

# Cultural capability ACTION PLAN

July 2018–July 2020



## OUR FOCUS

To accelerate progress towards increasing the proportion of Aboriginal peoples and Torres Strait Islanders working in the department, provide opportunities to develop and advance careers, and create more culturally agile work areas that provide improved services to the community.



## OUR COMMITMENTS

- ▶ Support the activities of the *Queensland Government reconciliation action plan*
- ▶ Support the Queensland public sector workforce strategy to increase the proportion of Aboriginal peoples and Torres Strait Islanders working in the public sector (3% target by 2022)
- ▶ Complement the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework
- ▶ Support the Queensland Indigenous Procurement Policy (QIPP) 3% target

### OBJECTIVE 1

Become an employer of choice that attracts talented Aboriginal peoples and Torres Strait Islanders

- ▶ Continue to provide application and interview prep support to applicants— increase the representation of Aboriginal and Torres Strait Islander employees (Ongoing)
- ▶ Continue a cultural component in onboarding sessions and develop a pool of trained Aboriginal and Torres Strait Islander staff to sit on recruitment panels (Ongoing)
- ▶ Develop and deliver ‘Building cultural agility in recruitment and selection’ training (2hr session), delivered by 30 Dec 2020—10 staff to be trained and included in the Recruitment Panel Network (June 2020)
- ▶ Develop targeted marketing material to reflect our commitment and promote widely (December 2019)
- ▶ Expand the cadets, Indigenous Pathways traineeships and graduate programs—Employ two cadets, five trainees and five graduates by June 2020
- ▶ Continue to participate in events that promote the department, including key career and community events and activities (Attend three career events and drive Reconciliation and NAIDOC week events by June 2020)

### OBJECTIVE 2

Building on strengths to advance careers of Aboriginal and Torres Strait Islander employees through quality learning and development

- ▶ Promote development programs and opportunities for job shadowing, job rotation and secondments—10 staff supported Sponsor 1 PSM and 1 Lead for QLD by 30 June 2020 (Ongoing)
- ▶ Continue to rollout the IMPACT Mentoring Program—second cohort program Commence cohort 3 (November 2019)
- ▶ Develop and implement IMPACT leadership program to support personal and professional development (June 2020)
- ▶ Partner with Community Insights (from the Public Service Commission) to progress development of a service to support Aboriginal and Torres Strait Islander career development in the public sector and improve representation in leadership positions (June 2020)
- ▶ Implement a specific Mental Health First Aid Program to better support our Aboriginal and Torres Strait Islander colleagues (inter-generational trauma and domestic and family violence) (June 2020)
- ▶ Continue to support networking among Aboriginal and Torres Strait Islander employees, including a second Indigenous Alumni and whole-of-government networking event (June 2020)

### OBJECTIVE 3

Continue to build supportive and culturally agile work environments that strengthen partnerships with, and improve services to, Aboriginal peoples and Torres Strait Islanders

- ▶ Continue to roll out the Building on the Strengths cultural program—deliver program in Rockhampton, Townsville, Cairns and Mackay, and include a Working for Queensland measure to monitor cultural engagement (Ongoing)
- ▶ Continue to support the A&TSI Futures Advisory Board—coordinate two meetings and monthly teleconference meetings (Ongoing)
- ▶ Partner with the Department of Aboriginal and Torres Strait Islander Partnerships to implement the WoG ‘Starting the Journey’ online cultural awareness program (December 2019)
- ▶ Continue to implement QIPP to support Indigenous businesses and economic development (QIPP promoted and DNRME utilising Indigenous businesses by December 2019)

### OBJECTIVE 4

Respect and value culture

- ▶ Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements—purchase resources that staff can borrow through the departmental library (Ongoing)
- ▶ Respond to the Reparations Taskforce report, *Reconciling past injustice*, by continuing to implement the energy sector Pathways Traineeship Program—employ five trainees (Ongoing)
- ▶ Continue to celebrate NAIDOC and Reconciliation week activities and attend key community events (Ongoing)
- ▶ Implement the strategy for using Aboriginal and Torres Strait Islander words to name or co-name public buildings or facilities (December 2019)

### OBJECTIVE 5

Ensure our regions stay connected and know about key activities

- ▶ Use email, Yammer and SharePoint to share cultural capability information and ensure updates are included in regional newsletters. QIPP promoted and DNRME utilising Indigenous businesses by December 2019 (Ongoing)

