022-23 Victorian Budget.	Ongoing	<ul style="list-style-type: none"> <li>Continues to refine reporting requirements to help reduce the reporting burden on Aboriginal communities. This includes minimising additional reporting impacts from new initiatives funded through the Budget process.</li> </ul>
All departments to seek and share information on the development of budget priorities with Aboriginal Executive Council and Senior Officers’ Group on Aboriginal Affairs, where appropriate and with any necessary level of approval.		<ul style="list-style-type: none"> <li>DTF has refined business case templates, helping to promote greater collaboration between departments and Aboriginal communities when developing bids.</li> <li>DH provided the Aboriginal community-controlled health sector with transparent information on the budget process so priorities could be co-designed.</li> </ul>
All departments to ensure the current budget process supports self-determination and engage Aboriginal Executive Council and/or other Aboriginal	Completed	<ul style="list-style-type: none"> <li>Both DPC and DTF have been applying self-determination principles to analyse budget bids as well as providing advice to other departments to help increase Aboriginal community engagement and influence on funding decisions that directly impact Aboriginal Victorians.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

governance mechanisms for advice in the detailed preparation of budget bids for the 2020/21 budget.		
Table Victoria's Implementation Partner's review of the Victorian Government Aboriginal Affairs Report (VGAAR) as a key Aboriginal sector led accountability approach.	Partially completed	<ul style="list-style-type: none"> <li>Relevant Aboriginal governance forums were invited to contribute to the 2021 VGAAR Report and provide feedback before it was tabled in Parliament in September 2022. The newly established Closing the Gap Partnership Forum was not able to conduct a review of the VGAAR prior to tabling.</li> </ul>
Department of Education		
Community Understanding and Safety Training.	Partially completed	<ul style="list-style-type: none"> <li>By the end of 2022, facilitated the participation of 1500 school campuses out of a total of 1,798 (83%) in initial Community Understanding and Safety Training, which provides schools with the foundations for improving inclusivity for Koorie students and families.</li> <li>EY Sweeney completed an evaluation of Community Understanding and Safety Training in October 2022. Outcomes of this evaluation will inform the next phase of work with schools beyond the foundational training.</li> </ul>
Self-determination in Education Reform.	Partially completed	<ul style="list-style-type: none"> <li>Victoria undertook a Self-determination in Education Reform co-design process in 2022, including through campfire conversations.</li> <li>The campfire conversations provided opportunities for Victorian Aboriginal learners, families, educators, communities and organisations and schools to connect and discuss how best to strengthen self-determination in the education system.</li> </ul>
Department of Treasury and Finance		
DTF continues to support Aboriginal businesses and employment through the implementation of the Social Procurement Framework. The Framework is predicated on the principles of self-determination to enable individuals' access to economic opportunities that may not ordinarily occur.	Partially completed	<ul style="list-style-type: none"> <li>DTF has established a Social Procurement Assurance team, which ensures and supports the successful implementation of the Social Procurement Framework on all projects valued at \$20 million or more across government.</li> <li>The Social Procurement Assurance Team has worked with departmental procurement teams to increase spend with Aboriginal businesses and employment of Aboriginal people.</li> </ul>
Provide cultural safety and Aboriginal self-determination training to identify and eliminate racism.	Partially completed	<ul style="list-style-type: none"> <li>As part of DTF's commitment to its Aboriginal Employment and Inclusion Action Plan, DTF is working towards engaging a provider to deliver Aboriginal cultural awareness training to all DTF employees.</li> <li>The training aims to increase awareness and improve understanding to support a culturally safe workplace and improve DTF's engagement with Aboriginal stakeholders.</li> </ul>
Continue embedding longer-term planning to deliver self-determination reform and improved outcomes for Aboriginal Victorians.	Partially completed	<ul style="list-style-type: none"> <li>Provided resources to all DTF employees to support cultural safety, including an Aboriginal Cultural Capability Toolkit, Acknowledgement of Traditional Owners and the Aboriginal Employment and Inclusion Plan.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

Special Measures.	Partially completed	<ul style="list-style-type: none"> <li>• ‘Special Measures’ is a way to ensure under-represented groups receive equal opportunities.</li> <li>• DTF has committed to 2% representation of Aboriginal and Torres Strait Islander employees across VPS.</li> <li>• DTF has agreed for two roles (at minimum), VPS5 and above, to be allocated as ‘Special Measures’ for Aboriginal and Torres Strait Islander people.</li> <li>• The Human Resources Business Partners are working to identify these two roles.</li> </ul>
Department of Transport		
DoT and the wider Victorian transport portfolio will educate staff on Aboriginal affairs objectives (including the National Agreement, Victorian Aboriginal Affairs Framework (VAAF) and self-determination reforms) and culturally safe workplace requirements through participation in cultural competency training and daily activities and events.	Partially completed	<ul style="list-style-type: none"> <li>• Established internal and external facing websites detailing commitment to Victorian Government Aboriginal self-determination reform commitments (including Closing the Gap and VAAF outcomes) in relation to transport.</li> <li>• Organised events throughout 2022 to promote these commitments and educate staff in how transport can deliver outcomes with, and for, Aboriginal Victorians.</li> <li>• Continued to deliver Aboriginal cultural awareness training across the portfolio: <ul style="list-style-type: none"> <li>○ DoT’s leadership team undertook Aboriginal Cultural Awareness Training through Koorie Heritage Trust. Each member also developed their own ‘Connection to Country’, an exercise in allyship capturing a personal connection to the land and waters in Victoria and recognising the unbroken connection Traditional Owners have to those places.</li> <li>○ each Deputy Secretary launched their Connection to Country in 2022 with their leadership teams and divisional staff.</li> </ul> </li> <li>• Regional Departmental teams leading RAP Partnerships and Regional Chapters coordinated tailored Aboriginal cultural awareness training for portfolio representatives involved in those forums.</li> </ul>
Ensuring delivery of culturally safe services through initiatives that acknowledge Traditional Owners (e.g. conductor announcements), general celebration of Aboriginal culture and heritage (e.g. through Aboriginal artwork on trains and trams, plaques and Aboriginal naming of infrastructure) and other initiatives identified by Aboriginal Victorians.	Completed	<ul style="list-style-type: none"> <li>• Delivered several portfolio-wide events that celebrate and promote Aboriginal people, culture and heritage in 2022. These include: <ul style="list-style-type: none"> <li>○ Internal and external communications on significant dates and programs, such as the Transport Portfolio Aboriginal Scholarships Program.</li> <li>○ NAIDOC Week and Reconciliation Week events held across the transport portfolio in 2022. For example, DoT celebrated NAIDOC week’s ‘Get Up! Stand Up! Show Up!’ theme by hosting an online Q&amp;A event featuring a panel of DoT employees and Belinda Duarte – CEO of Culture is Life, an Aboriginal-led organisation dedicated to preventing First people’s youth suicide.</li> <li>○ Reconciliation Week events included a Live showing of The Australian Dream at Kino Cinema followed by a reflection with DoT’s Director, Aboriginal Self Determination and Reform, and online panel discussion of the 2022 theme ‘Be Brave. Make Change’.</li> </ul> </li> <li>• Delivered a second year of the First Peoples Melbourne Art Trams program in 2022. Curated by First Peoples, six Aboriginal artists were selected to have their artwork featured on circulating trams for 12 months.</li> <li>• Installed Welcome to Country signs on the transport network in partnership with RAPs, including replacing signs with Barengi Gadjin Land Council and Yorta Yorta Nations Aboriginal Corporation, and installing three new signs on Yorta Yorta Country.</li> <li>• Discussions with Taungurung Land and Waters Council on Welcome to County sign design and installation recommenced in 2022.</li> <li>• Partnered with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to embed art, culture and language at new and refurbished offices. Each project engaged Aboriginal-owned businesses for other fit out elements.</li> </ul>
Ensure accountability through the Transport Portfolio Aboriginal Self-Determination Steering Committee including Aboriginal representation overseeing implementation, monitoring and evaluation of	Completed	<ul style="list-style-type: none"> <li>• Established the Transport Portfolio Aboriginal Self-Determination Steering Committee in 2020, which continued to meet in 2022.</li> <li>• This steering committee has oversight of the implementation of the Transport Portfolio Aboriginal Self-Determination Plan through producing quarterly reports.</li> <li>• These reports capture quantitative and qualitative data on Aboriginal employment, procurement and cultural safety, and highlight key outcomes and barriers experienced through the quarter and financial year to date.</li> </ul>



## Victorian 2022 Closing the Gap Data Tables

progress against Closing the Gap and VAAF outcomes.		
Establish mechanisms for evaluating levels of cultural safety and experiences of Aboriginal Victorians on transport services and in transport workplaces.	Partially completed	<ul style="list-style-type: none"> <li>Commissioned and developed the Transport Portfolio Aboriginal Cultural Safety Framework in 2022, procuring services from Aboriginal owned business, Karabena Consulting. The Framework will be launched in 2023.</li> <li>The Framework was informed by a range of sources: the outcomes of the 2022 transport portfolio Aboriginal Staff Conference, a qualitative survey on the experiences of cultural safety in transport workplaces and for First Peoples employees; and discussions with RAPs on their experiences and views of cultural safety on the Victorian transport system.</li> </ul>
Department of Health		
Implement the Victorian Cultural Safety Framework and embed cultural safety in mainstream health responses with a priority on hospitals and response to public intoxication.	Not yet completed	<ul style="list-style-type: none"> <li>Continue to progress action to support the implementation of the Victorian Cultural Safety Framework including the delivery of a workshop at the Aboriginal Health and Wellbeing Partnership Forum.</li> <li>Progressing collaboration to embed cultural safety in health service response to public intoxication reforms.</li> <li>Development of legislative reform such as the Children and Health Legislation Amendment (Statement of Recognition, Aboriginal Self-Determination and Other Matters) Bill 2023.</li> <li>Provided funding to 13 Infant, Child and Youth Mental Health and Wellbeing Services to support both introductory and in-depth cultural safety training.</li> </ul>
Implementation of the Aboriginal health funding model to strengthen the cultural safety of Victorian public health services. Cultural safety actions are targeted to eight key areas also aligning with the National Safety and Quality Health Service Standards.	Not yet completed	<ul style="list-style-type: none"> <li>Established cultural safety measures and targets in the Performance Monitoring Framework.</li> <li>Work is underway to strengthen Aboriginal representation on Safer Care Victoria's Learning Health Network Advisory Groups.</li> </ul>
Implementation of the Aboriginal Leadership in Cultural Safety initiative to support Aboriginal leadership and self-determination to improve the cultural safety of Victorian health services.	Not yet completed	<ul style="list-style-type: none"> <li>Funded VACCHO for Aboriginal Hospital Liaison Officer History Storytelling project.</li> <li>Developed cultural safety resources founded on Aboriginal ways of knowing, being and doing.</li> </ul>
Embedding cultural safety in mainstream health responses to public intoxication in alignment with the decriminalisation of public drunkenness reforms.	Partially completed	<ul style="list-style-type: none"> <li>Trial sites have commenced operations across four locations, Yarra, Dandenong, Shepparton, and Castlemaine.</li> <li>Aboriginal organisations will be funded to provide services across eight regional areas, two outer metropolitan areas and one inner metropolitan area.</li> <li>There will be one general service in the inner metropolitan area which will provide services to the whole community, and this service will align with the DH's cultural safety framework.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

		<ul style="list-style-type: none"> <li>Developed the health-based response model with input from the Aboriginal Advisory Group, outcomes from trial sites and other stakeholder input.</li> </ul>
Grow and strengthen the Aboriginal workforce across the health sector through increased access to training through cadetships and scholarship programs.	Partially completed	<ul style="list-style-type: none"> <li>South West Health continue to provide their Indigenous Community Internship Program that offers First Peoples interns with a culturally appropriate work experience at an ACCHO.</li> <li>The Postgraduate Medical Council of Victoria have worked closely with health services to improve the graduate matching process for Aboriginal people. The current 'opt-in' process allows candidates to identify as Aboriginal and health services to favourably weight preferences.</li> <li>The Aboriginal Postgraduate Nursing and Midwifery Scholarship Program resumed in 2021/22 after not being offered in 2020/21. Five postgraduate applications were received and awarded.</li> <li>The Aboriginal Cadetship Program provides Aboriginal nursing, midwifery, and allied health undergraduate students with a cadetship that enables them to participate in paid work experience within a Victorian public health service. In 2022, 20 Cadetship programs were available, and 16 applications were received and awarded.</li> <li>The Maternal and Child Health Nursing Scholarship program provides up to \$7500 for nurses and midwives to undertake postgraduate study through a Commonwealth Supported Place. In 2022, Federation University supported 50 students, La Trobe University supported 106 student, and RMIT University supported 65 students.</li> <li>The Victorian Government has also invested in an Aboriginal Social and Emotional Wellbeing Scholarship Program to complement the existing Aboriginal mental health traineeship program in selected adult area mental health services.</li> </ul>
Department of Environment, Land, Water and Planning		
Deliver mandatory Cultural Safety Training package to DELWP staff.	Partially completed	<ul style="list-style-type: none"> <li>Aboriginal Cultural Safety training sessions commenced in February 2022 which targeted managers of Aboriginal staff as an immediate priority.</li> <li>25% of DELWP's workforce attended Aboriginal Cultural Safety Training delivered by VACCHO. Further training is scheduled to occur in 2023.</li> </ul>
Identify ways in which Traditional Owner values can be better reflected in DELWP's planning systems.	Completed	<ul style="list-style-type: none"> <li>Planning consultancy Kinetica and legal group Allens were commissioned to review and provide recommendation to reforms on the <i>Planning and Environment Act 1987</i>.</li> <li>A Planning Group is developing and leading reforms aimed at improving self-determination for Traditional Owners. This will target changes to Planning Practice Notes, Ministerial Directions and standard permit conditions.</li> <li>The Planning Group started 'Listen and Learn' Style Engagements with Traditional Owners and RAPs across Victoria in 2022.</li> </ul>
Identify the potential DELWP legislative improvements to support the principles of self-determination.	Completed	<ul style="list-style-type: none"> <li>Established DELWP's Yoorrook Justice Commission Taskforce in February 2022.</li> <li>Provided 35 documents to the Yoorrook Justice Commission to support their investigation in May and June 2022.</li> <li>Commenced Treaty readiness preparation in 2022 through delivery of policy reform workshops which focused on: <ul style="list-style-type: none"> <li>a stock-take of all current policy reform projects across the department and understanding current reform projects</li> <li>consolidated understanding of First Peoples' strategic objectives as they relate to DELWP's portfolio responsibilities.</li> </ul> </li> </ul>
Incorporate government response from the First Principles Review for continuous improvement of DELWP engagement with Traditional Owners to enable Self-Determination.	Partially completed	<ul style="list-style-type: none"> <li>The commencement of this action is pending Cabinet consideration and approval in response to recommendations from the First Principles Review.</li> <li>The report is scheduled for Cabinet in Autumn 2023.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

Include actions towards self-determination in the DELWP Group Business Plans and Executive annual performance plans.	Partially completed	<ul style="list-style-type: none"> <li>Commitment towards self-determination is embedded in DELWP's strategic planning documentation, including the One-DELWP Strategic Framework and DELWP Corporate Plan 2019-2023.</li> <li>This sets the expectation that various business areas of the department will incorporate self-determination into their business planning processes.</li> <li>DELWP Executives have self-determination actions as Key Performance Indicators in their annual performance plans.</li> </ul>
Department of Families, Fairness and Housing		
Cultural safety training workshops and education packages have been provided to executives and staff across DH and DFFH. This has included partnering with Koorie Heritage Trust.	Not yet completed	<ul style="list-style-type: none"> <li>Office for Youth staff are due to complete cultural safety training, led by Koorie Heritage Trust training in March 2023.</li> <li>Multicultural Affairs staff are due to complete anti-racism training facilitated by Koorie Heritage Trust in June 2023.</li> </ul>
Anti-Racism Strategy and Taskforce.	New action – partially completed	<ul style="list-style-type: none"> <li>Victoria's first Anti-Racism Strategy is under development in consultation with First Peoples community groups, as well as multicultural and multifaith communities. It is guided by expert advice from the Anti-Racism Taskforce.</li> <li>Oversight from an interdepartmental committee has ensured the Strategy is being developed to support self-determination initiatives from across government, and embedding cultural safety is a key principle underpinning many of the initiatives tied to the Strategy.</li> <li>The Taskforce met twice in 2022 and five times in 2021. The 2021 meetings focused on scoping issues for consideration in the early development of the Strategy and planning for community consultations. The 2022 meetings focused on the draft Strategy including its proposed structure, vision, goals, and actions.</li> <li>The Anti-Racism Taskforce was reappointed in October 2022 for another 12 months.</li> <li>DFFH is continuing to refine the draft Strategy in consultation with the Taskforce.</li> </ul>
Implementation of recommendations of the Legislative Assembly Legal and Social Issues Committee's Inquiry into Anti-vilification Protections.	New action – not yet completed	<ul style="list-style-type: none"> <li>DFFH is working with DJCS to acquit a number of recommendations from the Government's Response to the Inquiry into Anti-Vilification Protections.</li> <li>The government supports or supports in principle 34 of the 36 recommendations made by the Inquiry.</li> <li>Following the ban of the Nazi symbol in June 2022, planning is underway implementation of remaining recommendations, including allocation of recommendations across government.</li> <li>DFFH is currently awaiting Ministerial approval regarding the implementation of two Inquiry recommendations by June.</li> </ul>
Local Anti-Racism Initiatives Grants Program.	New action – partially completed	<ul style="list-style-type: none"> <li>Funded 42 community organisations through the Local Anti-Racism Initiative grants program in the 2020-21 State Budget to deliver place-based and community-led responses to racism.</li> <li>Each of the projects ran for 12-months, primarily in 2021-22, although some initiatives are still in operation.</li> <li>The program contributed to making Victorian communities more safe, fair, inclusive and resilient.</li> <li>Early evaluation of round one indicated funded activities had a significant reach into the community, with close to 4,000 individuals from 36 different communities directly involved in the initiatives, including over 850 young people, and over 640,000 individuals reached through print and social media activities.</li> </ul>
Improving Aboriginal Cultural Safety.	Completed	<ul style="list-style-type: none"> <li>Homes Victoria Aboriginal and Torres Strait Islander Cultural Safety Framework delivery plan aims to increase the agencies capacity to deliver culturally safe and responsive approaches to supporting Aboriginal and communities, enabling greater input from the Victorian Aboriginal community. The approach spans across Homes Victoria offering all staff to participate in a suite of program and initiatives to increase culturally safe working environments for Aboriginal and Torres Strait Islander employees.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

		<ul style="list-style-type: none"> <li>Culturally responsive service systems aim to support the housing and homelessness system response in delivering culturally safe services, initiatives are underway across Homes Victoria, Community Housing Industry Association Victoria and the Council to Homeless Persons, that will look to address the systematic barriers and increase the sectors understanding and awareness to implement culturally safe practices.</li> </ul>
Establishment of Aboriginal Self-determination and Outcomes Division.	New action – partially completed	<ul style="list-style-type: none"> <li>Announced structural changes and new projects which formed part of a restructure in March 2022.</li> <li>Created the Aboriginal Self-Determination and Outcomes Division (ASDO) in August 2022 to elevate Aboriginal leadership and practice, and to ensure that Aboriginal voice is incorporated into self-determination reforms.</li> <li>ASDO works in collaboration with Aboriginal Children and Families making sure that ‘Aboriginal Child Placement Principles’ and other safeguards are in place, so Aboriginal children remain connected to family, community, Country and culture.</li> </ul>
Implement DHHS’ Aboriginal Cultural Safety Framework through its People and Culture Strategy. This will be overseen by the Family Safety Victoria People and Culture Committee, in consultation with Aboriginal staff working at Family Safety Victoria.	Partially completed	<ul style="list-style-type: none"> <li>DFFH is currently reviewing the Cultural Safety Framework, which Family Safety Victoria are contributing to and will undertake implementation activities once complete.</li> </ul>
Design and establish culturally responsive Aboriginal Access Points to support victim survivors, vulnerable children and families and those who use violence to navigate the service system to access services that meet their needs and aspirations. The finalisation of an Aboriginal Inclusion Action Plan will embed inclusion, access and equity in The Orange Doors.	Not yet completed	<ul style="list-style-type: none"> <li>Establishing Aboriginal Access Points as a complementary service model to work alongside The Orange Door, providing a culturally safe referral pathway for Aboriginal people impacted by family violence.</li> <li>ACCO delivery partners appointed in early 2022 to establish the service in Barwon and Bayside/Peninsula Area include Wathaurong Aboriginal Cooperative and Victorian Aboriginal Child Care Agency (VACCA).</li> <li>A third Aboriginal Access Point will be established in Mildura during 2023.</li> </ul>
Continue the Strengthening Cultural Safety in Family Violence project which will establish a framework for assessing and implementing a culturally safe workplace in The Orange Door in 2021.	Partially completed	<ul style="list-style-type: none"> <li>Identified and funded ACCOs in all 18 Orange Door networks.</li> <li>Contracted VACCA to develop foundational cultural safety training modules, tailored to The Orange Door, for localisation to be led by the Cultural Safety Project Lead in partnership with the Aboriginal Advisory Group (AAG) and local community.</li> <li>Modules 1 and 2 were successfully trialled in Outer Eastern Melbourne and since delivered as part of induction training in Western Melbourne, Brimbank, Melton and is scheduled for Wimmera, with all remaining areas to follow.</li> <li>Family Safety Victoria are working on an approach to implement the Strengthening Cultural Safety in The Orange Door and Aboriginal Inclusion Action Plan in a way that is sustainable and locally driven by Aboriginal services and communities.</li> </ul>
Department of Jobs, Precincts and Regions		

## Victorian 2022 Closing the Gap Data Tables

The Victorian Aboriginal Employment and Economic Council (now Yuma Yirramboi Council) has transformed the way DJPR works and partners with the Aboriginal community to improve accountability and better respond and deliver on Aboriginal economic development opportunity and prosperity.	Completed	<ul style="list-style-type: none"> <li>Established an Aboriginal working group (as a subcommittee of the Victorian Aboriginal Employment and Economic Council, now Yuma Yirramboi Council) to identify priorities and design a program under the principles of self-determination that will support increased Aboriginal involvement in agricultural education.</li> </ul>
Agriculture Victoria's Self-Determination Action Plan.	New action – not yet completed	<ul style="list-style-type: none"> <li>Developed a draft of an inaugural Self-Determination plan for Agriculture Victoria through consultative mechanisms within the organisation.</li> </ul>
Internal Actions within Animal Welfare Victoria and Agriculture Regulatory Policy.	New action - completed	<ul style="list-style-type: none"> <li>Built cultural awareness, safety and competency through an all-staff Reconciliation Week event in tandem and supported by Aboriginal staff.</li> </ul>
Continue work under the Aboriginal Landholder Information Service to collaborate directly with Aboriginal organisations to provide them with a flexible, responsive and demand driven service.	Completed	<ul style="list-style-type: none"> <li>Delivered workshops and training events and provided targeted information and practical support.</li> </ul>
Cultural Heritage Coordinator.	New action – partially completed	<ul style="list-style-type: none"> <li>Employed a Cultural Heritage Coordinator to support the engagement of Traditional Owner Groups and private landowners in the management of cultural heritage sites whilst managing the risks of pest plants and animals.</li> </ul>
Embed and practice meaningful cultural safety.	New action – partially completed	<ul style="list-style-type: none"> <li>First Peoples Peers assess and review all general (non-First Peoples Led) funding applications that respond to the <i>First Peoples First</i> guiding principle and that have First Peoples content.</li> </ul>
Koorie Heritage Trust Cultural safety training.	New action – completed	<ul style="list-style-type: none"> <li>Included Koorie Heritage Trust Cultural safety training as Essential Training for all Office for Suburban Development staff in 2021-22 and encouraged again in 2022-23.</li> </ul>
Continue commitments under the Aboriginal Recruitment and Career Development Strategy to ensure a minimum two per cent Aboriginal employment, creating a culturally safe	Partially completed	<ul style="list-style-type: none"> <li>Progressed all areas of the Strategy. However, further progress is required to commence a cultural safety audit and framework development.</li> </ul>

Victorian 2022 Closing the Gap Data Tables

work environment and improving its connection to and work with Victoria’s Aboriginal communities.		
Department of Justice and Community Safety		
Build institutional capability to continue to improve engagement with Aboriginal community with additional guidance product.	New – completed	In conjunction with the Aboriginal Justice Caucus developed a guide to engaging with Aboriginal communities for the Department.

## Data Table D

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

Clause 72 of the National Agreement: Government Parties commit to implementing the data and information elements, including to:

- g. share available, disaggregated regional data and information
- h. establish partnerships to improve collection, access, management and use of data
- i. make data more transparent by telling people what data they have and how it can be accessed
- j. build capacity of organisations and communities to collect and use data.

Action	Status	Key achievements in 2022
Department of Premier and Cabinet – Whole of Government		
Develop modelling of the trajectories for each socioeconomic target alongside the anticipated year when parity will be achieved.	Partially complete	Investigated options to develop local modelling of the trajectories for socioeconomic targets. As a starting point, a data profile project was delivered to provide available data to enhance understanding of the drivers of outcome area 12 (overrepresentation of Aboriginal children in the child protection system). Victoria supported the National Indigenous Australians Agency and the Australian Institute of Health and Welfare (AIHW) to commence a national data profiling project to examine all 17 socioeconomic targets and their drivers.
Conduct a mid-term review of the VAAF and VGAAR to ensure alignment with Closing the Gap targets align.	Partially complete	<ul style="list-style-type: none"> <li>• DPC conducted a desktop mid-term review of the VAAF to identify alignment and differences between the VAAF measures and Closing the Gap targets. Some of the data sources for VAAF measures have been substituted or supplemented to address limitations and improve measurement.</li> </ul>
All departments to negotiate sector wide data access and sharing agreements that prioritise long term investment in ACCO data management.	Ongoing	<ul style="list-style-type: none"> <li>• Victorian Government departments have continued to progress work to increase data accessibility including preparing and sharing data packs with respective Aboriginal governance forums and ACCOs.</li> <li>• Further work is underway to support and resource ACCOs to build capacity and expertise in data collection, management, and analysis.</li> <li>• Victoria supported scoping of a project under the National Data Sharing Work Program with a focus on Aboriginal community infrastructure (target 9b in the National Agreement). The project will seek to increase data sharing in relation to discrete Aboriginal communities' access to essential services (power, water, rubbish removal, wastewater).</li> </ul>
Department of Transport		
Establish integrated Regional Chapters (as implementation plans) that create a one-stop-shop of self-determined transport activity occurring in each region, with links back to Closing the Gap	Partially completed	<ul style="list-style-type: none"> <li>• Local implementation plans (Regional Chapters) between transport regions and Aboriginal community stakeholders continued developing.</li> <li>• Designed Regional Chapters on the basis of VAAF and Closing the Gap priority reform areas and outcomes, with actions and opportunities identified by Aboriginal Victorians to be captured in Regional Chapters to align with these.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

outcomes, for transparency and to be leveraged by other tiers of government and the private sector.		
Prepare integrated transport data and information packs for local Aboriginal stakeholders to enable informed participation in development of self-determined transport solutions that progress and enhance Closing the Gap and VAAF outcomes (packs including integrated transport maps and consolidated project and service information and employment and development opportunities available across the transport portfolio).	Partially completed	<ul style="list-style-type: none"> <li>Developed integrated transport maps to capture the breadth of transport activities and assets across the State, per region and per traditional Country.</li> <li>Provided maps and information packs to the three RAPs progressing pilot partnership agreements with the transport portfolio in 2022.</li> <li>DoT and Taungurung Land and Waters Council hosted an information forum for transport representatives and the Council Board in May 2022. Discussion included presentations on transport activities and assets across the portfolio on Taungurung Country and waters, priorities and opportunities for partnership and investment.</li> <li>Working groups comprised of Council members and transport employees were established and met regularly throughout 2022 to continue this information exchange and embed self-determined outcomes and aspirations into the transport portfolio/Council partnership agreement (to be ratified in early 2023).</li> </ul>
Department of Health		
Support VACCHO to deliver a digital transformation of the Victorian Aboriginal health sector including embedding of telehealth, improved client and referral management systems and development of the Victorian Aboriginal Health Information System.	Not yet completed	<ul style="list-style-type: none"> <li>Requested VACCHO to identify the current status of Victorian Aboriginal Health Information System with a view to resetting and aligning priorities with the emerging digital landscapes and VACCHO's 2021–2026 strategic plan.</li> </ul>
Support Aboriginal Maternal and Child Health to access Child Development Information System for improved client and referral management and their	Completed	<ul style="list-style-type: none"> <li>Progressing a multi-year project to replace the Child Development Information System with a more fit-for-purpose system.</li> <li>Aboriginal Maternal and Child Health stakeholders will be consulted during system design and development to ensure the new system meets Aboriginal Maternal and Child Health -specific requirements.</li> </ul>



## Victorian 2022 Closing the Gap Data Tables

service data to support continuous improvement.		
The review and refinement of the Koori Maternity Services minimum dataset, in partnership with VACCHO and the Koori Maternity Services workforce, will include the establishment of an agreed format and processes for data reports back to Koori Maternity Service providers (health services and ACCOs).	Partially completed	<ul style="list-style-type: none"> <li>Commenced work with VACCHO and Koori Maternity Services workforce as well as internal departmental stakeholders to progress the update of the Koori Maternity Services minimum dataset.</li> <li>Program data indicates that participation Koori Maternity Services is growing steadily.</li> <li>It is expected that this work will be finalised in 2023.</li> </ul>
Strengthened data monitoring of Statewide Aboriginal cancer screening participation through the Victorian Cancer Screening Data Monitoring Framework.	Not yet completed	<ul style="list-style-type: none"> <li>Screening partners recognise Data Sovereignty as an important aspect of Aboriginal Self-determination, under the renewed Victorian Cancer Screening Framework (2022-26).</li> <li>Project underway to investigate how Medicare data can be used to enhance our ability to collect and use Aboriginal and Torres Strait Islander status data is underway.</li> </ul>
Department of Environment, Land, Water and Planning		
Explore what Indigenous Data Sovereignty, as committed to in the government's Self-Determination Reform Framework, means to Traditional Owners within Victoria in relation to DELWP.	Completed	<ul style="list-style-type: none"> <li>Commenced community engagement sessions with Traditional owners and the department in March 2022 to research the development of an Indigenous Data Sovereignty policy.</li> <li>Drafted a 'Pathway to Indigenous Data Sovereignty' and planned a phased approach to implementation and further development of the policy occur over multiple years.</li> </ul>
Department of Families, Fairness and Housing		
Develop and implement a range of strategies and policies to support older Aboriginal community members including the Ageing Well Framework including specific response for support Aboriginal Elders and older community	Not yet completed	<ul style="list-style-type: none"> <li>Signed a funding agreement with VACCHO on 10 June 2022.</li> <li>Onboarded a VACCHO project officer.</li> <li>Undertaking further work to tailor a culturally appropriate application process for the card.</li> </ul>

## Victorian 2022 Closing the Gap Data Tables

members, and implementation of Seniors Card for Aboriginal people aged over 50 years.		
Aboriginal Housing and Homelessness Framework (VAHFF) Data Dashboard and Annual Report Card.	New action – not yet completed	<ul style="list-style-type: none"> <li>Released two Annual Report Cards to date. Aboriginal Housing Victoria draft the report card which provides the framework that will help measure progress against measures set out in the VAHFF.</li> <li>The 2022 Annual Report Card illustrated that most VAHFF measures have stabilised since 2019-2020.</li> <li>The stabilisation is evident regarding Aboriginal Victorians seeking homeless supports which demonstrates that the infrastructure and investment has slowed down the trajectory of those accessing homelessness services.</li> <li>Homes Victoria commenced the process of sharing specific Aboriginal social housing waitlist data that is captured through the Victorian Housing Register.</li> </ul>
Homelessness service usage data - Aboriginal clients.	New action – not yet completed	<ul style="list-style-type: none"> <li>Investigate provision homelessness service usage data for each of the 14 Local Area Service Networks to the funded sector on an annual basis.</li> </ul>
Self-determined outcomes framework to support funding reform pilot.	New action – partially completed	<ul style="list-style-type: none"> <li>Supporting Djirra to develop a self-determined outcomes framework and defining next steps towards a single funding agreement which is aligned to the self-determined outcomes. Learning from this pilot will be a key input in the development of a department-wide funding reform project.</li> </ul>
Scoping a baseline for accountability towards self-determination.	New action – completed	<ul style="list-style-type: none"> <li>Engaged Inside Policy in 2022 to develop a baseline data report as a first step towards establishing a shared measurement approach for the Korin Korin Balit-Djak system.</li> <li>The first prototype of the system-level measurement matrix positions Aboriginal voice at the centre to advance self-determination across the Korin Korin Balit-Djak system.</li> <li>The project found that no consistent data is currently collected on Aboriginal voice with respect to any of the five areas of change.</li> <li>The project report: A Baseline Assessment of Korin Korin Balit-Djak System Transformation proposes a set of recommendations to address this Aboriginal voice data gap.</li> </ul>
Development of the Dhelk Dja Monitoring, Evaluation and Accountability Plan to accompany the Dhelk Dja Agreement, laying out a plan for how the Dhelk Dja Partnership Forum can monitor and evaluate its strategy throughout its life.	Completed	<ul style="list-style-type: none"> <li>Developed the Dhelk Dja Monitoring, Evaluation and Accountability Plan for the Dhelk Dja Partnership Forum to accompany Dhelk Dja: Safe Our Way – Strong Cultures, Strong Peoples, Strong Families, the Aboriginal 10-year family violence agreement for 2018-2028.</li> <li>The Plan guided the development of the Second Three-Year Action Plan and will underpin the evaluation of the Dhelk Dja First Three-Year Action Plan.</li> </ul>
Aboriginal Data Mapping and Data Needs project to support the development of baseline understanding of Aboriginal family violence	Partially completed	<ul style="list-style-type: none"> <li>The Data Working Group continues to work with data custodians to build on the existing data pack and to work towards providing Dhelk Dja Regional Action Groups regional data that can support their prioritisation and investment towards identified needs.</li> </ul>

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and build the evidence base for prevention and intervention.		
Department of Jobs, Precincts and Regions		
Regional Economic Development Strategy dashboard.	New action - completed	<ul style="list-style-type: none"> <li>Updated periodically to reflect new data.</li> </ul>
Regional Economic Development Strategy Addendums - Aboriginal Insights.	New action - completed	<ul style="list-style-type: none"> <li>Currently in the process of being updated to reflect the most recent Census data.</li> </ul>
Department of Justice and Community Safety		
Burra Lotjpa Dunguludja - Aboriginal Justice Agreement Phase 4 Monitoring, Evaluation and Learning Framework.	New action – ongoing	<ul style="list-style-type: none"> <li>The Aboriginal Justice Forum developed a range of measures and indicators and expectations for monitoring and evaluation of commitments and principles under the Agreement.</li> <li>In 2022, DJCS committed to completing the evaluation of the AJA4 in 2023 and will use this Framework to guide the evaluation.</li> </ul>
Interactive data visualisations for key Aboriginal Justice Indicators.	New action	<ul style="list-style-type: none"> <li>Developed a set of interactive data visualisations for key Aboriginal Justice Indicators. The Aboriginal Justice Indicators contain information relating to Aboriginal and Torres Strait Islander people and their interactions with Victoria Police, including data on alleged offenders, victims of crime, and parties involved in family violence incidents as identified through a community engagement process.</li> <li>These are currently being updated to ensure alignment with reporting requirements under relevant partnership Agreements, the VAAF and National Agreement. Publicly accessible data is expected to be published in 2023.</li> </ul>
DJCS data custodians and policy areas provide data information for various measures under the VAAF, including under the Children, Family and Home, Justice and Safety, and Country and Culture domains.	New action	<ul style="list-style-type: none"> <li>This data is used to measure progress towards achieving the vision of the VAAF.</li> <li>Collecting data for, and reporting against, each of these measures provides community and government with valuable information that allows DJCS to monitor progress across all areas of life, as well as the challenges that government still need to address.</li> </ul>
Indigenous Data Sovereignty	New action – ongoing	<ul style="list-style-type: none"> <li>In 2022, DJCS commenced work on considering the impact of Indigenous Data Sovereignty in the information we publicly release and apply to decision-making. DJCS aspires to imbed the principles of Indigenous Data Sovereignty at the core of the decision we make as a department.</li> </ul>

