



Reconciliation Action Plan

Our Vision for Reconciliation is that the First Australians will enjoy the same opportunities and quality of life that all Queenslanders expect. As the First Australians, Aboriginal and Torres Strait Islander peoples have a significant place in the past, present and future of Australia. We respect, recognise and value the culture and heritage of Aboriginal and Torres Strait Islanders and learn from their wisdom through the reconciliation process.

This is reflected in our Reconciliation Action Plan (RAP) which presents an overarching commitment to “Closing the Gap” through a range of state-wide activities that are guided by the Queensland Government RAP and are supported by dedicated resources and practical policies.

Transport and Main Roads’ approach to reconciliation is aligned to the corporate values (our customers, our people, our reputation) to ensure implementation of the RAP from every level of the department.

Our Business

Transport and Main Roads was formed in April 2009, when the two former departments of Queensland Transport and the Department of Main Roads merged.

The role of Transport and Main Roads is to plan, manage, oversee and provide a safe, efficient and integrated transport system that supports sustainable economic, social and environmental outcomes in Queensland.

Our RAP Journey

Our RAP builds on the momentum gained from the development and implementation of the actions in the former Main Roads’ *Roads to Reconciliation Action Plan* and the former Queensland Transport’s *Aboriginal and Torres Strait Islander Peoples Action Plan*.

We have a history of respecting, engaging with and providing opportunities for Aboriginal and Torres Strait Islanders. This is well demonstrated by our award-winning contracting alliances with Aboriginal and Torres Strait Islander peoples, our cultural awareness programs for staff, and our scholarship, training and employment programs for Aboriginal and Torres Strait Islander peoples and the highly successful Education to Employment program.

This RAP forms an integral part of the Queensland Government’s agenda of ensuring that closing the gap in disadvantage becomes a reality for all Aboriginal and Torres Strait Islander peoples.

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Connecting Queensland
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Commitment

Transport and Main Roads is committed to a better future for Aboriginal and Torres Strait Islander peoples - a future in which their cultures are affirmed and heritage sustained, and they enjoy the same prospects for health, prosperity and quality of life as all Australians.

Organisational Culture

Transport and Main Roads' policies and initiatives aim to promote improved social and economic participation of Aboriginal and Torres Strait Islander peoples and to increase employment and economic development opportunities both within and outside the department.

Resources

Transport and Main Roads' resources are dedicated to providing Aboriginal and Torres Strait Islander peoples specific policies, programs and services to enhance self-determination.

TMR continues to recognise and support that:

- Aboriginal and Torres Strait Islander peoples are the custodians of their land
- Aboriginal and Torres Strait Islander peoples' cultures have unique relationships to the land, sea and waterways of Australia
- Aboriginal and Torres Strait Islander communities are diverse, dynamic and multifaceted with varying cultures, laws and traditions that need to be understood and respected.

An action to support this: In line with the Queensland Government's directive, we will strengthen protocols relating to "Welcome to Country", acknowledging Traditional Owners, Elders and Queensland Aboriginal and Torres Strait Islander peoples.

Timeframe: 2010

Target: Implement the revised whole-of-government protocols across the department.

TMR will review its policies and procedures to:

- advocate respect for local Aboriginal and Torres Strait Islander peoples as a part of everyday business
- explore and tailor solutions at local and regional levels to local Aboriginal and Torres Strait Islander communities' circumstances
- promote appropriate cultural awareness
- ensure that our department's cultural capability is improved to enable staff to better understand, respect, work with and provide services to Aboriginal and Torres Strait Islanders
- further Aboriginal and Torres Strait Islander peoples' active role in managing the natural resources and cultural heritage values (including areas previously subject to significant ground disturbance) of the transport system.

An action to support this: We will review our Indigenous cultural heritage guidelines to improve and evolve existing arrangements.

Timeframe: 2012

Target: Revise the guidelines in line with the anticipated amended legislation.

TMR will actively support the preservation of the culture and customs of Aboriginal and Torres Strait Islander peoples through:

- the support and sponsorship of the Premier's Reconciliation Awards for Business
- support for Reconciliation Week
- support for NAIDOC Week celebrations including "Indigenous Employee of the Year" and the departmental Reconciliation Awards open to all staff
- the use and display of Aboriginal and Torres Strait Islander peoples' art and design in public buildings, including an explanation of their significance and meanings.

An action to support this: We will again be a sponsor of the Premier's Reconciliation Awards for Business.

Timeframe: 2010

Target: The department will sponsor the 'Partnerships Category' of the awards.



Relationships

TMR is committed to:

- a whole-of-government approach to promoting opportunities for Aboriginal and Torres Strait Islander peoples
- working in partnership with local governments, private sector and community organisations
- promoting active Aboriginal and Torres Strait Islander peoples' involvement in developing programs and policies
- partnerships with Aboriginal and Torres Strait Islander communities based on mutual respect and accountability.

An action to support this:

We will continue working together to increase employment opportunities and improve long-term economic participation for Indigenous Queenslanders.

Timeframe: 2011

Target: Revise and implement the Indigenous Employment Plan.

TMR will strengthen its relationships with significant stakeholders to:

- foster Aboriginal and Torres Strait Islander peoples' leadership internally and externally
- achieve improved policy and program outcomes through culturally appropriate discussion, consultation and collaboration
- continue to provide the Indigenous Driver Licensing Program
- continue to meet training and development opportunities for Aboriginal and Torres Strait Islander Councils
- provide marine licensing training in Torres Strait communities and put into operation the Torres Strait Marine Safety Program to improve boating safety.

An action to support this:

In line with Queensland Government policy, we will sustain and maintain the Government Champions in their roles for Pormpuraaw and the Northern Peninsula Area communities.

Timeframe: 2012

Target: The Government Champions will continue to support and visit the communities at least four times a year.

TMR will provide appropriate resources to engage with Aboriginal and Torres Strait Islander peoples through:

- whole-of-government and cross-agency programs
- encouraging collaborative association with local government and community organisations and businesses
- identifying mutually beneficial partnerships
- supporting organisations that work with Aboriginal and Torres Strait Islander peoples' communities
- establishing an Indigenous Reference Group that meets to share ideas.

An action to support this:

The RAP will be fully implemented across relevant areas of the department.

Timeframe: 2010-2011

Target: The timelines and targets of this RAP will be implemented through the local Reconciliation initiatives of our divisions and incorporated into our departmental business planning.

TMR is committed to doing work that can improve the wellbeing and quality of life of Aboriginal and Torres Strait Islander peoples by:

- motivating self-reliance and sustainable economic and social development of Aboriginal and Torres Strait Islanders' communities
- helping to build communities' capability to face the future through implementing as widely as possible policies such as the Queensland Government's Indigenous Employment Policy (IEP 20% Policy)
- partnering with Aboriginal and Torres Strait Islander peoples' businesses where possible in the provision of services to the department
- expanding on the capacity-building program ideas that led to the creation of Myuma Pty Ltd.

An action to support this:

We will implement the revised Indigenous Procurement and Contracting Policy across the department.

Timeframe: 2011

Target: Ensure that our operational procedures reflect the revised policy.

TMR will develop policies and programs that:

- enhance employment opportunities for Aboriginal and Torres Strait Islander peoples in the department and its contractors
- will partner with the private sector and/or Aboriginal and Torres Strait Islander peoples' organisations to provide cadetships and traineeships in a range of related occupations
- will bring about the creation of an Aboriginal and Torres Strait Islander peoples' mentoring network.

An action to support this:

We will review all departmental Aboriginal and Torres Strait Islander peoples' employment and career development strategies to increase employment to reflect national Indigenous working age population share.

Timeframe: 2012

Target: Full-time employment participation rate for Aboriginal and Torres Strait Islander peoples is at least 2.6%.

TMR will strengthen its existing Aboriginal and Torres Strait Islander peoples-specific programs and positions.

These include:

- a RAP Secretariat in the department
- dedicated support for the role of the Queensland Government Champions
- continuing with our alliance contracting
- developing and implementing an Indigenous Employment Network.

An action to support this:

We will ensure that the RAP Champion is appropriately supported to ensure the RAP is put into action.

Timeframe: 2011

Target: The Aboriginal and Torres Strait Islander Program Strategic Group chaired by the RAP Champion will meet at least quarterly.

Accountability and Reporting

Transport and Main Roads' agency planning, tracking progress and reporting on the Plan will include:

- Council of Australian Governments' "Closing the Gap"
- *annual report* to Reconciliation Australia
- departmental Annual Report tabled in Parliament
- *Queensland Reconciliation Action Plan*
- business plan reporting
- internal reporting that is accurate and meaningful
- seeking stakeholders' input on reports
- engaging in respectful and robust dialogue to ensure consistency in reporting
- engaging with our stakeholders to ensure this input informs our planning
- review, report and refresh the RAP each year in consultation with Reconciliation Australia.





TMR Artwork Storyline - “Travelling” by Gilimbaa

Meandering pathways wend their way across the land to the sea, opening up country and connecting people. Trade lines are established, knowledge is gained, and new ways of learning and living are passed on to the next generation. We live together in understanding, sharing our cultures, our customs and stories.

