

REFRAMING THE RELATIONSHIP GUIDELINES

Acknowledgement of Country

We pay our respects to Aboriginal and Torres Strait Islander peoples of this land, their ancestors and their legacy. The foundations laid by the ancestors—Australia's First Peoples—give strength, inspiration and courage to current and future generations to create a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities and Governments to ensure equity, recognition and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

We are committed to working with, representing, advocating for and promoting the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and hope for the future, we walk together on a shared journey where all Queenslanders are equal and the diversity of Aboriginal and Torres Strait Islander cultures and communities across Queensland is recognised, respected and valued by all Queenslanders.

Introduction

In 2019, the Queensland Government released its Statement of Commitment to reframe the relationship between Aboriginal peoples and Torres Strait Islander peoples, and the Queensland Government.

The *Public Sector Act 2022* (the Act) acknowledges that public sector organisations have a unique role and obligation to reframe relationships and recognise the importance of self-determination for Aboriginal and Torres Strait Islander peoples.

Under the Act, prescribed entities must develop a *Reframing the Relationship Plan* (a Plan) that reflects the Government's commitment to a reframed relationship with Aboriginal and Torres Strait Islander peoples. Under these arrangements:

- The development, publication and implementation of the Plan is mandated by the Act for prescribed entities (see **Appendix 1**).
- The Chief Executive of each prescribed entity must conduct an audit of the entity's performance as measured against the Plan as soon as practicable after the end of each financial year, in line with the Act under S23(3) and S23(4)(a).
- The Plan must be reviewed annually by the Chief Executive of the prescribed entity, who may amend the Plan at any time, in line with the Act under S23(4)(a) and (b).
- ensures greater accountability of entities through publication of the Plan on their entity's website.

The Queensland Government acknowledges and respects the unique cultures, histories, and ongoing contributions of Aboriginal peoples and Torres Strait Islander peoples and is committed to building a relationship based on fairness, inclusivity, dignity and belonging.

By developing and implementing *Reframing the Relationship Plans*, agencies have the opportunity to enhance and continue to build their cultural capability to enable provision of advice to the Government and deliver impactful services to the Aboriginal and Torres Strait Islander community. Reframing the relationship requirements fulfills Action 17 of the *Queensland Government Reconciliation Action Plan 2023–2025*.

These guidelines are designed as a living document and has been developed to support agencies by outlining the required components of a Reframing the Relationship Plan (Plan). The Plan will support agencies to strengthen their cultural capability as a necessary foundation to the pillars of voice, treaty and truth.

Who must develop a *Reframing the Relationship Plan*?

In accordance with Part 3 of the Act, both prescribed entities and reframing entities are obligated to meet the requirements to reframe the State's relationship with Aboriginal peoples and Torres Strait Islander peoples. These guidelines aim to better support **prescribed entities** to meet their obligations to develop, publish and annually audit their performance against their Plans.

Prescribed entities must develop, publish, implement and audit annual performance on a Plan that promotes cultural capability and cultural safety, and reflects the Queensland Government's commitment to reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders. Prescribed entities must audit their performance against the Plan at the end of each financial year and review the Plan according to audit outcomes. The audit will be authorised by the CEO of the entity, who will have the final decision on its distribution. The Plan can be amended at any time, for example to align with the release of First Nations reform strategies and plans. The Plan is a part of an agency's workforce planning, and therefore it is recommended that key elements of the Plan (e.g. key objectives and measures) are included in the agency's strategic workforce plan.

Reframing entities are not obligated under the Act to develop or audit a Plan, however must still meet their obligations as stipulated under Part 3. Reframing entities may opt-in to developing a *Reframing the Relationship Plan*.

Is my agency a prescribed entity or a reframing entity?

Definitions can be found in **Appendix 1**.

What is a *Reframing the Relationship Plan*?

A Reframing the Relationship Plan is a document identifying the measures that will be implemented by the organisation/entity to develop its cultural capability as it provides advice to Government and/or delivers services to the community.

These guidelines outline the eight components of a Plan and considerations for planning and demonstrating progress towards meeting obligations under Part 3 of the Act.

The eight components of the Plan are:

1. Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.
2. Engaging in truth-telling about the shared history of all Australians.
3. Recognising the importance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination.
4. Promoting cultural safety and cultural capability at all levels of the public sector.
5. Working in partnership with Aboriginal peoples and Torres Strait Islander peoples to actively promote, include and act in a way that aligns with their perspectives, in particular when making decisions directly affecting them.
6. Ensuring the workforce and leadership of the entities are reflective of the community they serve, having regard to chapter 2 and chapter 3, part 3 of the Act.
7. Promoting a fair and inclusive public sector that supports a sense of dignity and belonging for Aboriginal peoples and Torres Strait Islander peoples.
8. Supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector.

Some departments have already integrated relevant actions under one framework, for example, the Department of Environment and Sciences' Gurra Gurra Framework aims to assist their department to meet existing and emerging legislative obligations and to reframe its relationship with Aboriginal and Torres Strait Islander peoples.

Where entities have already implemented overarching plans and frameworks (and particularly that are legislated), they may identify how these existing arrangements and commitments meet the obligations of Part 3 of the Act. Guidance on how to fulfill the responsibilities are outlined below.

What is the relationship between the Cultural Capability Action Plans and Reframing the Relationship Plans?

Cultural Capability Actions Plans (CCAP) were introduced in 2015 to build the cultural capability of public sector departments. CCAPs were guided by the Cultural Capability Framework to ensure Aboriginal and Torres Strait Islander perspectives are an inherent part of their core business. CCAPs are published on the Cultural Capability Portal however they are not publicly available.

The *Reframing the Relationship Plans* build on the achievements of CCAPs and will **replace the CCAP on publication**. Each agency will publish their *Reframing the Relationship Plan* on their website. Reporting on CCAPs is to cease following the 2022-2023 reporting period.

Reframing the Relationship Plans provide an opportunity for entities to integrate and expand on their existing commitments outlined in the *Queensland Government Reconciliation Action Plan 2023–25*, CCAPs and other relevant and emerging strategies.

It is acknowledged that this will be a transition period for the sector. While the sector works towards better streamlining processes for First Nations strategies and plans, agencies can commence inclusion of actions and commitments from other First Nations strategies within your Plan, ensuring that any cabinet in confidence commitments are referred to in a way that does not name the strategy or plan that it falls within.

What are the timeframes?

Entities should publish their initial Plan no later than **31 December 2023** and undertake an audit of performance, measured against the Plan, as soon as practicable at the end of each financial year.

Implementation timeframes are as follows:

- **July–September 2023:** Entities develop a Plan or provide an outline of existing strategies and plans that together meet the obligations of the Act.
- **October–December 2023:** Chief Executives of entities approve and publish the Plan, or outline of how they meet the Plan obligations, on their agency website.
- **January–June 2024:** Implementation of the actions captured within the Plan.
- **Annually at end of year financial year with the first commencing in July 2024:** Complete annual audit as soon as practicable after the end of financial year, update plan and publish the reviewed Plan on agency website and continue ongoing implementation of actions.

What are the reporting requirements?

The reporting of performance is not specifically addressed under the legislation. However, updates made to a Plan can be made in response to the Chief Executive's annual audit of performance against a Plan.

How can agencies fulfill the components of a *Reframing the Relationship Plan*?

A Plan should include specific actions and commitments relating to each of the eight components described below. While there is no mandated format, suggested inclusions are as follows (examples and case studies are included at **Appendix 2**).

Fair and Inclusive, with dignity and belonging

Include actions and commitments that:

- Ensure equitable access to Government services, programs, and opportunities for Aboriginal and Torres Strait Islander peoples.
- Promote respect, understanding, and valuing of Aboriginal and Torres Strait Islander cultures, histories, and contributions.
- Foster an inclusive environment that celebrates diversity, promotes social justice, and eliminates discrimination.

Cultural Capability and Safety

Include actions and commitments that:

- Embed cultural awareness and capability across the Queensland public sector through training, education, and ongoing professional development.
- Implement protocols and practices that recognise and respect cultural protocols, customs, and traditions.
- Establish mechanisms to address cultural safety concerns and promote the well-being of Aboriginal and Torres Strait Islander peoples.

Workforce and Leadership

Include actions and commitments that:

- Increase the representation of Aboriginal and Torres Strait Islander peoples across all levels of the public sector, including leadership positions.
- Attract, recruit, retain, and support Aboriginal and Torres Strait Islander employees.
- Create career development pathways and mentoring programs to enhance leadership capabilities.

Aims, Aspirations, and Employment

Include actions and commitments that:

- Collaborate with Aboriginal and Torres Strait Islander communities to develop shared goals and aspirations.
- Support economic development initiatives that promote employment and business opportunities for Aboriginal and Torres Strait Islander peoples.
- Foster entrepreneurship and innovation through targeted programs and initiatives.

Partnerships and Decision-Making

Include actions and commitments that:

- Engage in genuine partnerships with Aboriginal and Torres Strait Islander communities, organisations, and individuals.
- Involve Aboriginal and Torres Strait Islander peoples in decision-making processes that affect their lives, lands, and communities.
- Legislation, policies, programs and services are co-designed with Aboriginal and Torres Strait Islander peoples.
- Establish mechanisms for regular and meaningful consultation and participation.

Importance of the Right to Self-Determination

Include actions and commitments that:

- Recognise and respect the right of Aboriginal and Torres Strait Islander peoples to self-determination.
- Support Aboriginal and Torres Strait Islander communities in exercising their autonomy and self-governance.
- Enable Aboriginal and Torres Strait Islander peoples to have a meaningful say in matters that impact their rights, culture and land.

Recognition and Honouring

Include actions and commitments that:

- Acknowledge and commemorate the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples.
- Promote public awareness and understanding of the ongoing impacts of colonisation and intergenerational trauma.
- Ensure that recognition and honouring efforts are undertaken in collaboration with Aboriginal and Torres Strait Islander communities.

Truth-Telling

Include actions and commitments that:

- Facilitate truth-telling processes to acknowledge and address historical injustices and systemic discrimination.
- Support initiatives that promote the sharing of stories, experiences, and knowledge to foster healing and reconciliation.
- Encourage the inclusion of Aboriginal and Torres Strait Islander histories and perspectives.

What support is available?

The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (TATSIPCA) and the Public Sector Commission (PSC) will support the sector to develop their Plans in the following ways:

- TATSIPCA is the lead for whole-of-Government strategies relating to improving the outcomes of Aboriginal and Torres Strait Islander peoples. TATSIPCA can provide advice and support on how to address all components other than workforce and leadership, captured below and advise entities in the development of their Plans.
- PSC is lead and responsible for workforce and leadership planning. The PSC can provide advice and support on workforce needs and strategies that relate to workforce planning, leadership and representation.

Contact

For queries on how to support your agency in developing and delivering on your Plan, you may contact:

- Culture and Reconciliation Team, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts: RAP@dsdsatsip.qld.gov.au
- First Nations Leadership and Reform, Public Sector Commission: FirstNationsWorkforce@psc.qld.gov.au

Appendix 1: Definitions for Reframing and Prescribed Entities

A reframing entity means:

- a) a public sector entity; or
 - b) the police service; or
 - c) an entity prescribed by another Act for this definition; or
 - d) an entity prescribed by regulation for this definition.
1. Under [Chapter 1](#), Part 3 of the Act, reframing entities have a unique role in supporting the State Government in reframing its relationship with Aboriginal peoples and Torres Strait Islander peoples by fulfilling certain responsibilities.
 2. Under section 21 the Chief Executive of a reframing entity is responsible for ensuring the entity fulfils this role. Chief Executives must consider these responsibilities when applying and making decisions under the Act and Commissioner directives.
 3. Under chapters 2 and 3 of the Act Chief Executives of public sector entities have a duty to promote equity and diversity in relation to employment matters, which includes in the application of and making of decisions under the Act and Commissioner directives.

A prescribed entity means:

- a) a department; or
 - b) a Hospital and Health Service established under the [Hospital and Health Boards Act 2011](#), [section 17](#); or
 - c) the police service; or
 - d) an entity prescribed by another Act for this definition; or
 - e) an entity prescribed by regulation for this definition.
1. Under Chapter 1, Part 3 of the Act, section 23 the Chief Executive of a prescribed entity must, as part of the entity's workforce planning, develop a *Reframing the Relationship Plan* that is informed by the matters mentioned in section 21 that can effectively measure the cultural capability of the entity when providing advice to the State Government and when delivering services to the community.
 2. The *Reframing the Relationship Plan* must be published on the prescribed entity's website; or if the prescribed entity does not have a website, in another publicly available way the Chief Executive of the entity considers appropriate.
 3. As soon as practicable after the end of each financial year, the Chief Executive of the prescribed entity must conduct an audit of the entity's performance as measured against the *Reframing the Relationship Plan*.
 4. Chief Executives of a prescribed entity may amend the Plan at any time and present it in a way that best suits the entity, but must hold carriage of and approval of any Plan that is developed and published.

Appendix 2

Below are examples of existing actions or commitments that align to the component requirements of the *Reframing the Relationship Plan* under the *Public Sector Act 2022*. Alignment to existing strategies can be included such as alignment to the *Queensland Government Reconciliation Action Plan 2023–2025* as per the examples below.

Fair and inclusive with dignity and belonging

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

The [Celebrating Reconciliation Grants Program](#) provides funding for local communities to host events that encourage participation in National Reconciliation Week.

In 2023, the department allocated more than \$113,000 to 39 events held during 2023 National Reconciliation Week.

Events included performances showcasing Aboriginal and Torres Strait Islander cultures, yarning circles that explore different views of reconciliation, raising cultural awareness at football and netball games, weaving and truth-telling.

Events and activities need to meet the following program objectives:

- promote and facilitate truth-telling, healing, trust and respectful relationships between non-Indigenous and Aboriginal and Torres Strait Islander peoples in Queensland
- promote inclusion through strengthening relationships between Aboriginal, Torres Strait Islander and non-Indigenous Queenslanders
- raise community awareness of National Reconciliation Week
- offer community members opportunities to learn, share, and grow, for example, through sharing stories about past events, and showcasing local Aboriginal and Torres Strait Islander histories, arts, cultural activities, etc.

It is a requirement of the grant program that Aboriginal and/or Torres Islander peoples are included in the design and delivery of the event or activity.

The Celebrating Reconciliation Grants program and Indigenous Languages Grants program are central to fostering reconciliation and supporting the delivery of our commitments outlined in the *Queensland Government Reconciliation Action Plan 2023–2025*.

Celebrating Reconciliation Grants Program	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	5, 6, 8

Cultural Capability and Safety

Department of Education

In line with actions 1, 10 and 11 of the *Queensland Government Reconciliation Action Plan 2023–2025*, the Department of Education's [Engaging communities: empowering futures Framework for engagement with Aboriginal and Torres Strait Islander communities](#) sets out the commitment to place Aboriginal peoples and Torres Strait Islander peoples at the forefront of their decision making. It outlines their intent to actively listen and engage with stakeholders and demonstrate the value they place on self-determination.

To deliver on their commitment, the framework aims to strengthen all departmental employees' engagement with Aboriginal and Torres Strait Islander peoples and communities. It is based on five core principles:

- building on strengths
- cultivating relationships and connections
- demonstrating cultural respect and recognition
- employing appropriate communication and language
- lifting capability and creating opportunities.

Lifting the capability of departmental employees is particularly important as it is integral to the department's success across all the other principles. The department acknowledges the diversity in Aboriginal and Torres Strait Islander peoples and communities. The framework should be interpreted as each experience of engagement requires, building on strengths while recognising the importance of healing, lived experience and transgenerational trauma.

The framework also acknowledges that engagement occurs across a continuum and must be fit for purpose and guided by the level of input Aboriginal and Torres Strait Islander stakeholders wish to have. Depending on the nature of the activity, program or policy being pursued, this may include information sharing, networking, consultation, collaboration, and/or co-design. The department's commitment statement prioritises co-design arrangements where possible.

This example fulfills other components of the *Reframing the Relationship Plan*.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
Queensland Government Reconciliation Action Plan 2023–2025	1, 10, 11

Workforce and Leadership

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

The Public Sector Commission partners with the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts and other sector agencies to deliver the [Aboriginal and Torres Strait Islander Career pathways service](#).

The service was launched in 2019 and takes a human-centred design approach to address the under representation of Aboriginal and Torres Strait Islander people in leadership and decision-making roles in the sector and strengthen the cultural capability of the sector.

To strengthen the cultural capability of the public sector, the service works closely with supervisors of Aboriginal and Torres Strait Islander participants and agency representatives to provide access to cultural capability resources and development opportunities. The service also works closely with the Queensland First Nations Ambassadors for Change group, who play a key advisory role to ensure Career Pathways continues to deliver on the objectives of the service and meet the needs of the broader sector to address systemic barriers and build its cultural capability.

Aboriginal and Torres Strait Islander participants, and their supervisors who opt-in have access to:

- learning and development opportunities
- leadership masterclasses
- career guidance and cultural advice
- job and mobility opportunities (participants only)
- monthly yarning circles (participants only)
- networking events and activities.
- self-assessment and reflection tools
- tools to enable culturally safe conversations and working environments
- an online community to connect with other participants, supervisors and agency representatives.

Through its achievements, the service has seen the confidence of service users build in order to progress their careers and also had the ability to influence a number of agencies in how to attract, recruit and retain Aboriginal and Torres Strait Islander employees through culturally appropriate recruitment and selection practices and to create culturally safe and capable workplaces for them to work in.

The service currently has been endorsed by CEO Leadership Board to operate until 2025 and will continue to run frequent feedback loops and evaluation processes to help inform the ongoing need for such service beyond this time.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	15, 16

Aims, Aspirations, and Employment

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

The [Queensland Indigenous Procurement Policy \(QIPP\)](#) is a key whole-of-Government policy led by DTATSIPCA to improve economic outcomes for Aboriginal and Torres Strait Islander peoples and Aboriginal and Torres Strait Islander owned businesses.

The QIPP provides a whole-of-Government framework to increase the value of Queensland Government procurement with Aboriginal and Torres Strait Islander owned businesses to three per cent of addressable spend by 2022. The QIPP relies on commitment from all Queensland Government agencies and is a targeted approach to support procurement officers across Government to focus on the areas of most opportunity for Aboriginal and Torres Strait Islander businesses.

During the 2021–22 financial year, the Queensland Government procured \$440.4 million in goods and services from 535 Aboriginal and Torres Strait Islander owned businesses.

The QIPP recognises Queensland Government's agency-led, category-management approach that ensures procurement officers can determine how their agency can best contribute to increasing the value of addressable spend with Aboriginal and Torres Strait Islander owned businesses.

Queensland Indigenous Procurement Plan	Aligned Action
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	14

Partnerships and Decision-Making

Queensland Health

In line with actions 1, 11, 15 and 16 of the *Queensland Government Reconciliation Action Plan 2023–2025*, Queensland Health and the Queensland Aboriginal and Islander Health Council (QAIHC) are placing First Nations peoples and voices at the centre of healthcare service design and delivery through [Making Tracks Together – Queensland's Aboriginal and Torres Strait Islander Health Equity Framework](#).

Making Tracks Together was released to support Hospital and Health Services develop and implement Health Equity Strategies. The strategies outline the actions each Hospital and Health Services will deliver to achieve health equity, actively eliminate racial discrimination and institutional racism, and influence the social, cultural and economic determinants of health by working with Aboriginal and Torres Strait Islander organisations, health services, communities, consumers and Traditional Owners.

The voices, leadership and lived experiences of First Nations peoples are driving the health equity reform agenda.

A cornerstone of the First Nations health equity agenda is the legislative requirement passed by the Queensland Parliament in 2020 and 2021 for Hospital and Health Services to co-develop and co-implement Health Equity Strategies. For the first time a commitment to working in partnership with prescribed Aboriginal and Torres Strait Islander stakeholders is embedded in the legal framework guiding the public health system in Queensland to:

- achieve health equity and improve Aboriginal and Torres Strait Islander outcomes
- eliminate institutional racism and racial discrimination from the public health sector, and
- strengthen decision-making and power sharing arrangements with Aboriginal and Torres Strait Islander peoples.

This example fulfills other components of the Reframing the Relations Plans.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	1, 11, 15, 16

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

Closing the Gap

- The National Agreement on Closing the Gap is the first to be developed in partnership with First Nations people, represented by the national Coalition of Peak Aboriginal and Torres Strait Islander Organisations.
- The National Agreement has four key Priority Reforms and currently 17 socio-economic targets.
- The four Priority Reforms focus on changing the way Governments work with Aboriginal peoples and Torres Strait Islander peoples, including strengthening and establishing formal partnerships and shared decision-making.
- The principles underpinning the National Agreement include self-determination, community leadership and respect for cultures, traditions and knowledge and these align closely with other broader reforms in Queensland.
- In line with the reframed relationship, the Queensland Government is committed to ensuring First Nations' voices are heard and influence decision-making. The department works in partnership with the Queensland Aboriginal and Torres Strait Islander Coalition to implement the National Agreement in Queensland.
- Policy and place-based partnerships will drive Aboriginal and Torres Strait Islander community-led outcomes and enable Aboriginal and Torres Strait Islander representatives, communities and organisations to negotiate and implement agreements with Governments.

Aboriginal and Torres Strait Islander Strategy	Aligned Action
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	1

Importance of the Right to Self-Determination

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

In line with actions 2 and 3 of the *Queensland Government Reconciliation Action Plan 2023–2025*, the Queensland Government is committed to working with the Aboriginal and Torres Strait Islander communities to establish greater decision-making authority in service delivery and economic development through the [Local Thriving Communities \(LTC\) reform](#).

LTC is a significant long-term reform that will embed change, resulting in a visibly different way of working alongside communities across the state to improve outcomes for Aboriginal and Torres Strait Islander Queenslanders. This approach is based on mutual respect and high expectations relationships, applying a collaborative approach to give Aboriginal and Torres Strait Islander communities a greater voice in shaping their future.

LTC builds upon the strengths of existing local leadership. Community knowledge, research, evidence and lessons learnt over time are informing LTC, with the principles of self-determination, participation, equality and culture underpinning the initiative.

Through the establishment of Local Decision Making Bodies, communities have a direct link to the Queensland Government on service design and delivery. Local Decision Making Bodies also provide a formal supported mechanism for local leadership to be engaged during strategy and service design and delivery, including opportunities for shared decision-making on program delivery and grants opportunities.

The LTC reform recognises that the Queensland Government needs to change to support local decision-making in communities. The [Local Thriving Communities Action Plan 2022–24](#) and its priority areas set out the reform work underway within Government.

The LTC Joint Coordinating Committee (JCC) is a key governance mechanism driving the reform process. The LTC JCC is a mechanism for representatives from Government (local, state and federal) and Queensland Aboriginal and Torres Strait Islander communities to oversee the LTC reform agenda and provide advice on co-design and implementation as equal partners.

The LTC JCC also champions the reframed relationship between Aboriginal and Torres Strait Islander peoples and the Government and will ensure that all voices, including those of young people, are heard.

This example fulfills other components of the Reframing the Relations Plans.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	2, 3

Recognition and Honouring

Department of the Premier and Cabinet

The Department of the Premier and Cabinet in partnership with the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts delivers the annual [Queensland Reconciliation Awards](#) which offer industry and Government the opportunity to come together and celebrate the positive changes being made to advance reconciliation and increase cross cultural awareness throughout Queensland communities.

The Awards shine a light on the initiatives and genuine partnerships that have been undertaken across the state which are essential for the continued efforts to strengthen relationships between First Nations people and non-Indigenous Queenslanders.

The 2023 Queensland Reconciliation Awards categories include:

- Business
- Community
- Education
- Health and Wellbeing
- Partnership.

A Premier's Reconciliation Award is also awarded.

Winning initiatives of the 2023 Queensland Reconciliation Awards received a share of \$30,000 in prize money. Building pathways to true reconciliation in Queensland is only made possible by the outstanding organisations that this Awards program highlights each year.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	5, 6, 7, 8

Truth-Telling

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

The *Path to Treaty Act 2023* lays the foundations to establish a Truth-telling and Healing Inquiry (Inquiry).

The Inquiry will document the historical and ongoing impacts of colonisation on Aboriginal peoples and Torres Strait Islander peoples of Queensland and be led by five Inquiry Members with a majority of Aboriginal and Torres Strait Islander Members.

Truth-telling sessions will be held, where a Chief Executive of a Government entity may be invited to attend, make an oral submission and give documents and other things as part of the Inquiry.

The Path to Treaty Office has led Government Treaty Readiness across Government including in preparing for truth-telling and healing.

Queensland Government agencies will research and document the administrative history of each agency to tell the story of Government's impacts on Aboriginal peoples and Torres Strait Islander peoples.

Participants in the Inquiry will be supported through a trauma informed approach.

Aboriginal and Torres Strait Islander Strategy	Aligned Actions
<i>Queensland Government Reconciliation Action Plan 2023–2025</i>	2, 6, 9