

Everyone Together

Aboriginal Affairs Strategy

2019-2029



Acknowledgement

The Northern Territory Government respectfully acknowledges the First Nations people of this country and recognises their continuing connection to their lands, waters and communities. We pay our respects to the Aboriginal and Torres Strait Islander cultures, and to their leaders past, present and emerging.

While this strategy uses the term 'Aboriginal', we respectfully acknowledge that Torres Strait Islander peoples are First Nations people living in the Territory. Therefore, strategies, services and outcomes relating to 'Aboriginal' Territorians should be read to include both Aboriginal and Torres Strait Islander Territorians.

Artwork acknowledgement

The painting that forms the basis for the design of this strategy was created by Elaina Tilmouth, an Aboriginal student in Grade 4 in the Northern Territory.

The painting depicts the sun rising over the ocean and reflects the start of a new journey.

We gratefully acknowledge Elaina for allowing us to use her artwork in this strategy.





Vision

The *Everyone Together* Aboriginal Affairs Strategy provides a way for the Northern Territory Government (NT Government) to reshape how it works with Aboriginal Territorians to support community aspirations and achieve better outcomes. The way we do business with Aboriginal Territorians needs to improve and change. Rather than replacing existing strategies and initiatives, *Everyone Together* provides the overarching whole-of-government framework that unifies the work.

'...I'm saying to the departments, this is non-negotiable. The old way is finished. At the pace communities are comfortable with, the government is ceding decision-making power back to where it belongs: the communities.'

Improving the lives of Aboriginal Territorians is everyone's business. A successful community for Aboriginal and non-Aboriginal Territorians starts with truth-telling and working in unity. We can work together to build genuine partnerships, improve government coordination and service delivery, and ensure Aboriginal Territorians take a lead role in decision making about matters that involve them, their families and their communities.

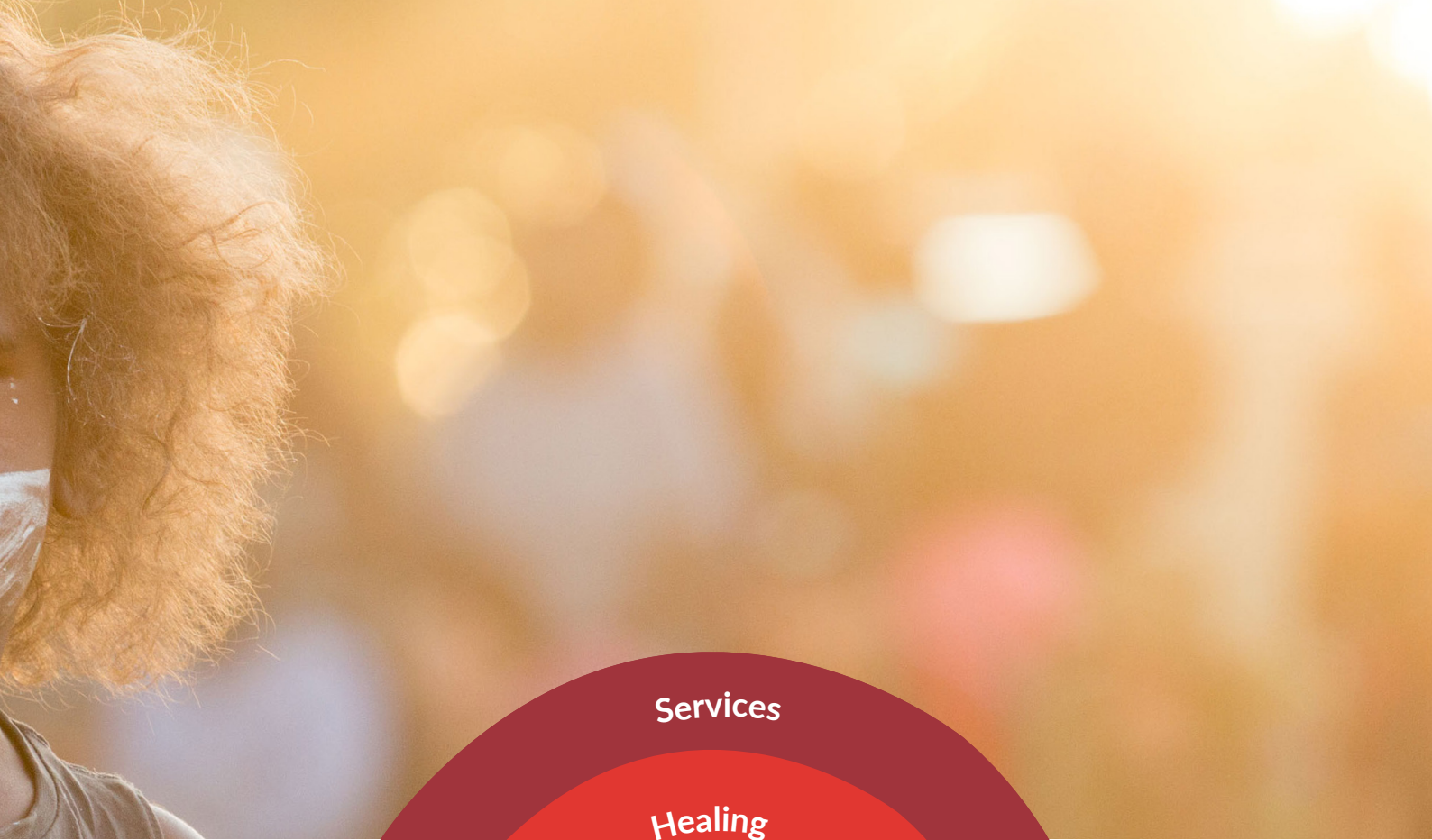
'The Territory needs a genuine reckoning of its history. And then a coming together.'

We must acknowledge the past and the need to heal and move forward with genuine commitment to working together with honesty and respect. Walking beside each other in a partnership approach, based on respectful and productive relationships, is key to achieving improved outcomes and closing the gap on Aboriginal disadvantage.

'The Territory, the nation, needs a new direction – new relationships recognising Aboriginal culture, languages and lore as fundamental to our identity, our strength, our past, our future.'

The Chief Minister, Barunga Statement, June 2018.

Everyone Together allows us to keep track of the challenges, progress and improvements across 10 focus areas.



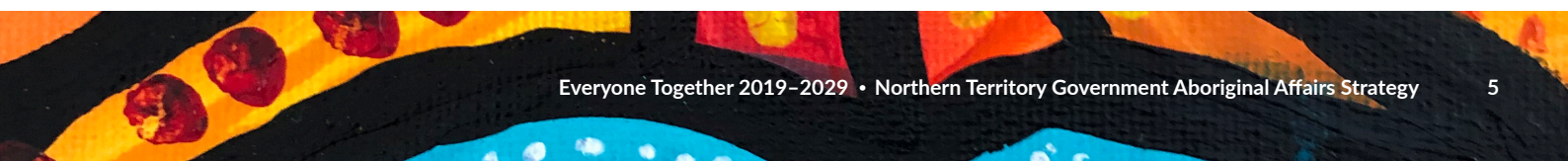
Everyone Together is focussed on Aboriginal families, children and communities.

It reflects the importance of ensuring that people and place are at the centre of government policy design and service delivery and that people are empowered to determine their own futures.

The strategy recognises the critical importance of language, culture and connection to country to Aboriginal

Territorians, and it acknowledges how these elements are integral to individual and community capacity to engage in society.

The strategy's three guiding principles of Healing, Respect and Engagement illustrate the need for the NT Government to improve the way we engage, do business, partner and work with Aboriginal Territorians.



Working together

The three guiding principles reflect what the Aboriginal community has told governments about how we can improve the way we work together. The principles represent how the NT Government will change the way we engage, interact, work and partner with Aboriginal people, communities and the Aboriginal community-controlled sector.



Healing

Acknowledge and understand the history, contribution, continuing strength, innovation and the resilience of Aboriginal people.

- Increase the broader community's awareness and understanding of Aboriginal history, culture and languages.
- Recognise and commemorate past injustices and their ongoing impacts.
- Acknowledge and value Aboriginal leadership, culture and governance in policy and service delivery that affects Aboriginal people.
- Celebrate Aboriginal communities, their people, strengths and achievements.



Respect

Place Aboriginal culture, beliefs and governance at the centre of how government engages with and designs policies, services and programs.

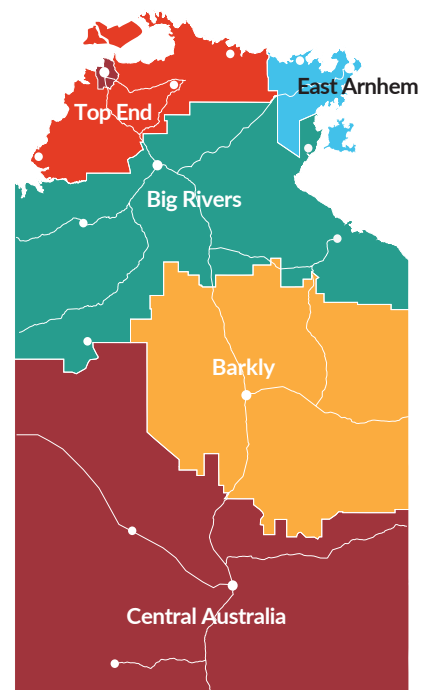
- Rightfully acknowledge Aboriginal people as prior owners and occupiers of the land, seas and waters of the Northern Territory.
- Recognise that the work of Aboriginal Territorians has been a major contributor to the economic development of the Northern Territory, often through unpaid labour.
- Respect traditional authority and governance systems by working with and being guided by local Aboriginal elders and leaders.
- Walk alongside Aboriginal people in policy development and implementation through respectful partnerships.
- Methods of engagement are place-based to suit local needs, languages, timeframes and cultural protocols.



Engagement

Improved engagement and responsiveness with communities that is genuine, open, honest and respectful.

- Utilise the *Remote Engagement Coordination Strategy*.
- Quality communication and coordination occurs within and from all levels of government.
- Processes are agreed and followed through, and any changes are communicated.
- Communication with stakeholders is effective and ongoing.
- Collaboration with the Aboriginal community-controlled sector is meaningful.
- Decision making is sustainable and supports community visions.
- Ongoing evaluation is used to inform and improve policy, practice and outcomes.
- Ensure that Aboriginal interpreters are used.
- That new ways of engagement are established, maintained and based on trust.
- Close the feedback loop by relaying information back to communities.



The Northern Territory's five regions.

Strengthening the way we work

The NT Government is improving the way we work with Aboriginal Territorians. We know previous methods have not worked, and we are correcting how we can work together to achieve equity. By using new and existing mechanisms and aligning them with the strategy's guiding principles, we can improve outcomes for Aboriginal Territorians.

High-level influence

The Aboriginal Affairs Sub-Committee of Cabinet guides and influences the NT Government's Aboriginal Affairs agenda. The Sub-Committee is chaired by the Chief Minister and comprises Aboriginal members of parliament and independent advisors who are community representatives from across the regions.

The Sub-Committee is the first of its kind in Australia to provide a voice for Aboriginal people at the highest levels of government. It is a unique way to guide the Aboriginal Affairs agenda through the voice and lived experience of its members. Aboriginal advisors represent the views of Aboriginal people living in communities, towns and regions across the Northern Territory.

Local Decision Making

The NT Government will partner with Aboriginal organisations to transition services and programs to community control, based on the community's aspirations. We will partner with Aboriginal communities and organisations to determine the shape and control of government services, including local healthcare, schools, justice systems, local governments, services for children and young people, and housing. The NT Government recognises that building, supporting and investing in strong Aboriginal governance is necessary to ensure local people drive local solutions.

Partnerships

Partnerships are needed to drive community-led change. Local government, land councils, the Aboriginal Peak Organisations of the Northern Territory and key Aboriginal legal, health and business sector representatives are critical partners in creating long-term, sustainable change.

We all need to encourage an environment where it is easy for Aboriginal Territorians, the NT Government, organisations and the non-government organisation sector to tackle important issues together and create better life outcomes for Aboriginal Territorians.

The NT Government understands that Aboriginal community-controlled services play an integral role in the lives of Aboriginal people. Outcomes can be achieved through Local Decision Making and strengthened partnerships with the Aboriginal community-controlled sector.

Building leadership & strengthening governance

The NT Government recognises that building and supporting strong leadership, governance and capacity is important in enabling Aboriginal people to drive local solutions and lead the way in decision making. On-the-ground projects programs and mentoring will enable emerging leaders and communities to build, strengthen and influence change.

Building a culturally responsive public sector

The NT Government will build a culturally responsive Northern Territory Public Sector through the development and implementation of a cultural responsiveness framework. This will ensure government policy making and service delivery is culturally appropriate for Aboriginal people and their communities and for individuals working within the public sector.

The NT Government will ensure qualified Aboriginal interpreters are involved in policy engagement, implementation and service delivery.

A regional approach

The NT Government accepts that decisions are best made closer to the communities affected and will lead a regional approach that places Aboriginal people and communities at the centre of decision making. Coordination and collaboration across agencies will be strengthened to improve policy and service delivery and to encourage culturally appropriate, community-led solutions.

Through the development of regional action plans, governance in communities will be strengthened by identifying the key priorities and needs for the regions. Each of the five regions (Top End, East Arnhem, Big Rivers, Barkly and Central Australia) is unique and requires tailored plans that are guided by the communities. The regional action plans will be developed and monitored through the Regional Coordination Committees.





Closing the Gap

Closing the Gap is a national, shared commitment to enable Aboriginal and Torres Strait Islander people to live healthy and successful lives. The Closing the Gap framework provides an annual report of progress made against targets that are set to improve outcomes for Aboriginal and Torres Strait Islander people. In 2018, work began to refresh the framework with a focus on a more holistic approach that includes the Aboriginal and Torres Strait Islander community-controlled sector, communities and people in the design and implementation of a new framework.

The *Everyone Together* Aboriginal Affairs Strategy provides the overarching approach to Aboriginal Affairs in the Northern Territory. The implementation of the refreshed Closing the Gap framework is vital to our work in achieving outcomes and will align with the *Everyone Together* Aboriginal Affairs Strategy.

'This commitment recognises that shared decision making with Aboriginal and Torres Strait Islander peoples, through their representative organisations, in the design, implementation, monitoring and evaluation of the Closing the Gap framework, is essential to closing the gap in life outcomes between Indigenous and non-Indigenous Australians.'

First meeting of the Joint Council on Closing the Gap, 27 March 2019, communique

Partnership agreement

The Council of Australian Governments has formalised a historic partnership with the Coalition of Peaks through the Partnership Agreement on Closing the Gap 2019–2029.

The partnership agreement is a commitment to change the way governments and Aboriginal and Torres Strait Islander people work together to accelerate improved outcomes.

The principles underpinning this agreement include:

- respect for the role the Coalition of Peaks member organisations play in having direct and frequent contact with Aboriginal people at a local level
- a commitment to open and transparent negotiation and shared decision making
- equal participation in the partnership agreement
- all parties are responsible for the success of the partnership agreement.

The partnership agreement recognises that in order to effect real change, governments must work collaboratively and in genuine and formal partnership with Aboriginal people and the Aboriginal community-controlled sectors.

The partnership agreement established a Joint Council on Closing the Gap, which includes representatives from the Coalition of Peaks and ministerial representatives from each government. Its role is to support national leadership, coordination and cooperation on Closing the Gap and provide advice to the Council of Australian Governments.



A new national agreement

It is through this partnership agreement that governments, in equal partnership with the Coalition of Peaks, are working to develop a new National Agreement on Closing the Gap.

We acknowledge the work of the Coalition of Peaks to develop a new agreement is vital to enhancing improved outcomes for Aboriginal people across Australia.

Central to the new national agreement are three proposed priority action areas:

1. Developing and strengthening structures so that Aboriginal and Torres Strait Islander people share in decision making with governments to close the gap. This is a commitment to develop and strengthen structures to ensure Aboriginal and Torres Strait Islander people have full involvement with governments.
2. Building formal Aboriginal and Torres Strait Islander community-controlled service sectors to deliver Closing the Gap services. There is strong evidence that Aboriginal and Torres Strait Islander community-controlled services achieve better results for Aboriginal and Torres Strait Islander people.
3. Ensuring mainstream government agencies and institutions that deliver services and programs to Aboriginal and Torres Strait Islander people undertake systemic and structural transformation to contribute to Closing the Gap. Mainstream services need to do more to improve life outcomes for Aboriginal and Torres Strait Islander people by changing the way they work, addressing systemic racism and promoting cultural safety.

Everyone Together Evaluation

Checking in

The NT Government has developed a performance and reporting framework to gather data and inform government stakeholders and the community on the annual outcomes of the strategy. Whole-of-government measures have been selected for each focus area.

The Aboriginal Affairs Sub-Committee of Cabinet will be responsible for the ongoing oversight of the strategy and will continue to provide advice and monitor the NT Government's Aboriginal Affairs agenda.

The Performance and Reporting Framework will later include the refreshed Closing the Gap annual report to parliament. This will create a unified report for all the work being undertaken and further assist the NT Government on ways to improve life outcomes for Aboriginal Territorians.

Regional reporting

Regional report cards will be developed as part of the reporting process to track what is being delivered and progressing in each of the Northern Territory's five regions.

Reviews

The *Everyone Together* Aboriginal Affairs Strategy will be revisited upon finalisation of the refreshed Closing the Gap framework. Once completed, the strategy will be biennially reviewed to ensure the strategy's direction and measures remain aligned with community and stakeholder expectations. Reviews will ensure updated policies and programs are reflected within the strategy and Performance and Reporting Framework.

What we know

Source: Australian Bureau of Statistics and NT Government data.

50%
of the Territory's land
and about
80%
of the coastline is Aboriginal owned
under the *Aboriginal Land Rights
(Northern Territory) Act 1976*.



**More than
54,000**
Territorians speak an Aboriginal
language at home. English is often
their third or fourth language.

Aboriginal median age
in the Northern Territory is
25 years old
vs Northern Territory
median age of
32 years old.




The Northern Territory has the highest
Aboriginal and Torres Strait Islander
suicide rate of all jurisdictions.
The Northern Territory
Aboriginal suicide rate is
30.8 per 100,000
compared to the non-Aboriginal
suicide rate of
16.4 per 100,000.



99%
of the children and young people
in detention are Aboriginal.

Aboriginal infant
mortality in the
Northern Territory is
4x higher
than the national rate.



More than
100
Aboriginal languages and dialects
are spoken in the Northern Territory.



73 remote
communities **> 500** homelands and outstations across
the Northern Territory.

Focus areas

The focus areas highlight where we need to improve outcomes for Aboriginal Territorians. The NT Government is committed to working across the focus areas to ensure priorities are met and outcomes are achieved. Data will be collected to inform the government and community on how policies and service delivery is progressing to support future decision making. Government agencies will also work across portfolio areas to gather whole-of-government measures to evaluate certain policies, programs and service delivery that require a multiagency approach.



Truth & healing

Aboriginal Territorians are empowered to participate in and lead decision making through the recognition and celebration of Aboriginal people, history and culture.

Objective: Aboriginal Territorians are empowered to determine their own futures through pathways that promote healing and enable better life outcomes.

Why truth and healing is important: Acknowledging the injustices of the past and the vast contributions Aboriginal people have made to the Territory is key to recognising the importance of Aboriginal Territorians. The NT Government will create space for healing and an environment where Aboriginal people are able to determine their own futures.

Our primary initiatives

Treaty – the NT Government has committed to working in genuine partnership and side by side with Aboriginal Territorians. Truth-telling is a means for acknowledging the injustices of the past and is essential to improving the lives of Aboriginal people. The NT Government has established an independent Treaty Commissioner to progress Treaty discussions with Aboriginal Territorians and develop a framework for Treaty negotiations.

Local Decision Making Policy Framework – the NT Government recognises building and investing in strong Aboriginal governance and solutions are led by local people through an Aboriginal-led community-based decision making. It is a 10-year commitment to transfer, where possible, government service delivery to Aboriginal organisations based on the particular community's aspirations.

Remote Engagement and Coordination Strategy – the NT Government's *Remote Engagement and Coordination Strategy (RECS)* aims to enhance and improve the way services are coordinated with Aboriginal community members. This will lead to more culturally appropriate engagement practices for our workforce with a diverse range of Aboriginal and Torres Strait Islander peoples and cultures across the

Northern Territory. The RECS is underpinned by the NT Government's commitment towards self-determination.

The RECS comprises six elements that provide comprehensive and practical guidance, mechanisms and tools for remote engagement work and the coordination of government policies and services for remote NT communities.

What we will measure

Measure 1.1 – the number of regions, communities or community organisations engaged in Local Decision Making activities (e.g. agreements, negotiation towards an agreement or engagement about options, raised community awareness).

Measure 1.2 – other relevant evaluative measures developed through the Local Decision Making Monitoring and Evaluation Project.

Measure 1.3 – progression of work by the Treaty Commissioner.

Measure 1.4 – increase the delivery of grief counselling and trauma-informed services to Aboriginal Territorians.

Measure 1.5 – increase recognition and celebration of Aboriginal culturally significant dates and events (**whole-of-government measure**).

Measure 1.6 – programs that build Aboriginal leadership and governance, capacity and formal mentoring arrangements (**whole-of-government measure**).

Measure 1.7 – increase the number of culturally competent agencies under the Cultural Responsiveness Framework (**whole-of-government measure**).



Languages & cultures

Aboriginal cultures and languages are valued and celebrated.

Objective: Recognise, respect, preserve and celebrate Aboriginal languages, cultures and history throughout the Territory.

Why languages and cultures are important: Languages and cultures are interdependent. Strong languages and cultures advance identity and give Aboriginal Territorians a sense of belonging to people and place.

Our primary initiatives

Aboriginal place names – deceased individuals or specific places can be nominated for commemoration in the Territory through the Place Names Committee.

Connecting to Culture, Connecting to Country, Connecting to Community – this plan sets a direction for the NT Government on the ongoing use and promotion of Aboriginal languages across all aspects of engagement and service delivery with Aboriginal people. It affirms the NT Government's commitment to support the right of all Aboriginal people in the Territory to use, promote, maintain and communicate in their first languages. Access to qualified interpreters is critical to ensuring Aboriginal people are able to make informed decisions, and a robust and sustainable languages service will help Aboriginal people receive fair and equitable services.

Living Essence 2030 – Northern Territory Aboriginal Tourism Strategy – the NT Government is committed to developing a sustainable Aboriginal tourism sector over the next 10 years that will focus on strengthening the five pillars of 'living': cultures, communities, lives, spaces and interactions. These pillars will be key to promoting new tourism opportunities within the Territory to share its beauty with each other and our visitors.

What we will measure

Measure 2.1 – total number of sacred sites protected/recorded under the *Northern Territory Aboriginal Sacred Sites Act 1989*.

Measure 2.2 – increase the number of Northern Territory public schools delivering the Language and Culture curriculum.

Measure 2.3 – increase the participation in Learning on Country education programs.

Measure 2.4 – increase the number of Aboriginal place names for public spaces (e.g. parks, suburbs, towns and infrastructure).

Measure 2.5 – increase the number of qualified Aboriginal interpreters employed on a full-time equivalent basis.

Measure 2.6 – number of times agencies have accessed the Aboriginal Interpreter Service per year.

Measure 2.7 – increase work undertaken to support the preservation and celebration of Aboriginal cultures.



Land & sea

Aboriginal Territorians enjoy economic and social benefits from land and sea use and ownership.

Objective: Increase the economic use and social benefits of Aboriginal land and sea rights.

Why land and sea are important: Land and sea is crucial to the lives of Aboriginal people spiritually, physically, socially, economically and culturally.

Our primary initiatives

Aboriginal Land and Sea Action Plan – The NT Government’s *Aboriginal Land and Sea Action Plan* has been developed to ensure land and sea ownership delivers the economic and social aspirations of Aboriginal Territorians. The plan is an important component of this strategy and has been developed in partnership with Aboriginal land councils, the Australian Government and other key stakeholder groups. The *Aboriginal Land and Sea Action Plan* identifies 10 actions the NT Government will implement in partnership with agencies and key stakeholders.

What we will measure

Measure 3.1 – the number of resolved land claims.

Measure 3.2 – the number of Aboriginal land and sea economic development projects.

Measure 3.3 – increase the number of Aboriginal Territorians employed as rangers and in ranger training programs.

Measure 3.4 – completion of the NT Government Native Title Policy Framework.

Measure 3.5 – increase the quality of water allocation levels to eligible Aboriginal Territorians for economic use.

Measure 3.6 – enhance the legal powers of Aboriginal rangers to protect and manage traditional lands.

Aboriginal Land & Sea Action Plan





Children & families

Aboriginal families are strong, and children are able to reach their full potential.

Objective: Aboriginal families are strong, and provide an environment for children to be healthy, confident and resilient.

Why investing in children and families is important: Children are at the centre of our lives and communities. Families and children who are healthy, happy and nurtured are the foundation of a strong society.



Our primary initiatives

Early Childhood Development Plan – The NT Government is committed to providing the best possible start to life. Through its Early Childhood Development Plan *Starting Early for a Better Future*, the NT Government will improve outcomes for all Northern Territory children and eliminate the gap between Aboriginal and non-Aboriginal children. *Starting Early for a Better Future* is centred on the importance of partnering with parents, families and communities to ensure children are able to grow and learn. Additionally, NT Government partnerships with key stakeholders are key to ensuring the NT Government provides earlier and more proactive engagement with young families, especially vulnerable children and families.

Safe, Thriving and Connected: Generational Change for Children and Families 2018–2023 – The *Royal Commission into the Protection and Detention of Children in the Northern Territory* found that the Northern Territory failed to care for and protect Territory children. It found that the Territory's youth justice and child protection systems have not helped children and families or kept the community safe.

The reform is focussed on improving outcomes for children and families experiencing vulnerability and fixing the child protection and youth justice systems. The plan will deliver the recommendations of the *Royal Commission into the Protection and Detention of Children in the Northern Territory* and outlines the way forward to address the over-representation of Aboriginal children in the out-of-home care and youth justice systems.

What we will measure

Measure 4.1 – increase the participation of Aboriginal children enrolled in the Families as First Teachers (FaFT).

Measure 4.2 – reduce the proportion of Aboriginal children who are in and who enter out-of-home care per year.

Measure 4.3 – increase the proportion of Aboriginal children in out-of-home care who are placed with a kinship carer or with an Aboriginal carer.

Measure 4.4 – increase the number of family reunifications.

Measure 4.5 – increase the number of child and family centres across the Northern Territory.

Measure 4.6 – improve the uptake of the Seniors' Card among Aboriginal Territorians.





Housing & essential infrastructure

Aboriginal communities have access to appropriate and secure housing with supporting infrastructure.

Objective: Aboriginal Territorians have access to appropriate housing and supporting infrastructure within their communities to provide for effective housing services and to reduce overcrowding.

Why housing and essential infrastructure are important:

A healthy home is critical to the health and wellbeing of individuals, including their education, economic and social participation.

Our primary initiatives

Our Community. Our Future. Our Homes. – The NT Government has committed to improving housing in remote communities with an investment of \$1.1 billion over 10 years with a focus on Local Decision Making. Aboriginal communities will have input into what housing looks like in their communities by identifying local needs and ensuring the work benefits Aboriginal businesses, leading to job creation and capacity development.

To facilitate the roll out of new housing, the NT Government has also committed an additional \$426 million over eight years until 2024–25 to develop subdivisions.

Infrastructure Strategy – The *Infrastructure Strategy* includes a focus on investments and developments that involve greater levels of Aboriginal participation and create tangible and enduring opportunities for private investment.

Homelands Policy review – The NT Government is committed to recognising and supporting the fundamental right of Aboriginal Territorians to live on, develop and maintain their homelands.

Building our communities, together – Town Camps Reform Framework 2019–2024 – The *Town Camps Reform Framework* presents a vision for strong, culturally rich and empowered town camps by ensuring residents and their community are independent, safe and thriving; housing choices and support services are people-centred, flexible and suitable; the Aboriginal community housing sector is strengthened and developed; land tenure and leasing arrangements are fit for community purpose; and local jobs are created and the local economy is supported.

What we will measure

Measure 5.1 – increase the proportion of Aboriginal Territorians living in appropriately sized (not overcrowded) housing.

Measure 5.2 – reduce the proportion of Aboriginal Territorians needing access to specialist homelessness services.

Measure 5.3 – increase the number of housing services delivered by Aboriginal business enterprises, including across homelands and outstations.

Measure 5.4 – increase the number Aboriginal business enterprises engaged in property maintenance in town camps.

Measure 5.5 – increase the number of contracts awarded to Aboriginal Territorians relevant to government and essential infrastructure (building, civil and transport infrastructure projects) operating in remote communities.

Measure 5.6 – increase the number of Aboriginal communities, homelands and outstations with access to stable mobile and internet services.

Measure 5.7 – increase the amount of telecommunications infrastructure in remote communities.

Measure 5.8 – develop a Northern Territory Aboriginal digital inclusion program.

Measure 5.9 – increase the number of Aboriginal businesses engaged in projects managed by the Department of Infrastructure, Planning and Logistics (**whole-of-government measure**).





Health

Aboriginal Territorians lead healthy lives and achieve positive social and emotional wellbeing.

Objective: Improve access to quality, acceptable and culturally responsive health services to achieve equitable health outcomes for Aboriginal Territorians.

Why health is important: Strong physical, social and emotional wellbeing supports individuals and their community to live healthy and productive lives.

Our primary initiatives

Partnerships – Building effective partnerships with Aboriginal people and Aboriginal community-controlled health organisations to ensure Aboriginal Territorians have access to effective, culturally responsive health services and programs to achieve equitable health outcomes.

What we will measure

Measure 6.1 – percentage of mothers who have had their first antenatal visit within 13 weeks.

Measure 6.2 – number of children between six months and five years of age who have been tested for anaemia.

Measure 6.3 – increase early screening and treatment for conductive hearing loss of Aboriginal children.

Measure 6.4 – increase the number of services delivered by Aboriginal community-controlled organisations to Aboriginal Territorians.

Measure 6.5 – increase access to targeted suicide prevention awareness and capacity training for Northern Territory Health staff.

Measure 6.6 – improve the cultural safety and responsiveness of Northern Territory health services.

Measure 6.7 – provide support for staff who deliver services to Aboriginal Territorians (**whole-of-government measure**).





Education

Aboriginal students are successful and confident in their education journey.

Objective: Aboriginal Territorians are supported at every stage in their education journey.

Why education is important: Education and school attendance is fundamental to improving a child's wellbeing, opportunities and future equity.

Our primary initiatives

Indigenous Education Strategy – The *Indigenous Education Strategy* is key to improving the educational outcomes of Aboriginal Territorians. It is a 10-year strategy that focusses the effort of schools on delivering clear and effective programs that are proven to make a difference for Aboriginal students. This includes a focus on early childhood education; school readiness; achievement of age benchmarks; options for secondary education; student, parent and family engagement; and broader reforms across the education workforce.

The *Indigenous Education Strategy* has been implemented in a staged approach to ensure positive educational outcomes are being delivered to students and continue to align to new government priorities, in particular the Local Decision Making initiative of community-led schools.

What we will measure

Measure 7.1 – number of Aboriginal Territorians completing the Northern Territory Certificate of Education and Training.

Measure 7.2 – increase the number of Aboriginal Territorians engaged in vocational pathways.

Measure 7.3 – increase the number of four-year-old Aboriginal children enrolled in early childhood education.

Measure 7.4 – the number of Aboriginal Territorians engaged in the Employment Pathways Program across all sites.

Measure 7.5 – increase the number of communities accessing the community-led schools initiative, including the number of schools with a Local Engagement and Decision Making committee.

Measure 7.6 – develop an English languages, literacy and numeracy policy position to improve Aboriginal adult literacy in the Northern Territory.





Safety

Aboriginal Territorians are safe.

Objective: Aboriginal Territorians live in an environment where there is minimal crime and adequate policing.

Why safety is important: Aboriginal Territorians deserve to feel safe in their communities and engage with culturally appropriate social services.

Our primary initiatives

Domestic, Family and Sexual Violence Reduction Framework 2018–2028 – The NT Government understands the profound physical, psychological, social and economic impact of violence on the whole of the community. The *Domestic, Family and Sexual Violence Reduction Framework* reflects the combined efforts, knowledge and ideas to reduce the violence within Territory communities through a series of coordination actions. It aims to achieve safer homes, communities, workplaces and schools by reducing domestic, family and sexual violence. The framework puts women and children at its centre, prevents violence and identifies at-risk individuals early to provide effective interventions and support to those at risk of offending.

Towards Zero Action Plan – Aboriginal people make up 50% of fatalities on Territory roads. This five-year road safety action plan focusses on key road safety priorities within the Northern Territory, including to bring the road death toll to zero and reduce serious injury.

What we will measure

Measure 8.1 – reduce the incidence of domestic and family violence for Aboriginal Territorians.

Measure 8.2 – reduce the proportion of child protection notifications and substantiations.

Measure 8.3 – reduce the number of Aboriginal Territorians who have died or been seriously injured on Northern Territory roads.

Measure 8.4 – increase the number of Aboriginal Territorians who hold a driver licence.



Justice

Aboriginal Territorians have access to a fair, accessible and culturally responsive justice system.

Objective: Aboriginal Territorians who have contact with the justice system (as victims, offenders, witnesses or professionals) are treated fairly, respectfully and without discrimination.

Why justice is important: Improving justice responses and services for Aboriginal Territorians will reduce reoffending and imprisonment rates.

Our primary initiatives

Aboriginal Justice Agreement – The NT Government is committed to improving justice outcomes for Aboriginal Territorians to support safer and stronger communities. The *Aboriginal Justice Agreement* is between the NT Government and Aboriginal Territorians. It recognises that improving justice outcomes requires shared commitment and whole-of-government approaches to address the underlying factors that bring Aboriginal people into contact with the criminal justice system and contribute to continued overrepresentation in prisons and detention centres. The aims of the *Aboriginal Justice Agreement* are to reduce reoffending and imprisonment rates of Aboriginal Territorians, engage and support Aboriginal leadership, and improve justice responses and services.

What we will measure

Measure 9.1 – establish and support Aboriginal law and justice groups.

Measure 9.2 – number of community courts established.

Measure 9.3 – reduce the imprisonment rate of Aboriginal Territorians.

Measure 9.4 – reduce the recidivism rate of Aboriginal Territorians.

Measure 9.5 – increase the proportion of Aboriginal youth apprehensions diverted.



Jobs & Economy

Aboriginal Territorians participate in and contribute to the local and broader economy.

Objective: Reduce economic disadvantage and increase financial independence and literacy.

Why jobs and economic prosperity are important: Financial and economic confidence increases quality of life, job opportunities and standards of living.

Our primary initiatives

Northern Territory Economic Development Framework – The *Economic Development Framework* has a strong focus on increasing economic development opportunities for Aboriginal Territorians through working with Aboriginal people and businesses to build capacity and drive investment both on and off Aboriginal land.

Aboriginal Contracting Framework – The *Aboriginal Contracting Framework* will support Aboriginal employment and business opportunities through contracting, procurement and grants; and support Aboriginal employment opportunities by growing the local economy, increasing business opportunities and building the Territory workforce.

Aboriginal Employment and Career Development Strategy – As the largest employer of Aboriginal Territorians, the NT Government has an ongoing commitment to increasing and supporting Aboriginal employment. The NT Government has a global target of working towards 16% Aboriginal employment sector wide and 10% participation in senior or executive roles and is promoting Aboriginal employment through initiatives such as entry-level recruitment, the *Aboriginal Employment Program*, apprenticeships/traineeships, cadetships and graduate programs.



What we will measure

Measure 10.1 – increase the number of Aboriginal employees in Northern Territory Public Sector employment programs.

Measure 10.2 – number of projects completed under regional economic development plans.

Measure 10.3 – increase the number of Aboriginal tourism ventures.

Measure 10.4 – increase the proportion of Aboriginal Territorians commencing an apprenticeship, traineeship or cadetship.

Measure 10.5 – increase the proportion of Aboriginal Territorians training in higher-level vocational education and training qualifications (e.g. certificate III and above).

Measure 10.6 – increase the economic development opportunities of Aboriginal resources.

Measure 10.7 – increase the number of trainees/ apprentices directly employed through department-issued contracts under Turbo Charging projects.

Measure 10.8 – number of Aboriginal people employed in the Northern Territory Public Sector (ongoing, part-time and casual) by region (whole-of-government measure).

Measure 10.9 – regional footprint report (includes investment, scope and level of government services) (whole-of-government measure).

Measure 10.10 – the proportion of contracts awarded to Aboriginal businesses and organisations (whole-of-government measure).



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- Big Rivers
(08) 8973 8575
- East Arnhem
(08) 8987 0536
- Top End
(08) 8999 6531