

**MINISTERIAL COUNCIL OF
ABORIGINAL AND TORRES STRAIT
ISLANDER AFFAIRS**

**EVALUATION OF RESPONSES TO
BRINGING THEM HOME REPORT**

FINAL REPORT

DECEMBER 2003

EXECUTIVE SUMMARY

The Human Rights and Equal Opportunity Commission report *'Bringing Them Home: National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their Families'*, was released in April 1997.

The *'Bringing Them Home'* report was seminal in Indigenous race relations in Australia, especially given the issues identified in the 1991 Royal Commission into Aboriginal Deaths in Custody. Following release of *Bringing Them Home*, a total of \$117 million was allocated by the Australian Government in two separate funding rounds for initiatives in response to the report including family reunion, counselling and family support services to victims.

The Ministerial Council for Aboriginal and Torres Strait Islander Affairs (MCATSI), in response to a Senate Inquiry recommendation¹, agreed to sponsor an independent evaluation of government and non-government responses to *'Bringing Them Home'*.

The purpose of 'The Evaluation of Responses to Bringing Them Home Report' has been to review and evaluate progress to date², made by governments and non-government organisations against their response objectives. It should be noted that not all recommendations have been responded to universally by jurisdictions. Rather, jurisdictions have focussed on those recommendations that they felt were the most significant and within their remit to deal with. Similarly, not all jurisdictions have provided details of the level of funding provided for initiatives. For this reason, reference to specific funding allocations are included for Australian Government initiatives and some State and Territory initiatives but as they have not been reported consistently, an overall figure for the level of investment by each State and Territory is not provided.

This project also undertook to identify best practice, and to create a comprehensive inventory of current initiatives related to *'Bringing Them Home'*. These are contained in the report and appendices.

It should also be noted this evaluation report has been overseen by a Steering Committee of Australian Government and State government officials. The content of this report does not, in all aspects, reflect the views of the Australian Government or other members of MCATSI.

As part of an ongoing commitment to improving Indigenous disadvantage and achieving better outcomes for Aboriginal people, a vast amount of work has been done since 1997 across all jurisdictions and significant progress has been made. In addition to the specific commitments which were given as part of their responses to the *Bringing Them Home* report, all governments are delivering a wide range of policies, programs and strategies to assist Indigenous people. These policies,

¹ 'Healing: A Legacy of Generations' (2000)

² This report covers the period up until the end of 2002. Any other initiatives of policies that may have been developed or introduced by jurisdictions after that date are not necessarily identified in this report.

programs and strategies are an integral part of the totality of government actions to assist separated children, although they have not been addressed as part of this evaluation which focuses only on the specific undertakings.

The Senate Inquiry's report proposed that the 54 HREOC 'Bringing Them Home' recommendations be condensed into eight themes. The rationale for this was to allow the effective illustration of the issues that were linked thematically, while still permitting sound consideration of all crucial matters. The themes have been commonly adopted in subsequent monitoring reports by jurisdictions. The 54 recommendations have been grouped into the following themes:

- Acknowledgment and apology
- Family tracing and reunion
- Rehabilitation
- Education and training
- Guarantees against repetition
- Reparation
- Issues of Contemporary separation
- Consultation, monitoring and coordination

These themes are used as the basis for this report.

A series of reports, conferences and commentators have considered the recommendations of Bringing Them Home and provided further recommendations in relation to the process and priority of implementation.

The reports and conferences symbolise progress in implementation and some continued disagreement about the nature and importance of some of the Bringing Them Home recommendations.

Acknowledgment and Apology

All jurisdictions have expressed regret. At the state/territory level all have made formal apologies and in a number of cases specific departments have apologised.

In the non-government sector the Uniting and Catholic Churches have both apologised in a number of states. Sorry Days have been conducted in all jurisdictions as grass roots events allowing the general community to express regret.

However, churches and non-government organisations are less universal in their acknowledgment of their role in the administration of the forcible removal of children and only some have issued statements of apology or regret.

Family Tracing and Reunion

The area of Records, Family Tracing and Reunion has been one of the areas to receive the most attention following Bringing Them Home.

Significant initiatives have been put in place by the Australian Government including:

- \$11.25 million for Link-Up services.
- \$2 million for Australian Archives for file indexing, copying and preservation.

- \$1.6 million to the National Library for an Oral History Project.

In many cases States and Territories have added to the Australian Government's initiatives through the establishment of Family History or Information Services, records taskforces and oral history projects.

Non-government organisations and churches have made some records available while others have refused to open their files.

Rehabilitation

The role of Link-Up has been fundamental in providing services to support family reunion.

A range of counselling and other services have been provided with Australian Government and some State funding for the purposes of rehabilitation. These services would seem to be the best known of all of the responses to Bringing Them Home.

Counselling support of various types is provided through three programs funded by the Australian Government:

- \$16m was originally allocated to fund 50 BTH counsellors. These funds have now been supplemented to provide for over 100 full time positions.
- \$5.9m initially provided for Indigenous family support and parenting programs administered by FaCS. This funding is now ongoing with \$1.9m allocated in 2003-04.

In addition, through the Innovative Grants program, administered by the Department of Health and Ageing, a further \$1.3m has been applied to support approaches to healing that provide for innovative and culturally appropriate alternatives to individual counselling services.

Education and Training

Education and training remains an important area in ensuring that Indigenous workers and the general community have an understanding of the history of forcible removal and in ensuring that workers in areas supporting Indigenous communities receive specific training in this area.

To support the education and training of counsellors and others working in the field, the Australian Government has supported the following activities:

- \$9.5m additional funding to expand the program of Emotional and Social Wellbeing Regional Centres, which provide workforce support and skills development to the Aboriginal and Torres Strait Islander health sector;
- Over \$1.5m to support other additional education and training activities, such as the Marumali workshops which provide training to a range of health services, Link Up, justice system and other workers in responding to the grief, loss and trauma caused by past separation practices.

State and Territory commitments are extensive in this area, including the development of specific curricula in primary and secondary schools, the provision of undergraduate and in-service training for Indigenous workers, education for Indigenous people in prison and juvenile justice centres and the development of Indigenous language programs in schools.

Guarantees against Repetition

Most jurisdictions have established a range of initiatives to support the care and wellbeing of Indigenous people in prison and juvenile justice. Over-representation of Indigenous people in these settings remains a major concern.

Reparation

Whilst the entire response to *Bringing Them Home* could be said to encompass the concept of reparation, some feel that the issue of monetary compensation is an issue that remains unresolved.

Issues of Contemporary Separation

The removal of children from Indigenous families for child protection reasons still occurs much more frequently than it does for non-Indigenous families. While action to implement the Indigenous Child Placement Principle has been taken in every jurisdiction, some children are still being placed in non-Indigenous care because of a shortage of Indigenous foster carers.

Consultation, Monitoring and Coordination

Scrutiny of cross government action in relation to Indigenous issues is the responsibility of the Ministerial Council on Aboriginal and Torres Strait Islander Affairs (MCATSIA). However some concern was expressed in the consultations about a perceived lack of scrutiny, data collection and monitoring for the BTH recommendations by the Australian Government and States and Territories, leading to potential vulnerability for services being maintained.

There was also a view that the lack of coordination at all levels has led to poor service planning, limited linkages with other relevant programs locally as well as nationally, and limited capacity to evaluate outcomes.

Despite these perceptions however, several jurisdictions reported ongoing mechanisms to report on the implementation of BTH recommendations.

Good Practice

The findings of the review of good practice in Indigenous projects and organisations, demonstrates that although the language used to describe the project may be different there are common themes. These themes are consistent with many of the findings on best practice in other community based human service agencies. The value of this analysis for policy and program development includes:

- Identified characteristics which are required pre and during the project for successful outcomes.
- A basis for training needs assessment.

- A framework for monitoring and support.
- Criteria for project and /or worker selection.

Future Directions

All services would benefit from:

- training in strategic planning, management and evaluation;
- training and support in the development of effective supervision and de-briefing;
- training for counsellors and Link-Up workers who are working in highly emotional situations.

If it is provided, future funding would need to be based on a strategic approach which supports the elements of best practice present in a number of the organisations and services described in Chapter 10.

Evaluation and accountability is the foundation of good practice. In this evaluation, there has been a reliance on anecdotal information and there have been insufficient resources to evaluate the implementation and impact of every initiative. Any future evaluation would benefit from the application of an evaluation framework across all of the responses to identify the impact and benefits of the program.

More realistic outcome assessment is also required. For this reason the evaluation framework should include realistic performance indicators as well as process evaluation.

Provision of training especially for male counsellors and support workers is a major priority.

Creating greater flexibility in the ways in which resources can be allocated would assist workers to find the most appropriate approach to healing.

The Bringing Them Home responses would benefit from stronger links with other community and family building programs at Australian Government level (such as Stronger Families and Communities, Partnerships against Domestic Violence and National Mental Health Strategy) and at State level.

A focus on improved outcomes for Indigenous communities could be the basis for sharing learnings between jurisdictions, joint action and reporting.

Table of Contents

| | |
|--|-----------|
| EXECUTIVE SUMMARY | II |
| ACKNOWLEDGMENT AND APOLOGY | III |
| FAMILY TRACING AND REUNION | III |
| REHABILITATION | IV |
| EDUCATION AND TRAINING | IV |
| GUARANTEES AGAINST REPETITION | V |
| REPARATION | V |
| ISSUES OF CONTEMPORARY SEPARATION | V |
| CONSULTATION, MONITORING AND COORDINATION | V |
| GOOD PRACTICE | V |
| FUTURE DIRECTIONS | VI |
| 1. INTRODUCTION AND BACKGROUND | 1 |
| 1.1 EVALUATION METHODOLOGY | 2 |
| 1.2 GOVERNMENT AND COMMUNITY RESPONSES TO BRINGING THEM HOME | 3 |
| 1.4 CONCEPTUAL THEMES | 6 |
| 2. ACKNOWLEDGMENT AND APOLOGY | 8 |
| 2.1 BRINGING THEM HOME RECOMMENDATIONS | 8 |
| 2.2 RESPONSE | 8 |
| 2.3 CONSULTATION | 9 |
| 2.4 SUMMARY | 9 |
| 3. FAMILY TRACING AND REUNION | 11 |
| 3.1 BRINGING THEM HOME RECOMMENDATIONS | 11 |
| 3.2 RESPONSES | 12 |
| AUSTRALIAN GOVERNMENT RESPONSES | 12 |
| STATE AND TERRITORY RESPONSES | 14 |
| 3.3 CONSULTATION | 16 |
| 3.4 SUMMARY | 18 |
| 4. REHABILITATION | 20 |
| 4.1 BRINGING THEM HOME RECOMMENDATIONS | 20 |
| 4.2 RESPONSES | 20 |
| AUSTRALIAN GOVERNMENT RESPONSE | 20 |
| STATE AND TERRITORY RESPONSES | 22 |
| 4.3 CONSULTATION | 26 |
| 4.4 SUMMARY | 28 |
| 5. EDUCATION AND TRAINING | 29 |

| | | |
|------------|---|-----------|
| 5.1 | BRINGING THEM HOME RECOMMENDATIONS | 29 |
| 5.2 | RESPONSES | 29 |
| | AUSTRALIAN GOVERNMENT RESPONSE | 30 |
| | STATE AND TERRITORY RESPONSES | 31 |
| 5.3 | CONSULTATION | 34 |
| 5.4 | SUMMARY | 36 |
| 6. | GUARANTEES AGAINST REPETITION..... | 37 |
| 6.1 | BRINGING THEM HOME RECOMMENDATIONS | 37 |
| 6.2 | RESPONSES | 37 |
| | STATE AND TERRITORY RESPONSES | 37 |
| 6.3 | CONSULTATION | 41 |
| 6.4 | SUMMARY | 42 |
| 7. | REPARATION | 43 |
| 7.1 | BRINGING THEM HOME RECOMMENDATIONS | 43 |
| 7.2 | RESPONSES | 43 |
| | STATE AND TERRITORY RESPONSES | 43 |
| 7.3 | CONSULTATION | 46 |
| 7.4 | SUMMARY | 46 |
| 8. | ISSUES OF CONTEMPORARY SEPARATION | 47 |
| 8.1 | BRINGING THEM HOME RECOMMENDATIONS | 47 |
| 8.2 | RESPONSES | 47 |
| | STATE AND TERRITORY RESPONSES | 47 |
| 8.3 | CONSULTATIONS..... | 48 |
| 8.4 | SUMMARY | 48 |
| 9. | CONSULTATION, MONITORING AND COORDINATION | 49 |
| 9.1 | BRINGING THEM HOME RECOMMENDATIONS | 49 |
| 9.2 | RESPONSES | 49 |
| | STATE AND TERRITORY RESPONSES | 49 |
| 9.3 | CONSULTATIONS..... | 52 |
| 9.4 | SUMMARY | 53 |
| 10. | APPLYING BEST PRACTICE CONCEPTS TO INDIGENOUS PROJECTS | 55 |
| 10.1 | FINDINGS FROM THE EVALUATION | 55 |
| 10.2 | ELEMENTS OF GOOD PRACTICE | 57 |
| 10.3 | EXAMPLES OF GOOD PRACTICE IN ACTION..... | 59 |
| 10.4 | FACTORS CONTRIBUTING TO PROJECT SUCCESS..... | 59 |
| 10.5 | SUMMARY..... | 61 |
| 11. | DISCUSSION AND FUTURE DIRECTIONS | 62 |
| 11.1 | STRATEGIC PLANNING AND COORDINATION | 63 |
| 11.2 | COMMUNICATION AND PROMOTION | 63 |

| | |
|--|------------|
| 11.3 SERVICE DELIVERY ISSUES | 64 |
| 11.4 FUTURE GENERATIONS | 65 |
| 11.5 ROLE OF THE STATES AND TERRITORIES..... | 65 |
| 11.6 MONITORING AND EVALUATION..... | 66 |
| APPENDIX A ATTENDEE ORGANISATIONS..... | 67 |
| APPENDIX B LIST OF ACRONYMS..... | 71 |
| APPENDIX C SUMMARY OF JURISDICTIONAL RESPONSES | 73 |
| APPENDIX D AGGREGATED DATA FROM THE SURVEY RESPONSES..... | 159 |
| APPENDIX E BEST PRACTICE CASE STUDIES..... | 168 |
| APPENDIX F BIBLIOGRAPHY FOR MONITORING REPORTS | 178 |
| APPENDIX G BIBLIOGRAPHY..... | 180 |

1. INTRODUCTION AND BACKGROUND

In 1995 the Australian Government commissioned a public inquiry into the separation of Indigenous children from their families. The inquiry was conducted by the Human Rights and Equal Opportunity Commission.

The Australian Government was responsible for Indigenous child separation in the Northern Territory (from 1911 to 1978). In other jurisdictions, Indigenous children were separated from their families under State legislation, either legislation designed to "protect" Indigenous people or general child welfare legislation. Churches and non-government organisations were involved in the provision of education, employment and accommodation for children who had been forcibly separated from their families.

The Human Rights and Equal Opportunity Commission report '*Bringing Them Home: National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their Families*', was released in May 1997 (the *Bringing Them Home* Report).

In November 1999, the Senate's Legal and Constitutional References Committee undertook an inquiry into the Federal Government's implementation of recommendations in the '*Bringing Them Home*' report. The Senate Committee report from the inquiry, '*Healing: A Legacy of Generations*', recommended amongst other things that the Australian Government, in conjunction with state and territory governments, commission an independent evaluation of the progress of initiatives implemented by governments in response to the '*Bringing Them Home*' report.

The Ministerial Council for Aboriginal and Torres Strait Islander Affairs (MCATSI), in response to the Senate Inquiry's recommendation, agreed to sponsor an independent evaluation of government and non-government responses to '*Bringing Them Home*'.

This evaluation report has been overseen by a Steering Committee of Australian Government and State government officials. The content of this report do not, in all aspects, reflect the views of the Australian Government or other members of MCATSI.

This report focuses both on the Australian Government's response to *Bringing Them Home* and the responses of other parties substantially responsible for the forcible removal of Indigenous children, including State Governments and non-government bodies such as churches and welfare organisations. Approximately fifty percent of the *Bringing Them Home* recommendations were directed to State and Territory Governments and non-government organisations. However, it is possible that some local and non-government organisations that are undertaking significant work to support Indigenous communities affected by past policies of forcible removal have not been directly consulted as part of this evaluation.

As part of an ongoing commitment to improving Indigenous disadvantage and achieving better outcomes for Aboriginal people, a vast amount of work has been done since 1997 across all jurisdictions and significant progress has been made. In addition to the specific commitments which were given as part of their responses to the *Bringing Them Home* report, all governments are delivering a wide range of

policies, programs and strategies to assist Indigenous people. These policies, programs and strategies are an integral part of the totality of government actions to assist separated children, although they have not been addressed as part of this evaluation which focuses only on the specific undertakings.

1.1 Evaluation Methodology

The terms of reference of this evaluation, in brief, were to:

Review and evaluate existing government and non-government responses to the Bringing Them Home Report with a view to identifying:

- *progress to date against response objectives;*
- *best practice; and*
- *a comprehensive inventory of current initiatives related to Bringing Them Home.*

The principles that underpinned the methodology for the evaluation were:

- the utilisation of an action research approach.
- an adoption of a multi faceted and multi method approach.
- use of collaborative and consultative processes.
- recognition that evaluation is a cumulative process, and
- the implementation of an overarching and integrated framework which encompassed all the components of the methodology adopted.

In addition the methodological design took into account:

- an understanding of the needs of Aboriginal and Torres Strait Islander peoples.
- the importance of participation in this project by the widest possible group of stakeholders, in order to provide a comprehensive evaluation.
- the need to adopt ethical, sensitive, and inclusive consulting practices, with a focus on process as well as product.

The reality has been for this evaluation that much of the material obtained has been qualitative in nature. Detailed evaluation of the processes and impacts of each initiative has not been possible within the resources available. This report covers the period up until the end of 2002. Any other initiatives of policies that may have been developed or introduced by jurisdictions after that date are not necessarily identified in this report.

The following is a brief outline of the six key phases of the methodology implemented for this project.

Project Establishment

In designing the overall project evaluation, the consultants worked to gain agreement with the Steering Committee as to the final project methodology and the expected outcomes. Specific attention was given to the development of the formative approach to ensure that the evaluation and research results will be utilised. The focus of the communication in this phase included clarifying the exact evaluation

questions to be addressed, implementation issues, and the variables to be focused on for data collection, analysis and measurement.

Development of a Conceptual Framework

The project included an extensive desk and Internet search to provide a comprehensive overview of the available literature and research to inform the project as it progressed through the various phases.

The conceptual framework provided the theoretical foundation for the evaluation and is represented in the eight thematic areas identified as the basis for this report.

Construction of the Database

A systematic and organised database was developed as the base for an inventory of responses to '*Bringing Them Home*'.

Mapping and Scoping

The service mapping exercise involved consulting more than 400 organisations to identify current actions undertaken across the country. A total of 84 organisations responded to the survey providing a significant amount of evaluation data. However, this response rate has been insufficient to develop a definitive map of service provision across the country.

Consultation

A total of 126 interviews were conducted around the country in relationship to BTH. A list of interviews is attached as Appendix A.

Identification and Documentation of Best Practice

A detailed review and documentation of best practice examples was undertaken through the development of case studies. This included identification of directions for future action, including key success factors and principles of best practice, which can be transferred to other existing and emerging initiatives, within the established framework.

Identification and documentation of key success factors, best practice principles, and models from across the range of initiatives will assist future decisions for government and community organisations.

Analysis and Reporting

The final phase involved developing policy recommendations for future action, and establishing the extent to which the Initiatives have met the stated objectives.

In addition, the evaluation identified critical learnings from the Initiative so that they can be utilised to inform future policy directions and projects.

1.2 Government and Community Responses to Bringing Them Home

The '*Bringing Them Home*' report was seminal in Indigenous race relations in Australia, especially given the issues identified in the 1991 Royal Commission into Aboriginal Deaths in Custody. The Australian Government's initial response to the *Bringing Them Home* report was announced in December 1997. The response included a four-year

package of measures valued at \$63m to address the report's key conclusion that 'assisting family reunion is the most significant and urgent need of separated families'. The Australian Government's response concentrated on initiatives to assist with family reunion and to provide health and parenting services for those affected by past separation practices. Measures were also introduced to allow families to access their records and tell their stories, along with culture and language maintenance programs.

Key measures were:

- \$17 million for the expansion of regional centres promoting emotional and social well-being³.
- \$16 million for new counsellors.
- \$11.25 million for Link-Up services.
- \$9 million for culture and language maintenance programs.
- Around \$6 million for Indigenous family support and parenting programs⁴.
- \$2 million for Australian Archives for file indexing, copying and preservation.
- \$1.6 million to the National Library for an Oral History Project.

The 2001-02 Australian Government budget included an additional \$53.8m over a further four years (until June 2006) to continue the Link-Up family tracing and reunion services and the education and training, counselling and parenting elements of the original package of measures.

State and Territory Governments also invested resources in a range of strategies to support individuals, families and communities. Details of State and Territory initiatives are included later in this report and in Appendix C.

³ While the original Cabinet decision allocated \$17m for regional centres, a later decision by the former Minister for Health, Dr Michael Wooldridge, reallocated funds to better meet community needs. Actual expenditure to date by OATSIH on the Regional Centres is \$9.5m (from 1998/99 to 2002/03). Actual expenditure on BTH Counsellors has been \$29.6m over the same period. Dr Wooldridge also approved more flexible use of the education and training funds in supporting initiatives other than the Regional Centres, including the Innovative Grants program, other education and training activities, workshops, consultations, research, publications, and healing events

⁴ In 2001-02 responsibility for administration of the parenting initiatives was transferred from the (then) Department of Health and Aged Care to the newly created Department of Family and Community Services. In addition to the funds transferred to the Department of Family and Community Services, the Department of Health and Ageing has itself spent \$2m on supporting a number of BTH parenting initiatives which focused in particular on the Aboriginal and Torres Strait Islander health sector.

1.2.2 Community Responses

The report also spurred the reconciliation movement with many Australians apologising for the past and committing to a fairer future. In 1998, over half a million people signed 'Sorry Books' and many took part in 'Sorry Day' and a 'Journey of Healing'. One lasting legacy of the report has been its role in exposing forcible removal to the public.

Many churches have acknowledged their part. For example, the report 'God's Own Country', published in 2001 by the Anglican Church in Tasmania, outlines 200 years of interaction with Tasmania's Indigenous population. The National Council of Churches (2000) released a statement acknowledging the 'validity' of the '*Bringing Them Home*' report and recommendations. In addition to calling for a national fund and healing commission, the statement outlined the following actions:

- *Help educate the churches on their involvement in the history of the Indigenous child removal.*
- *make church and agency records accessible*
- *identify ways of supporting Indigenous groups working with removed people*
- *Address instances of alleged abuses, particularly in church-related institutions.* (Media Release, 1/7/ 00).

First published for the National Council of Churches in Australia's National Forum in July 2001 and released more broadly in August 2001, the report '*Continuing the Journey...*' outlines a review of member churches' responses to reconciliation and to relevant recommendations in '*Bringing Them Home*'. The national picture outlined in the report included both good practices as well as areas for improvement, addressed through eleven recommendations. The key findings on reconciliation included:

- Church organisational structures can be confusing and augment against advocacy for Indigenous members and speedy endorsement of national responses to Indigenous issues.
- While many churches have been involved in reconciliation initiatives, there are fewer examples of proactive organisation and few examples of programs addressing Indigenous issues.
- Many churches are embracing Indigenous spirituality and symbols (including an Indigenous theology and ministry) and are exploring local Indigenous history. Anti-racist programs are also being implemented.

However, the '*Bringing Them Home*' report found that many churches, and church members, remain unaware of their involvement with forcible removal. Others have actively explored and documented this history. This has led to different perspectives on the need to acknowledge and apologise for past behaviour and policy. There are also some groups, which believe that the original policy was driven by government and therefore abdicate responsibility. In relation to assisting with access to records, while some have compiled a central directory (such as the Catholic Church's '*A Piece of the Story*'), others have not. While healing and spiritual ministration are pillars of the church activity, few churches have undertaken specific counselling and

healing programs to support 'Bringing Them Home' recommendations. Finally, many churches remain undecided on a National Reparations Tribunal.

1.4 Conceptual Themes

The Senate Inquiry's report '*Healing: A Legacy of Generations*' (2000) proposed that the 54 HREOC '*Bringing Them Home*' recommendations be condensed into eight themes. The rationale for this was to allow the effective illustration of the issues that were linked thematically, while still permitting sound consideration of all crucial matters. The themes have been commonly adopted in subsequent monitoring reports by States and Territories. The 54 recommendations have been grouped into the following themes:

1. Acknowledgment and apology
2. Family tracing and reunion
3. Rehabilitation
4. Education and training
5. Guarantees against repetition
6. Reparation
7. Issues of Contemporary separation
8. Consultation, monitoring and coordination

To date, each jurisdiction has made independent decisions about which recommendations would be best placed in each of the eight themes. So as to create a greater level of consistency with future monitoring, the evaluation team has categorised the '*Bringing Them Home*' recommendations into the eight categories (see Table 1):

Table 1.: Themes and Corresponding Recommendations from BTH

| THEME | BTH RECOMMENDATIONS |
|---|---|
| Acknowledgment and Apology | 5 a – b and 6 |
| Records, Family Tracing and Reunion | 1, 11, 13, 21, 22 a -b, 23, 24, 25, 27, 28, 29 a - b, 30 a - b, 31, 38 a - b - c and 39 |
| Rehabilitation | 32, 33 a – b - c, 36 and 40 |
| Education and Training | 7, 8 a – b, 9 a – b, 12, 28, 34 and 35 |
| Guarantees Against Repetition | 37, 42, 43, 44, 45, 46, 47, 48, 49, 50, 53 and 54 |
| Reparation | 3, 4, 14, 15, 16 a and b, 17, 18, 19, 20 and 41 |
| Contemporary Separation | 51 and 52 |
| Consultation, Monitoring and Coordination | 2 a – d |

The above thematic framework forms the basis of this report. Each chapter sets out the BTH recommendations, the response to date by the Australian Government and State and Territory Governments and by non-government organisations where this was available. Consultation feedback relevant to the topic area is provided and a summary of the evaluation findings in relation to the thematic area is presented at the end of each chapter. Appendix C contains a summary of all of the commitments made by each jurisdiction and their reported achievements to date.

Chapter 10 contains information on Applying Best Practice Concepts to Indigenous Projects. Specific best practice case studies are contained in Appendix E.

Chapter 11 is a summing up of the report and presents conclusions and directions for the future.

2. ACKNOWLEDGMENT AND APOLOGY

This chapter addresses actions by Australian Government, State and Territory Governments and non-government organisations to address the recommendations from Bringing Them Home in relation to acknowledgment and apology.

2.1 Bringing Them Home Recommendations

Bringing Them Home recommended that:

- All Australian Parliaments officially acknowledge the responsibility of their predecessors for the laws, policies and practices of forcible removal and negotiate with ATSIC a form of words for official apologies to indigenous individuals, families and communities and extend those apologies with wide and culturally appropriate publicity.
- State and Territory police forces acknowledge their role in the implementation of the laws of forcible removal and, in consultation with ATSIC, make a formal apology and participate in commemorations.
- Churches and other non-government agencies which played a role in the administration of the laws of forcible removal acknowledge that role and, in consultation with ATSIC, made a formal apology and participate in commemorations (*Recs 5a-b; 6, BTH*).

2.2 Response

In 1999 both Houses of Parliament endorsed the Motion of Reconciliation. Through this motion the National Parliament expressed its deep and sincere regret that Indigenous Australians suffered injustices under the practices of past generations and for the hurt and trauma that many Indigenous people continue to feel as a consequence of these practices.

All States and Territories have provided a formal apology and acknowledgment for the hurt and trauma caused by past forcible removal policies. A number of States also participated in National Sorry Day, presented 'sorry' books to Indigenous groups and included a statement of regret from police for their past participation in forcible removal.

Many religious institutions and missions involved in housing and caring for forcibly removed Indigenous children have apologised for the subsequent hurt and grief to children and families. Apologies have also been offered at local parish levels and financial support and ready access to past records has been made available for Indigenous people wishing to trace their family history (*Indigenous Leadership Issue, 30, 2002*).

The general community was able to express its regret through National Sorry Day which received extensive media coverage and gave the broader public an opportunity to sign books of apology and undertake activities to symbolise responsibility as a nation.

In May 2000 the Prime Minister announced the establishment of Reconciliation Place in Canberra, as a symbol of the nation's commitment to the reconciliation process. Amongst the proposed artworks to be installed in Reconciliation Place is artwork representing the experiences of separated children and their families. Following an extensive consultation process undertaken by representatives of the National Sorry Day Committee, it is expected that installation of this artwork will be completed in 2004.

2.3 Consultation

During the consultation process for this report, a large number of respondents commented on their concerns that despite funded programs to address serious problems caused by past government policies to remove Indigenous children from their families, there is still no formal apology from the Australian Government.

Respondents in South Australia indicated that many churches in that state have been reluctant to respond to the Bringing Them Home recommendations and despite reports from other authorities, still deny any involvement in forcible removals. Other churches are not forthcoming with information and make it difficult to gain access to records. State Government representatives in South Australia said that there had been many ceremonial events, but there were inadequate Indigenous services available to deal with the issues.

In Queensland, the importance of apology to Indigenous people came up in almost every discussion on Bringing Them Home. There was a strong feeling that reconciliation could not proceed without this. 'The country needs to say 'Sorry' otherwise reconciliation cannot proceed.'

In the Northern Territory the issue most often referred to in all interviews was the need to receive acknowledgment and apology from the Australian Government for past wrongs. It was stated that future healing, acknowledgment and an apology from the Australian Prime Minister is needed to make a major difference to reparation and reconciliation.

Participants in the consultations in Victoria also felt strongly about dual responsibility of the government and community to address the problems and issues for the people who have been forcibly removed. Many commented that this partnership must be a long-term commitment from both sectors and that an intensive effort is needed for at least five years in order to achieve effective outcomes. Some respondents suggested that the time had come to 'move on' from the original Inquiry Report and establish a new policy platform. Future approaches should be based on current need and not focused solely on the implementation of BTH recommendations. As one participant commented:

'Australia needs to admit to its past. It can't be fixed with programs. We need national leadership and national maturity to bring this about'.

2.4 Summary

All jurisdictions have expressed regret. At the State and Territory level all have made formal apologies and, in a number of cases, specific departments have apologised.

In the non-government sector the Uniting and Catholic Churches have both apologised in a number of states.

Sorry Days have been supported by community members in all jurisdictions.

Despite the actions by Australian Government and State and Territory Governments in passing motions of regret and apology, there remains a concern that the Australian Government has not issued a direct apology.

Churches and non-government organisations are less universal in their acknowledgment of their role in the administration of the forcible removal of children and only some have issued statements of apology or regret. There is the suggestion from consultations in Victoria that the time has come to move on and develop a new policy platform that will allow the needs of Indigenous people affected by forcible removal policies to be met through a new partnership between government and the community. This may present a new opportunity for the aims of Bringing Them Home to be achieved.

In Queensland, also there is now an emphasis on partnerships between government, the Aboriginal and Torres Strait Islander Communities, the broader community, Non-Government Organisations and business to address the needs of people affected by the forcible removal policies of the past.

3. FAMILY TRACING AND REUNION

- This is possibly the most detailed and comprehensive of all the themes. The Australian Government and most States and Territories appear to have approached this theme with a strategic view and framed commitments with specific outcomes in mind.

3.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- COAG ensure funding for indigenous agencies to record testimonies; employ family reunion workers to assist return to country, educate Indigenous communities about forcible removal and develop community genealogies; and facilitate capacity in Indigenous history, language and cultural centres to serve as repositories of personal information.
- Indigenous organisations such as Link Up and AICCA undertake family history research and be permitted to certify Aboriginal descent.
- All government records agencies be funded to preserve and index records and ensure that no records are destroyed. Preservation and indexing should protect the privacy of individuals.
- Each jurisdiction establish a records taskforce with government, church and indigenous representation to develop common access guidelines; provide advice on the preservation of records, the development of memoranda of understanding for interstate inquiries and on legislation and policy change; and, negotiate as required to transfer Government and church records to relevant Indigenous language, culture and history centres.
- The Australian Government and State and Territories governments consult in relation to the establishment of a "first stop shop" for people seeking access to records for government or church organisations and provide training and scholarships for Indigenous archivists, genealogists, historical researchers and counsellors.
- COAG ensure funding for Indigenous community based family tracing and reunion services in all regional centres with a significant Indigenous population. These services should be able to provide research, counselling and support services, referral, advocacy, community education and training.
- The Australian Government develop legislation to allow children forcibly removed overseas to return.

3.2 Responses

Australian Government Responses

ATSIC Link-Up Services

In response to the above recommendations, the Australian Government allocated \$11.25 million over four years to fund a single, dedicated, Indigenous family reunion (Link-Up) service in each State and the Northern Territory building on a pre-existing service operated by ATSIC. It is understood that a separate evaluation of Link-Up is being undertaken by the Office of Evaluation and Audit. This evaluation has not gone into detail on the Link Up Program, because of the OEAs evaluation.

The Aboriginal and Torres Strait Islander Commission's (ATSIC) Bringing Them Home Taskforce defined thirteen core activities for the operation of Link-Up Services. These activities fall within three broad core service groups:

- i Information dissemination and community contact
- ii Access to records and family reunion processes
 - initial contact discussions
 - client assessment for Link-Up services
 - advice on family history and search avenues
 - records search assistance
 - counselling for clients
 - family counselling and support during reunion process
 - organising reunion
 - on-going support for individuals and families immediately after reunion.
- iii Establishing and maintaining service standards and networks
 - Indigenous cross-cultural awareness training
 - Link-Up process training for those directly involved
 - administration and data management.

(ATSIC BTH Taskforce, 1999)

The stated aims of the Link-Up Service include: the provision of family tracing and reunion services for families separated through Government policies; assistance and support for people to deal with having been removed from their families; and ongoing post-reunion support.

Fourteen Link Up services have been established or enhanced with ATSIC funding. A number of Link Up services already existed in States and Territories at the time of the BTH report.

Australian Government Records Indexing Project

The Bringing Them Home Indexing Project is a national index comprising over 10,000 files, which draws together information to assist in the search for family by members of the Indigenous community. Started in July 1998, it has built on consultative procedures already established between National Archives and Indigenous organisations. The National Archives has signed Memoranda of Understanding with

Indigenous organisations in the Northern Territory, Victoria and South Australia to facilitate access by Indigenous people to archival records, in particular records which are not available to the general public. The Indexing project works with Aboriginal Advisory Groups in the Northern Territory and Victoria,⁵ to which it reports on the progress of the indexing. The Archives is in extensive contact with Link-Up groups and most of the requests for information come through these groups. The database has been publicised through Link-Up conferences, demonstration of the database to Indigenous groups and circulation of a leaflet (Stokes, 2003: Survey Response). There are three locations of the service in Canberra, Melbourne and Darwin.

The aims and objectives of the National Archives approach are to enable Indigenous people to find information in Australian Government records, which will assist them in family and community reunion.

To date more than 340,000 names and other identifying information have been indexed in more than 10,000 individual files. This has made available a vast amount of information about Indigenous people that could previously be located only through extremely laborious and repetitive manual searches.

A total of 563 requests for information from the database have received a response. For the Link-Up organisations this information has been crucial in enabling people to find their families.

The need to index in three separate locations (because of the location of the records) raised some co-ordination issues, but they have been overcome. The majority of staff who worked on the project were Indigenous and some of them have now obtained permanent positions with National Archives.

The Australian Government allocated \$2 million to the National Archives project from 1 July 1998 to 30 June 2002, after which external funding ceased. National Archives allocated \$212,435 from its own resources to continue the project at a reduced level for 2002-03.

Other Australian Government Initiatives

A National Library oral history project to undertake a four year project of interviews was funded with \$1.6 million provided for recording of testimonies. The oral histories have been compiled into a book based on testimonies and oral records, called 'Many Voices'.

Australian archives has also published detailed finding aids.

ATSIC has provided funding for the Australia Institute of Aboriginal and Torres Strait Islander Studies to undertake additional family tracing services (e.g. Family History Fairs) since 1998/99 and to continue operation of the Family History Unit⁶.

⁵ Northern Territory and Victoria are part of the Australian Government Records Indexing Project because the Northern Territory was part of the Australian Government when the records were made and Victoria gave control of its records function to the Australian Government. Other than that, records are a State/Territory responsibility.

⁶ The AIATSIS Family History Unit has access to collections containing genealogical information collected by researchers from across the country. Personal name indexes

State and Territory Responses

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

Victoria recorded eleven commitments, which aimed to address the issues related to the preservation of records, improving access to historical data and information for Indigenous people, establishing appropriate mechanisms to record and detail historical information and provide appropriate training to key staff. Delivered initiatives included the establishment of a Koorie Family History Service, within a community organisation (the Koorie Heritage Trust), establishment of a Records Taskforce, and funding for a Koorie Oral History/Recorded Testimonies projects. Funding was also provided to provide a Koorie Debrief service primarily to people affected by the giving of evidence to the BTH Inquiry. In addition, as announced in May 2003, the Victorian State Government has committed \$2.1 million to the creation of a dedicated Stolen Generation Organisation for that State.

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

There were four commitments recorded in Tasmania all of which were fulfilled. These included the establishment of a Records Taskforce, consideration to indexing records by the archives office, six month trial of a 'first stop shop' for Indigenous people wanting to access records, family history and information and the appointment of a policy officer to develop a policy framework and accompanying protocols.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

New South Wales committed to the establishment of a 'one stop shop' for Indigenous people wanting to access family history information. A commitment to establish an Oral History project was also noted and the National Parks and Wildlife Service, as part of its Aboriginal Place Program, has undertaken to record Aboriginal people's oral histories and has developed guidelines and case-study based models for recording and mapping Aboriginal oral histories.

The NSW Government has also established a NSW Aboriginal Languages Research and Resource Centre which provides support to Aboriginal communities seeking to preserve, revive or strengthen local languages.

Australian Capital Territory

Source: MCATSIA (2000); Journey of Healing Network (2002).

The Australian Capital Territory also recorded a comprehensive response to its four stated commitments. These included the facilitation of tracing and reunion services

and indexing by name of institution such as children's home, mission or orphanage allow users to access a large amount of bibliographical material. Family history research is enhanced by access to the Audio Visual collections which contain family photos, recordings of language, and film and video recordings of community life.

for Indigenous people, the establishment of a cultural centre along with a number of language centres, funding for the recording and administration of testimonies and the implementation of a new record management regime to avoid over reliance on the Freedom of Information Act.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); Journey of Healing Network (2002).

Western Australia had some twenty-seven commitments noted in this theme. Areas covered include the following:

- Establishment in 1998 of the Records Taskforce, to oversee the States management of records relevant to Aboriginal people. The Taskforce meets regularly and identifies collections of importance. The taskforce is managed through the Department for Community Development who provides the chairperson, executive support and reporting frameworks. Negotiations to obtain collections are undertaken by the Family Information Records Bureau located at the Department for Community Development. FIRB was established in July 1998 from State Government funding. It employs five Aboriginal Officers to undertake family history searches and undertake some front line counselling and some reunions.
- In conjunction with the Australian Government, the provision of State funding for the Link-Up service;
- Provision of funding for six cadetships and six traineeships to be located at the Western Australia Health Department.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSIA (2000); Journey of Healing Network (2002).

Only one commitment was recorded for the Northern Territory; however a range of comprehensive deliverables was also noted. The commitment remains unfulfilled; however the broad nature of the statement makes it difficult to ascertain its relative success or failure. Delivered initiatives included:

- Employment of a project officer to catalogue records;
- Moratorium on the destruction of records;
- Establishment of the International Transfer of Prisoners Act (2000);
- Establishment of an oral history unit in the Northern Territory archives service;
- Agreement between the Northern Territory archives service and Territory Health Services on access to adoption records;
- Implementation of strict guidelines for the storage and access of records;

South Australia

Source: Department of State Aboriginal Affairs (2003); MCATSIA (2000); Journey of Healing Network (2002).

- Of the eight commitments recorded for South Australia, six were fulfilled. The two remaining commitments were focused on DHS addressing cross-border freedom of information protocols with the Northern Territory and providing support to

community organisations that were funding recording testimonies projects. Of those commitments that were addressed, the provision of funding for additional records staff and continued work with churches and church groups to improve access to records and historical information were perhaps the most notable.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSIA (2000); Journey of Healing Network (2002).

Queensland recorded a total of three commitments. These initiatives included management of records of Indigenous people who were forcibly removed and the development of further links with churches and non-government agencies in possession of records. The Community and Personal Histories Branch of the Department of Aboriginal and Torres Strait Islander Policy has been assisting Aboriginal and Torres Strait Islander peoples to access government and a variety of non-government records since 1992. Over 5000 requests have been responded to since the branch was established. The annual budget for the branch is \$720,000. Community and Personal Histories has undertaken major indexing projects and digitisation projects to enable efficient access to family history information.

3.3 Consultation

Indigenous respondents in most jurisdictions said that Indigenous people who have been removed from their families as children can be reluctant to seek out information and support from government agencies. Some said that this distrust of public organisations has been passed down through generations and is not easily addressed through current structures. This could mean that there are a number of Indigenous people who are not willing to be identified or to access information and support.

Respondents in Victoria reported it is often the younger generation (children of forcibly removed children) who are attempting to trace their origins through accessing records and other historical information. Unfortunately there appears to be considerable barriers to achieving this (i.e. reluctance from private agencies, such as Churches and Schools, to release records due to fear of litigation and high monetary costs) and participants in the consultations reflected on the damage this can cause - particularly in regard to individual, family and community healing processes.

Some respondents suggested that a national policy, which aimed to provide unhindered access to records for Indigenous people, would be a practical and effective strategy to improve the current situation. In addition, some respondents also wanted to address the need for older Indigenous people to have the opportunity to trace their history. Currently the 'Link-Up' service does not provide an outreach component for those who are unable to travel due to disability or age. It was suggested that an Indigenous representative could be employed visit them in their own areas.

Victorian respondents commented that as the Link-Up service is located within the metropolitan area, the needs of those in rural and remote areas of the State have been largely unmet. The significant workloads of staff in the service, under-resourcing and lack of expertise have also contributed to unmet needs.

Statistical research indicates that there are a high proportion of Indigenous people currently serving custodial sentences. Consultations revealed that many prisoners have come from families where separation occurred. Police and justice systems do not necessarily recognise or acknowledge these trends and therefore do not provide access to services. However, South Australian respondents noted that South Australian police and corrective services have made a significant number of referrals to the Link Up service

In Tasmania, some Indigenous groups criticised the manner in which funds have been allocated and used. The perception from some Indigenous people is that funds may be ill spent and never make it down the line to provide realistic and practical assistance.

Northern Territory respondents noted that processes for tracing family history has been significantly impeded through the destruction of documents that occurred in the changeover to the Territory government. These difficulties are further exacerbated by lack of indexing of surviving records.

Northern Territory respondents also commented that many people who have been forcibly removed are now passing on and thus oral history and knowledge is fading. Respondents noted that organisations such as the Catholic Church in Darwin add to this difficulty by refusing to release their records.

Northern Territory respondents saw reunion as a potentially sensitive issue and suggested that many Indigenous people who are looking toward reunion don't want counsellors or 'Link-Up' staff to accompany them. Rather, they prefer to be accompanied by a family member or someone they grew up with. They also suggested that organisations supporting Indigenous people who had been forcibly removed could be resourced to undertake work in regard to a return to country. They suggested that Link-Up services should be working more closely with the BTH counselling services and in partnership with the five Institutional Groups in Darwin.

Debate about connections between Link-Up and BTH counsellors was also a frequently raised issue in Queensland consultations. In general, Link Up services think the counsellors should work for them and that the Link-Up service needs to be sustained and promoted. It would appear that many people are not yet using the service because they are afraid their family might not accept them so they fear taking steps to meet them. In contrast, however, some people echoed the Northern Territory view that some people don't want to use the Link-Up service and prefer to do it alone, with or without counselling support.

South Australian consultations suggested that many people don't realise that they were forcibly removed or that they can access services. There needs to be better defined criteria of who is entitled services. Genealogy was highlighted as a big gap.

The New South Wales consultations indicated that the fact that Link-Up does not provide counselling can deter people from using the service. They also confirmed the view of clients in Victoria that transport and travel costs for Indigenous people have impeded access to services.

In Western Australia respondents reported that there is only one sum of funding allocated for individual reunions. If the reunion doesn't take place, the funding cannot be accessed at a later date. It was suggested by tracing workers that it

would be beneficial if access to funding were available through a more staggered process⁷.

The Western Australian Departments of Health, along with ATSIC joined in partnership through the Office of Aboriginal Health earlier this year to fund 12 Building Solid Families services throughout WA - seven of which provide link up services.

Respondents stated that the 'Building Solid Families' concept builds up existing funded services, including providing resources for counselling. This co-ordination of programs was developed to give comprehensive access to family tracing, reunion and counselling as part of the provision of a more holistic service. The complexity of issues and diversity of cultures across a broad geographical area required a strategy to service as many Indigenous groups as possible.

3.4 Summary

The area of Records, Family Tracing and Reunion has been one of the areas to receive the most attention following Bringing Them Home.

Records access is obviously a baseline issue in this theme and ensuring the maintenance of records as well as attempting to secure and/or replace records is a major priority in some jurisdictions. Involving the churches and relevant NGO's has been critical.

Family reunion or return to country needs to be defined broadly as many of those consulted want to return to where they were taken to not where they were taken from (in some cases because there are no family left).

Victoria, Tasmania, New South Wales, Western Australia and Queensland have all established Records Taskforces and most States and Territories have implemented moratoriums or other restrictions on the destruction of records and other historical data. The Australian Government and all States have demonstrated a commitment to the preservation of information as well as promoting easier access to records and historical data for Indigenous people.

However, despite the investment of significant resources, particularly by the Australian Government, feedback during the consultation process indicate some continued dissatisfaction with various aspects of the delivery of programs in this area including:

- A perceived lack of coordination between the two main programs (ATSIC Link Up and BTH Counsellors).
- The limited availability and accessibility of records, including the continued denial of access by some church groups and non-government organisations.
- The need for flexible funding and varied approaches to family reunion.
- The continued lack of trust by Indigenous people leading to services not being accessed to the extent possible.

⁷ The WA Government reports that each individual, if eligible, is entitled to a single reunion and this decision was made by the funding body ATSIC and applies nationally.

Suggested solutions from those consulted included the development of a national policy to provide unhindered access to records for Indigenous people and the Western Australian approach which has seen State funding being added to that of the Australian Government to build a partnership approach that more effectively addresses the range of needs by building on current services.

Non government organisations and churches have made some records available while others have refused to open their files.

4. REHABILITATION

Rehabilitation was a major thematic recommendation from Bringing Them Home requiring the delivery of services to address the emotional and social well-being impacts for people affected by forcible removal and the possibility of intergenerational issues occurring through the provision of parenting support.

4.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- The Australian Government and the National Aboriginal and Torres Strait Islander Health Council with the National Aboriginal Community Controlled Health Organisation devise a program of research and consultations to identify the range and extent of emotional and well-being effects of the forcible removal policies.
- All services and programs for survivors of forcible removal emphasise local Indigenous healing and well-being perspectives; that funding for preventative and primary mental health services be provided to Indigenous community based health, child care and substance abuse services; and that government mental health services deliver services in partnership with Indigenous services and employ Indigenous workers and community members respected for their healing skills.
- COAG ensure the provision of adequate funding to relevant Indigenous organisations for parenting and family well-being programs.
- Churches and non-government organisations involved in the forcible removal of children provide counselling and support services in consultation with Indigenous communities and support for Indigenous organisations delivering counselling and support

4.2 Responses

Australian Government Response

In recognition of the links between forcible removal and substance abuse issues, the Australian Government has invested in research and services to address these issues. For example, the Office for Aboriginal and Torres Strait Islander Health has supported a number of research projects to identify the emotional and wellbeing effects of forcible removal policies. This has included:

- \$650k funding to the Resource Unit for Indigenous Mental Health Education and Research (RUIHMER) at the University of Melbourne for a number of research and training initiatives, including work with the Rhumbalara Aboriginal Cooperative to identify the mental health needs of the local community. The research report identifies that those brought up apart from their families were more than twice as likely to experience depression than other community members, and noted correlations between depression and higher rates of substance misuse. The

research findings assisted the Rhumbalara Aboriginal Cooperative (Woongi Cultural Healing Group, 2001).

- Over \$60k provided to the Victorian Aboriginal Health Service to conduct longitudinal research into the service needs of young urban Aboriginal people in Melbourne.
- Over \$90k provided to Nunkuwarrin Yunti in South Australia to work jointly with Wuchopperren in Queensland to research and compare the effectiveness of narrative therapy approaches to counselling Aboriginal and Torres Strait Islander people.
- \$300k provided to support the Western Australian Aboriginal Child Health Survey, conducted by the Institute of Child Health Research, to explore correlations between past family experiences of removal, and the mental health status of Aboriginal children and young people throughout Western Australia.

OATSIH has also worked with NACCHO, the Australian Bureau of Statistics, and the Australian Institute of Health and Welfare to develop culturally appropriate questions to explore these issues at a national level for both children and adults in the Indigenous supplement to the National Health Survey to be held in 2004/5.

Research on substance misuse, mental health and suicide among Indigenous people has been acknowledged as a major concern for the Australian Government (2001). The Link-Up Services Report (1998) refers to the issue of alcohol and other drug use that Indigenous communities have struggled with over many years. This report presents statistics which show that even though there are less Indigenous people who drink alcohol at harmful levels compared to the broader community, when they do drink or use drugs, it has a most devastating affect on their communities. Studies also present proposed suicide prevention strategies designed to acknowledge a holistic framework for Indigenous individuals and communities (ibid).

Bringing Them Home Counsellors

- OATSIH funds Bringing Them Home counselling positions to support individuals, families and communities affected by past policies of the forced removal of children. BTH counsellors' primary purpose is to assist with healing the grief, loss and trauma experienced by removed children, their families, descendents and communities as a result of the forcible removal policies. A total of \$29.6 million has been dedicated to fund BTH counsellors from 1998/99 to 2002/03. There are now over 100 full time positions across the country.

OATSIH Innovative Grants Applicants

The Office of Aboriginal and Torres Strait Islander Health (OATSIH) also provides the Bringing Them Home Innovative Grants Program which seeks to address the needs of those affected by past policies and programs by offering alternative meaningful and culturally significant approaches to healing. Innovative Grants have been made available to organisations not previously funded by OATSIH. The grants recognise that some Aboriginal and Torres Strait Islander people are not always comfortable with one-to-one counselling as a method of healing and have been used to create linkages between Link Up services and BTH counsellors. For example, in 2001- 02 the Department funded projects such as: return to country; return to the place or

institutions where members were raised; story telling in a publication about people's lives; and an art-as-therapy program (Australian Government Department of Health and Ageing, 2003).

A total of \$1.3 million has been expended in two funding rounds (in 2001-02 and 2002/03). A third round was announced in July 2003 with expected expenditure of up to \$0.7m.

FaCS Indigenous Parenting and Family Wellbeing

The Indigenous Parenting and Family Well Being Initiative is a community-based approach to strengthening Indigenous families and communities. Aims and objectives of the initiative are as follows:

'In recognition of the disruption that has occurred to family life amongst Aboriginal and Torres Strait Islander people as a result of past separation and trauma, the Indigenous Parenting and Family Wellbeing Initiative aims to:

- ❖ *recognise and promote the importance of strong families among Aboriginal and Torres Strait Islander people;*
- ❖ *increase understanding, knowledge and skills about parenting and family well being;*
- ❖ *promote culturally appropriate quality family support mechanisms that recognise the diversity of Aboriginal and Torres Strait Islander families; and*
- ❖ *provide support and assistance for the younger generation of Aboriginal and Torres Strait Islander people to participate in family life and build strong families and communities for the future.'*

*Australian Government Department of Family and Community Services website:
http://www.facs.gov.au/internet/facsinternet.nsf/family/parenting-parenting_early_childhood_intervention.htm#indigparent*

The Indigenous Parenting and Family Wellbeing initiative has been allocated funding of \$1.9 million per annum. This funding was initially administered by the then Australian Government Department of Health and Aged Care (HandAC), however responsibility for the administration of funds was transferred to the Department of Family and Community Services during 2000-01. As at 1 March 2003, more than twenty projects have been funded across Australia (HandAC, 2003).

State and Territory Responses

Parenting, trauma, loss and grief, and counselling services featured as major responses from many States and Territories. Significant programs such as 'Families First' (New South Wales) and 'Building Solid Families' (Western Australia) were also included in both commitment statements and deliverables. Promotion and implementation of healing initiatives, to workers who are in contact with those affected, along with cultural awareness training, particularly in relation to the impact of forcible removal, was a priority for some States and Territories. Most initiatives strongly acknowledged the positive impact of family and community well being and healing strategies.

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

The Victorian Government has delivered a number of BTH targeted initiatives within the Rehabilitation theme however the primary responsibility for funding in this area was recognised as the Federal Government's through the OATSIH funding. The OATSIH State Office of Victoria took a divergent path to the other OATSIH jurisdictions in creating BTH Worker positions, as opposed to counsellors. This was in recognition of the lack of qualified Indigenous counsellors.

The Victorian Government initiatives include the announcement to create a dedicated Stolen Generations Organisation for the State with key aims to provide and ultimately assist in the development of an integrated service strategy for the Stolen Generations of Victoria, including provision of emotional well-being services such as counselling, delivered by OATSIH-funded "BTH Workers". The Victorian Government has also undertaken significant initiatives such as the Indigenous Family Violence Strategy and Community Capacity Building initiatives. The main thrust of delivered initiatives were on addressing issues of family violence; strengthening vulnerable families, improving mental health services and maternal and child health services and developing appropriate responses to young people.

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

Tasmania did not record any commitments however they report on three deliverables (funded with Australian Government resources). These were:

- A discussion paper being developed, in consultation with ATSI community, to address Aboriginal and Torres Strait Islander mental health care needs.
- Australian Government funding provided to National Aboriginal and Torres Strait Islander Social and Emotional Well Being Action Plan to develop the Well Being program.
- The allocation of Australian Government funding for two BTH counsellors.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

Commencing with of \$3.6m in 2000 and \$5m annually thereafter, funding for Families First has been further increased, rising to \$31 million annually by 2005/06. *Families First* has now commenced in all 16 regions of NSW.

Funding of \$13.9 million over 4 years to 2005/06 has been allocated to a new initiative, the *Aboriginal Child, Youth and Family Strategy*. This aims to improve outcomes for Aboriginal children and young people across NSW within the Families First framework.

Deliverables set against this commitment were extensive and included the establishment of the Aboriginal Family Health Strategy, funding for parenting skills programs in 16 small communities and funding for Aboriginal organisations in support of family health programs.

Deliverables that fall outside the scope of the above commitment focused extensively on the provision of services and initiatives to address trauma, loss and grief issues. The Link-Up program received \$50K with a further \$250K dedicated to services for Aboriginal people suffering trauma, loss and grief. In addition, \$40K was allocated to developing health promotion materials and \$50K for the Aboriginal Medical Service to train health and mental health workers on trauma, loss and grief issues.

Australian Capital Territory

Source: MCATSIA (2000); Journey of Healing Network (2002).

Only one commitment was forthcoming in the Australian Capital Territory. This commitment sought to prioritise the facilitation of an Indigenous childcare agency and was partly fulfilled through a review into the current management of the Indigenous Foster Care program by a mainstream agency.

Other delivered initiatives included a clear focus on mental health issues and the provision of services addressing: broad Indigenous health; sexual assault; and the frail, elderly and disabled. Initiatives included:

- The Australian Capital Territory Legislative Committee held an inquiry into Indigenous health in 2001.
- Funding for an Aboriginal outreach worker for 12 months to assist victims of sexual assault and violence.
- Ngannawal Aboriginal Corporation funded to provide Home and Community Care service for frail, elderly and disabled Indigenous people.
- Funding for Social and Emotional Wellbeing Counsellors as part of the Federal 'Bringing Them Home' funds.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); Journey of Healing Network (2002).

Western Australia committed to providing funding for a network of counselling positions for the 'Building Solid Communities' program as well as trialing resource material for parenting skills groups with Indigenous people. The State also undertook to finalise the Aboriginal Mental Health Plan utilising a partnership approach. Each of these three commitments was fulfilled through a range of targeted strategies. Other strategies that were delivered focused on a partnership approach to strategic planning for mental health services, research, strengthening Indigenous families and parenting skills, and included:

- Establishment of the 'Building Blocks Program' to support Indigenous newborns and their parents through a range of strategic and practical services;
- Establishment of the 'Aboriginal Family Futures' program which has been premised on the use of tradition, family and community well-being and healing;
- Focus groups as part of research undertaken to investigate and better understand the service needs of Aboriginal families and the role that Family and Children's Services should play.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSI (2000); Journey of Healing Network (2002).

The Northern Territory government did not record commitments but delivered five outcomes. A focus on the delivery of culturally appropriate services was characteristic of those initiatives and strategies that were undertaken. These included:

- Employment of Aboriginal staff/Aboriginal health workers that have Indigenous healing skills and are respected in the community.
- Review of mental health services by the Northern Territory Health and Community Services and Miwatj Health.
- The Prevention and Education of Child Abuse pilot project (Pecan).
- Utilising local health and well-being perspectives.
- Working within current Aboriginal and non-Aboriginal systems to provide culturally appropriate and effective services.

South Australia

Source: Department of State Aboriginal Affairs (2003); MCATSI (2000); Journey of Healing Network (2002).

South Australia had two commitments, both of which were addressed through targeted initiatives funded by the Australian Government. The first committed government to exploring models of health and healing through the Aboriginal Health and Healing Consortium and the second adopted a focus on exploring culturally appropriate and responsive service delivery models. The deliverables corresponding with these two commitments included the appointment of a senior Aboriginal Mental Health Policy Officer within the Mental Health Unit and the development of the 'Aboriginal Homemaker Program' that aims to assist parents with budgeting, parenting and house management.

- Other initiatives undertaken outside of these commitments were primarily focused on delivering effective and culturally appropriate services to prisoners and offenders.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSI (2000); Journey of Healing Network (2002).

Queensland did not record any commitments but had two deliverables noted under this theme. These were:

- Australian Government providing \$80,000 in 1998-99 to develop culturally appropriate parenting education materials and resources for parents in remote ATSI communities in North Queensland.
- Queensland Health developing culturally appropriate resources for parenting support and child health.
- The Queensland Government accepted the Aboriginal and Torres Strait Islander Women's Task Force Report on Violence in 1999. This report recommended a

holistic approach to healing, including ensuring grief and trauma are addressed. This report is currently being implemented by the introduction of healing centres.

4.3 Consultation

Many Indigenous organisations and individuals responding to the evaluation perceive the BTH counselling service as the major Australian Government response to Bringing Them Home. Overall, while difficulties in implementation have been perceived and there are a number of suggested improvements, there was strong support for the maintenance of the counselling service as it has been firmly established over the past 2 years or more.

Consultations in most states and territories commented positively on the location of BTH counsellors within Aboriginal Medical Services. In Queensland, counsellors indicated that they felt they would be isolated from other services if they were operating at Link-Up. They felt the holistic approach to health in the AMS provided a more practical and logical place to provide services for Indigenous communities.

However, all respondents noted the short supply of tertiary qualified Indigenous people for counselling roles. This has led to a need to be flexible in who can be appointed to these roles with the capacity to "buy in" specialist services as required. Tasmanian respondents commented that there were now inconsistencies across jurisdictions in relation to who can be appointed as a counsellor that should be addressed. Northern Territory respondents observed that current recruitment strategies for employing Indigenous counsellors are not effective and job descriptions should reflect the importance of recruiting Indigenous workers with a history of forced removal.

A common issue raised in consultations was that people who were separated from their families prefer Indigenous counsellors; however this has not always been possible. Some also suggested there was a need for specific counsellors for Torres Strait Islanders as well as male and female counsellors to cater for the diverse range of clients in particular areas.

All jurisdictions recommended an increase in the number of counsellors in rural areas (both male and female) to improve the capacity of programs to outreach to remote areas and increase the awareness of services to those who need them most.

Respondents in the Northern Territory stated that many people who come to counsellors in crisis won't declare that they have been removed from their families because of shame, fear or political ramifications. In Ceduna (South Australia) the Counsellor has had to change her title from Stolen Generation Counsellor to Community Counsellor. Despite the fact that most of her clients are Indigenous, most will not identify themselves as being members of the 'Stolen Generation'.

New South Wales consultations raised concerns about the lack of liaison between counsellors. NSW participants commented that there does not appear to be anyone coordinating the work of the counsellors with individual counsellors unaware of other BTH counsellors in the State. None of the services attending consultations in New South Wales could confirm whether or not they had ever had a funded BTH Counsellor working with them in the past.

An issue commonly raised in the consultations was the need for training for people wanting to be BTH counsellors. Counselling is a difficult and emotionally challenging task that workers need training and support to undertake.

Some CEOs are reported to control the BTH budget and the activities of the BTH counsellor. Counsellors were also concerned with the approach to service provision. The system does not appear to be flexible enough to cope with weekend needs and out of hours demands.

Some of the BTH counsellors commented that the accountability structures are very narrow and don't reflect their real work – areas of concern were - establishing positive client/counsellor relationships, activities and community awareness. These counsellors felt that while it was not their responsibility to raise community awareness through talking about history, pride and self-esteem, some did provide this service. These counsellors believe the extent of the work covered has not been acknowledged. It should be valued and included in the reporting structure. It was suggested that appropriate additions to job descriptions should be included.

Some consultations suggested that children have specific issues that need to be addressed separately and in an age and culturally appropriate manner. Children often require specialist attention and this is not always available locally, particularly in country areas.

The model for funding for the FaCS Indigenous Parenting and Family Well-Being Program was based on that utilised by the Stronger Families and Communities Strategy. Respondents in Victoria felt that this approach did not fit comfortably with Indigenous processes and that the program provided insufficient funding to do what is expected in the area of parenting.

Tasmanian respondents commented positively that those seeking support with parenting included single parents, mothers, fathers, teenagers, children, partnered parents or parents considering entering a new relationship. Services most valued by respondents in relation to these services included the development of improved support networks for parents who were particularly vulnerable, as well as enhancing general well being. Providers of the parenting services noted a decreased level of alcohol and/or illicit drug use within particular communities. In addition, the parenting programs seem to have contributed to improvements in parental relationships with children, partners and other community and family members.

The parenting programs in Queensland reported difficulty in reaching men and fathers and raised the lack of clarity in the funding process for their parenting programs and the following points in relation to the services:

- Inadequate support from other government services, who won't participate/contribute because it isn't their initiative, or promise support and don't follow through with it.
- Insufficient role models representing functional family life. (More public examples of positive family living eg. in television drama, would be helpful).

In South Australia, an Offenders Aid representative voiced concern 'that there is not enough happening in the justice system regarding parenting programs for Indigenous

offenders.' This is of particular concern due the high ratio of Indigenous people within the prison system.

4.4 Summary

A range of counselling and other services have been provided with Australian Government and some State funding for the purposes of rehabilitation. These services would seem to be the best known of all of the responses to Bringing Them Home although some Indigenous people affected by past policies of forced separation have not been aware of the services or have been unable to access them (as reported to the Victorian Stolen Generations Taskforce).

There is some confusion about the roles and interrelationships between the Australian Government programs and with the supplementary programs offered by the States and Territories. Services could be better coordinated.

Feedback from consultations also indicates other problems that require attention such as:

- The lack of tertiary qualified Indigenous workers able to provide counselling services and the need for more training.
- The difficulty in gaining access to counselling services in remote locations.
- The isolation of some of the counsellors.
- The lack of position descriptions for counsellor positions.
- The need for performance measures and funding arrangements to recognise the diversity of tasks undertaken by counsellors.
- The need for parenting programs that can engage men as well as women and the need for positive role models of Indigenous families in the media.

Counselling remains an important component of the response to Bringing Them Home.

5. EDUCATION AND TRAINING

- Bringing Them Home emphasised the need for the Australian community to be educated about the history of forcible removal and the impacts this has had for Indigenous communities and for Indigenous communities to have access to the skills and information to retain their cultural identity and language.

5.1 Bringing Them Home Recommendations

- In summary, Bringing Them Home recommended that:
- ATSIC and the Council for Aboriginal Reconciliation arrange a national sorry day to be celebrated each year as a commemoration of the history of forcible removals and their effects.
- State and Territory Governments ensure that primary and secondary school curricula include compulsory modules on the history of forcible removal and the Australian Institute of Aboriginal and Torres Strait Islander Studies be funded to develop these modules.
- The Australian Government expand funding to Indigenous language, culture and history centres and, where local Indigenous communities determine, provide funding for these centres to record, maintain and teach languages, especially to those deprived of them through forcible removal and their descendants.
- The Australian Government and each State and Territory government provide training and scholarships for Indigenous archivists, genealogists, historical researchers and counsellors.
- Government health services and health and related training institutions develop in-service or undergraduate training for all employees and students on the history and effects of forcible removal. State and Territory Governments institute Indigenous mental health worker training through Indigenous run programs.

5.2 Responses

The National Strategy for the Education of Aboriginal and Torres Strait Islander People 1996-2002 (MCEETYA, 1996) highlights the critical role of education and training for Indigenous people while also recognising the cultural and historical difference between Indigenous people and Torres Strait Islanders.

There is limited training available for Indigenous staff working with individuals affected by forcible removal although a few initiatives have been funded by the Australian Government. Health organisations also emphasise the need to improve the effectiveness of training, recruitment and retention of both non-Indigenous Australians and Indigenous staff working within primary health care (Health Workforce National Strategic Framework, 1999).

- Information from the Link-Up Services (1998) indicates that there are no accredited training courses. Enabling new staff to learn appropriate skills and develop expertise, and enhancing existing skills, or expanding on the knowledge

of existing staff, was noted as difficult according to the Link-Up Services report (1998). For example, the relocation of Link-Up Services in central Australia was identified as having suffered because of insufficient training available for Case Workers delivering services (ibid).

Australian Government Response

OATSIH Funded Initiatives

Through OATSIH, the Australian Government has provided \$12m for training and support to workers whose jobs require them to support to people who were forcibly removed, or their families. This is in addition to significant education and training commitments already made under the Aboriginal and Torres Strait Islander Health Workforce and Emotional and Social Wellbeing programs.

Training initiatives include:

- Funding for the Lorraine Peeters Muramali Healing Model to provide 30 workshops nationally around Australia specific to the healing needs of individuals who were taken from their families;
- Funding for the Charles Sturt University's Djirruwang Bachelor Health (Mental Health) Degree course for Aboriginal and Torres Strait Islander students;
- Funding for the Curtin University Healing Arts curriculum; and,
- \$9.5m from the Bringing Them Home initiative, to expand the network of Emotional and Social Wellbeing Regional Centres, which provide education and support to the workforce of Aboriginal and Torres Strait Islander health services on emotional and social wellbeing initiatives. Funding for Regional Centres is in addition to existing recurrent funding for the Centres through the Emotional and Social Wellbeing Action Plan, and has provided for the development of three new Centres and the expansion of 5 existing Centres. There are now 14 Regional Centres around Australia, including one in each capital city. Accredited training courses developed by Regional Centres include:
 - The Diploma in Spiritual and Emotional Wellbeing (Victorian Regional Centre);
 - The Diploma of Narrative Approaches for Aboriginal People (SA Regional Centre);
 - Diploma in Family Counselling (Armidale Regional Centre, NSW);
 - Diploma in Mental Health (non-clinical) (Brisbane Regional Centre);
 - Certificates II, III and IV in Social and Emotional Health and Wellbeing (Cairns Regional Centre); and
 - Advanced Diploma in Social and Emotional Wellbeing (Broome Regional Centre).

In addition, Regional Centres may offer tailored non-accredited training and workforce support to emotional and social wellbeing workers in Aboriginal and Torres Strait Islander health services in the region. A number also provide

counselling and emotional and social wellbeing training modules as part of the generalist accredited training for Aboriginal and Torres Strait Islander Health Workers in their region. These centres aim to provide workforce development and support.

ATSIC Language and Cultural Programs

With funding from the Australian Government, ATSIC has supported two national language programs, the Aboriginal and Torres Strait Islander Languages Initiatives Program (ATSILIP) and the Language Access Initiatives Program (LAIP). The ATSILIP supports the operational costs of a National Language body, State and Regional Aboriginal Language Centres and Regional Aboriginal and Torres Strait Islander Language Management Committees. This extensive network provides support for community based projects aimed at the maintenance, retrieval and revival of Aboriginal and Torres Strait Islander languages.

The Language Access Initiatives Program (LAIP) aims to improve the knowledge base for those languages with few speakers particularly for those people who suffered cultural and language loss because of past government removal policies. LAIP funds the production of dictionaries and other language materials and the running of regional workshops engaging communities in language work.

The ATSIC Board allocated \$9million over 3 years to the LAIP. The funding ceased at the end of the 2002 financial year.

The number of locations for the Indigenous language initiatives vary from State to State, however the most recent and reliable data (July, 2001) indicates there are a total of 72 Access Centres throughout Australia.

Other initiatives delivered by the Australian Government include:

- Completion of 89 funded projects, including development of dictionaries (12), published books (57) and archiving / recording.
- \$3.5m allocated for 51 community based projects for language initiatives.
- Expansion of Indigenous emotional and social wellbeing regional centres.

State and Territory Responses

Support for the promotion of 'National Sorry Day', by States and Territories, featured as a key theme. In addition, most States and Territories also committed to developing educational and curriculum resources for primary and secondary schools, for both students and staff, on the impact of forcible removable policies. Training for teachers, trainers and other key workers (including nursing staff and doctors in Western Australia.) who have contact with Indigenous people appears to have been a high priority.

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

In Victoria a significant proportion of 'delivered' programs and initiatives focused on the development of educational and curriculum resources for students and teachers in primary and secondary schools. In addition pre-school programs and staff in Koori

communities and mainstream facilities were targeted for educational units on Koori culture and civil rights. Cultural awareness training for Department of Human Services and funded agency staff has also taken place. Other delivered initiatives include strategies to address the training and staff development needs of workers in correctional and law enforcement environments.

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

Most of Tasmania's commitments in this area are rather broad and may be viewed as vague. For example, commitments 4, 5 and 6 state:

'Tasmania to look into developing in-service training...'

'Tasmania to look into developing under-graduate training....'

'Tasmania to look into instituting Indigenous mental health worker training...'

This lack of specificity makes it difficult to ascertain whether or not the deliverables, have been addressed. As such all three of these commitments remain unfulfilled.

Notwithstanding the above, the main driving force of the initiatives delivered were from the University of Tasmania and the Aboriginal Education Unit, both of which were responsible for the development of curriculum and training resources and materials.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

Only two commitments were noted in N.S.W. The first specified the distribution of the *'Bringing Them Home'* report to all schools. Copies of the community document *Bringing them Home- a guide to the findings and recommendations* have been distributed to all public schools and district offices throughout NSW. Students are also encouraged to access this document and the full report, electronically on the Human Rights and Equal Opportunity Commission's website. As well the NSW DET and the NSW Board of Studies are incorporating aspects of *Bringing them home* into the following syllabuses and resources:

- Year K to 6 Human Society and its Environment;
- Years 7-10 History and Aboriginal Studies and other syllabus documents; and
- HSC online material for Years 11 and 12 Aboriginal Studies.

DET is also developing curriculum materials to support these syllabuses including a Stage 3 Human Society and its Environment syllabus kit specifically related to the Stolen Generations as part of the Heritage and Identity component of the Stage 6 Aboriginal Studies Syllabus.

The second commitment focused on protecting cultural heritage through recording language and histories, and has been fulfilled. Although there appears to be a lack of stated commitments, there is an extensive range of deliverables that do not correspond to commitments and include initiatives related to training for Juvenile Justice, health, arts, corrections and law enforcement workers, reconciliation and the establishment of a 'Black Parliament'.

A major initiative in NSW has also been the development of the Indigenous languages in schools initiative.

Also in relation to culture and heritage the NSW Government has implemented the National Parks (Aboriginal Ownership) Amendment Act and has committed to hand back other national parks will to Aboriginal owners following the return of the Mutawintji National Park (the first National Park to be handed back under the scheme which was returned to Aboriginal ownership on 5 September 1998). The Department of Aboriginal Affairs, the National Parks and Wildlife Service, the Registrar, Aboriginal Land Rights Act, and the NSW Aboriginal Land Council have formed a Steering Committee to coordinate the return of other lands to Aboriginal ownership and is working with Aboriginal people who have a cultural association with Stockton Bight, Biamanga and Gulaga National Parks to return the lands to Aboriginal ownership.

As well, Aboriginal and Torres Strait Islander culture were centrepieces of the arts festival accompanying the Olympic Games and the Australian Museum is currently engaged in the research and development phase of a new Museum on the Road travelling exhibition project under the working title of *Kahibah (Ky-yee-bah) Dreaming*. This pre-development phase of the project is expected to continue through to the design and preproduction phase planned for 2004. Current research and development of the exhibition involves both consultation and planning with Indigenous advisors and initial-stage feedback from non Indigenous groups.

Australian Capital Territory

Source: MCATSIA (2000); *Journey of Healing Network* (2002).

- The establishment of a cultural centre, operated by Indigenous people, was the sole commitment of the Australian Capital Territory government. Consultations toward this end appear to be the only deliverable relating to this commitment. The Australian Capital Territory has a long list of deliverables that do not correspond with its one commitment. Cultural awareness, the development of some curriculum materials and resources as well as the development and provision of training for a range of workers were the focus of these stand-alone deliverables.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); *Journey of Healing Network* (2002).

Western Australia was organised and strategic in its chosen commitments and targeted responses. There are a total of eight commitments under the sub-headings of training for tertiary institutions and TAFE colleges, cultural awareness and health (including mental health) within this theme. The general focus of these responses was on improving the knowledge and understanding of workers, particularly as it relates to the history and effects of forcible removal. Six of the eight commitments have been fulfilled, while the remaining two (establishment of a plan to ensure cultural awareness training and review of EEO management plan) have not been met. A unique deliverable was the allocation of \$82,000 for the development of a training program on Aboriginal understandings of mental health issues. In addition to the above, Western Australia also delivered a large range of initiatives that did not correspond to commitments. The most notable of these include: Aboriginal language fluency as a general curriculum option; workshops for schools to facilitate

Aboriginal studies; training and education for triage and remote area nurses and General Practitioners; and an Indigenous language interpreting service.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSIA (2000); Journey of Healing Network (2002).

- The Northern Territory government did not have any commitments and a total of seven deliverables. These included: the development of an 'Australian Indigenous Studies Policy (1998)'; TAFE level 3 certificate in Aboriginal mental health; cross cultural awareness program for health services; and a cross-cultural strategic framework to include an Indigenous perspective in all learning areas. The deliverables indicate a strategic approach.

South Australia

Source: Department of State Aboriginal Affairs (2003); MCATSIA (2000); Journey of Healing Network (2002).

- South Australia appears to have adopted a strategic approach to formulating commitments and fulfilling deliverables. Priority areas of commitments and corresponding deliverables are:
- Training and provision of resources for all DHS, DEET and corrections workers;
- Prioritising the inclusion of the history and effects of forcible removal in induction programs for personnel who work with Aboriginal children, families and communities; and
- Publication and dissemination of a departmental reconciliation statement, which includes an acknowledgment of forcible removal.
- Initiatives that were delivered outside of the stated commitments included cross-cultural training for archivists, establishment of a social wellbeing regional centre with Australian Government funding, language development initiatives and establishment of a consortium of organisations for collaboration on a range of education and training strategies.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSIA (2000); Journey of Healing Network (2002).

The Queensland Government endorsed a total of five commitments, all of which have been fulfilled. Support for 'National Sorry Day', the development of improved standards of education for Aboriginal and Torres Strait Islander students, improved cross-cultural training for education, departmental and mental health staff and training for legal aid regional and call centre staff have all been delivered. Queensland has also developed a Reconciliation Action Plan and provides Reconciliation Community Grants for projects that meet one or more areas identified by the National Council for Aboriginal Reconciliation. Funding has been provided to Reconciliation Queensland (Incorporated) to support their establishment.

5.3 Consultation

Consultations in Victoria indicated that formalised training for Indigenous employees, prior to commencement, or as on-going staff development, is generally not

available. However, individual services have contracted the Australian Government funded project 'Muramali' to visit and conduct BTH training to standard and BTH workers. Muramali is the only training program currently available for BTH workers in Victoria. The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) has commenced a Diploma of Indigenous Spiritual Well-being with funding from the Australian Government, which some BTH workers were attending, however this initiative is currently stalled. Feedback during the consultations suggested that a training module in regard to '*Bringing Them Home*' and subsequent initiatives could be inserted into the Diploma by VACCHO.

There was a perception in Victoria that was no structured approach to the provision of education or training in Victorian schools⁸.

Many BTH counsellors said that Regional Centres throughout the States have provided very few training opportunities for BTH and other health workers. It was also reported that the social and emotional well-being centres are not really "centres" but one or more funded positions located in another centre.

Australian Government (OATSIH) funded initiatives in Tasmania within education and training were highly regarded by Tasmanian participants in the consultations. Many of these programs appear to focus on parenting issues and family support. However, as one respondent noted, the program is not so much providing parenting information as involving parents in the early-learning and education process for their children. For example, a BTH non-Aboriginal teacher works closely with a Family Support Worker to provide group and individual support to parents and their children from the antenatal period onwards. BTH funding also provides teaching and information resources to the TAC Burnie Centre for a Family Support Worker who conducts educational sessions for parents. Family groups as well as 'parents only' meetings are conducted regularly along with a home visiting service. Parents learn values in supporting each other in their parenting roles and strategies to strengthen the family unit. Sessions cover child development, behaviour, baby massage, and the importance of play, nutrition and health.

Some Tasmanian respondents reported that they thought the Tasmanian Regional Centre, located within the Tasmanian Aboriginal Centre (TAC), was inefficient. They also indicated that they thought there was high demand for staff at the centre.

⁸ The Victorian Curriculum and Standards Framework (2000) includes Indigenous perspectives in primary and secondary school curriculum for years 5, 6, 9 and 10. The revised Study of Society and Environment course advice for teachers includes Koori cultures and communities; land, law and country; Aboriginal Civil Rights Movement; and the Stolen Generations and Reconciliation.

The 'Link-Up' service provides community awareness sessions when requested, particularly on the history of BTH. The Koorie Education Strategy Team in the Department of Education and Training has also taken steps to encourage inclusion in the curriculum.

An issue commonly raised in consultations in Queensland was the need for training programs for people wanting to be BTH counsellors. Inadequate or non-existent education at schools or in the community about BTH responses was also raised in Queensland. Most Indigenous people consulted thought that school curriculum should include aspects of BTH, so the next generation knows and understands the history and how it affects Indigenous people. Consultations agreed that more funding needs to be allocated to education in schools and in promoting good family skills.

5.4 Summary

- Jurisdictions have undertaken a wide range of educational and training activities which address the needs of Indigenous groups as well as cross-cultural and awareness training and community education.
- The majority of States/Territories have undertaken cultural awareness, curriculum development and cross-cultural programs. Five of the states specifically reported that they had dedicated additional resources to education and training. Some of the outcomes of these resources are:
 - special Indigenous education units
 - school focused materials and
 - community events.

Five States/Territories also reported that they had developed programs for Indigenous education and employment.

Education and training remains an important area for ensuring the next generation knows about the forcible removal of children from their families and communities and the effects this has had on Indigenous community well-being. It is also important that workers in specific areas supporting Indigenous communities receive specific training in this area.

6. GUARANTEES AGAINST REPETITION

- Activities and initiatives within this theme address a range of preventive measures designed to build skills and resilience in vulnerable individuals, families and communities to ensure that the history of forcible removal of children is not repeated.

6.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- COAG ensure the provision of adequate funding for Indigenous health and medical services and family well-being programs to establish preventive mental health programs in prisons and detention centres and advise prison health services.
- COAG, in partnership with ATSIC, HREOC and others dealing with Indigenous families and children's issues, develop and implement a social justice package for Indigenous families and children and pursue the implementation of the RCADIC recommendations into underlying issues of social disadvantage.
- COAG in consultation with others, negotiate a national framework and standards legislation for Indigenous self-determination in the achievement of the well-being of Indigenous children; establish minimum standards for the treatment of Indigenous children (including the Indigenous Child Placement Principal which would require Indigenous children in out of home care to be placed with Indigenous carers); and establish national standards for the actions that may be taken in relation to juvenile offending. Action to amend the Family Law Act was also recommended.

6.2 Responses

Whilst a range of strategies have been developed in relation to the continued removal of Indigenous children for child protection reasons (detailed in chapter 8), and the child placement principle has been adopted in every jurisdiction, initiatives which provide guarantees against repetition of the past policies of removal of children from their families are not specific.

Reflecting their lack of direct service delivery responsibility in this area, the Australian Government refer to their overall commitment of \$2.3 billion for Indigenous specific programs and their motion of reconciliation as the basis of their response. They also refer to the provision of \$20 million of Australian Government funding to the Northern Territory to allow young people to be diverted from the criminal justice system.

State and Territory Responses

The focus for all States and Territories was on corrections, juvenile justice and child welfare (including child protection and foster care issues). Some States such as Australian Capital Territory, Western Australia and South Australia included

deliverables in the areas of mental health (particularly in relation to prisoners), housing, employment and land rights.

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

For Victoria, there were a total of fourteen commitments that, with the exception of one, had corresponding deliverables. The focus of commitments and deliverables was on prisoners and offenders (including young offenders) and out of home care policy and initiatives effecting Koori children, young people, families and communities. In the area of prisoners and offenders, strategies targeted health issues (including mental health), the role of family and community in managing and supporting young offenders and the development of creative models of intervention and support (i.e. kin conferencing, peer education, group conferencing and residential programs). In the area of out of home care or foster care, strategies delivered centred around addressing the over-representation of Koori children in the child protection process, improving self determination for Koori families through the provision of an 'Aboriginal Decision-Making' program and the establishment of a Child Protection and Care Aboriginal Service Network to facilitate communication between Koori communities and the DHS.

Victorian Government initiatives also include the announcement to create a dedicated Stolen Generations Organisation for the State with key aims to provide and ultimately assist in the development of an integrated service strategy for the Stolen Generations of Victoria, including provision of emotional well-being services such as counselling, delivered by OATSIH-funded "BTH Workers".

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

Tasmania focused on the proposed Children, Young Persons and their Families Bill as well as the Child Protection Placement Principle in almost half of the ten commitments and subsequent responses. Many of the statements in both commitments and delivered categories reiterated the provisions and requirements of related legislation.

The other main thrust of Tasmania's response was on the implementation of the proposed Youth Justice Amendment Bill [2002]. Initiatives included support for developing diversionary conferencing and adhering to the rights and interest of the child and their families and communities. There are however, a number of other initiatives focused on developing strategic plans to address the over-representation of ATSI people in the criminal justice system and to review the treatment of Indigenous children within the juvenile justice system.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

Unlike Victoria and Tasmania, New South Wales did not have any commitments however they have thirty-eight deliverables. The scope and content of these responses is impressive. The focus of the New South Wales responses has been in creating legislative change through amendments to the Children's and Young

Persons Act (1998), The Evidence Act (1997), Young Offenders Act (1997) and the Crimes Amendment Act (1997). A Police Policy Statement has also been developed to improve the relationship between police and Aboriginal people. Avenues for legal advice for young offenders have been established and the Youth Justice Conferencing Scheme established as a main diversionary strategy. An Aboriginal Justice Advisory Council has also been established to act as the main advisory body to government on law and justice issues for Aboriginal people.

The NSW Government also introduced the *Children and Young Persons (Care and Protection) Act 1998*, establishing a new system of protection and care for children at risk of neglect or abuse. The Act outlines principles of self determination, participation and placement for working with Indigenous Australians and their communities.

Australian Capital Territory

Source: MCATSIA (2000); *Journey of Healing Network* (2002).

The focus for the Australian Capital Territory commitments and deliverables rested primarily on the development of strategic plans for employment, training, health, education and justice. Improving service access and the development of a regional health plan that would take account of the effects of forcible removal were also key features of the Government's commitments.

Other areas addressed by the deliverables included justice and corrections, housing, Indigenous students, foster care and children and young people.

A total of thirteen commitments were made, however five of these appear to remain unfulfilled, including an Indigenous Bilateral Housing Agreement, the appointment of an Aboriginal Justice Advisory Committee and implementation of the recommendations that arose from the Royal Commission into Aboriginal Deaths in Custody. Again, there was a considerable proportion of deliverables that were not set against specific commitments.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); *Journey of Healing Network* (2002).

Although Western Australia had a total of seven commitments (only one of which was not fulfilled), there were forty additional deliverables. In terms of the stated commitments emphasis was placed on Juvenile Justice issues and child welfare with one commitment dedicated to improving the provision of mental health services to prisoners. For the majority of the other deliverables the focus was on:

- Justice and corrections (particularly in relation to prisoner health and addressing the issues highlighted in the Royal Commission into Aboriginal Deaths in Custody);
- Land, in particular the implementation of a plan to give effect to the transfer of Aboriginal land to local Aboriginal organisations;
- Development/ implementation of the Aboriginal Justice Plan (2000), which provides the overall policy framework for continued implementation of the Western Australia 'Action Plan to Address the Cycle of Aboriginal Offending';
- Children and families, (with a specific emphasis on justice and corrections);

- Appointment of a Commission of Elders to advise Government on matters of significance to Aboriginal people.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSI (2000); Journey of Healing Network (2002).

The Northern Territory did not record any commitments and had seven deliverables. The most notable of these included:

- All recommendations from Deaths in Custody have been, or are in the process of being implemented and the underlying issues of social disadvantage are being addressed.
- Mental health services are being significantly upgraded.
- The Northern Territory government was involved with MCATSI and ATSIC in an international study on best practice that relates to 'National Framework Legislation'. (All jurisdictions were involved with these).

South Australia

Source: Department of State Aboriginal Affairs (2003); MCATSI (2000); Journey of Healing Network (2002).

Akin to the Northern Territory, South Australia did not record any specific commitments, however deliverables totalled fourteen and emphasised justice and corrections, juvenile justice and young offenders and mental health strategies in corrections. Deliverables that appear worthy of mention include:

- Department of Correctional Services is undertaking a review of 'at risk' and 'special needs' prisoners in metropolitan prisons.
- A community service provision agreement with the Dunjiba community near Oodnadatta and another agreement under consideration with the Indulkana community enable community members to supervise Aboriginal offenders undertaking community service orders. Staff from Port Augusta Prison and the Department for Correctional Services Aboriginal Services area are in the process of developing agreements with the Anangu Pitjantjatjara Lands and Point Pearce communities for Aboriginal community supervision of Aboriginal prisoners on funeral leave.
- Department of Human Services is developing culturally appropriate services for Aboriginal youths who have been refused bail including community-based options.
- Government is establishing programs for bail assessment to encourage diversion from detention for young people.
- Department of Human Services is funding a new position to facilitate the development of preventive and culturally appropriate mental health programs in detention facilities.
- During 2001 the Australian Government funded "Out of Mind, Out of Sight" project highlighted the need for improved service pathways within the Adelaide Women's Prison and for external service providers accessing the prison population. One of the important aspects of release support is appropriate

supported accommodation. An inter-agency and community member advisory group has been established to inform the process of developing appropriate accommodation and support models for Indigenous women leaving prison with a mental disability.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSLA (2000); Journey of Healing Network (2002).

Queensland had a total of five commitments, only one of which appears to have been fulfilled. The general focus of these commitments was on vocational education and training with one commitment dedicated to establishing meeting places in correctional centres for cultural activities. The one commitment fulfilled was the establishment of an Indigenous Advisory Council to undertake planning and consultation on Indigenous issues. Queensland has actively assisted the comprehensive monitoring of the implementation of the RCADIC recommendations and has developed and implemented an Aboriginal and Torres Strait Islander Justice Agreement to address factors which result in over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system.

Queensland has a Children's Commission (established in 1996). Other deliverables outside of those corresponding to the above commitments focused on the following areas:

- Justice and Corrections (\$1.5m provided for local justice initiatives; implementation of the RCIADIC recommendations);
- Juvenile Justice and Young Offenders (the establishment of Aboriginal Outreach Programs);
- Significant emphasis in the Queensland Government's policy statement, Queensland Families, Future Directions, 2002 on the needs of Aboriginal and Torres Strait Islander families;
- Implementation of Queensland Health's Aboriginal and Torres Strait Islander Health Policy, including initiatives addressing mental health;
- Children and Young People (\$550K allocated to ATSI child care agencies and increased to \$1.1m in 2000/01; addressing the over representation of ATSI children on protection orders).
- Continuing implementation of the Child Protection Act, 1999 which includes the Indigenous Child Placement principles.

6.3 Consultation

Contemporary removal of children to non-Indigenous families remains a serious concern in most jurisdictions and some respondents called for a qualitative review into the matter. Respondents also suggested that more care is required in the regional areas in respect to child protection and that it is imperative that staff working in this area understand Aboriginality, culture and the historical context an impact of the forcible removal policies.

Consultations in Victoria indicated that the highest rate of child removal primarily remains with families who have a history of previous child protection or child welfare removal. A partnership between FaCS and the Indigenous Initiative Unit of the Victorian Department of Human Services' Child Protection Division, aims to provide a continuum of care and support groups for those currently in the service system.

Those consulted in the Northern Territory and South Australia expressed concern that removal is still occurring and noted that many young children are still being placed with non-Indigenous families. There are very few services available to assist young people under 18 years old.

6.4 Summary

Removal of children from Indigenous families still occurs at a much higher level than it does for non-Indigenous families.

Action to implement the Indigenous Child Placement Principle has been taken in most jurisdictions. However, children are still being placed in non-Indigenous care.

Most jurisdictions have also established a range of initiatives to support the care and wellbeing of Indigenous people in prison and juvenile justice. Over-representation of Indigenous people in these settings remains a major concern.

7. REPARATION

Whilst practical reparation has been made for the past practices of forcible removal, the issue of monetary compensation remains a controversial issue.

7.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- For the purposes of responding to the effects of forcible removals, "compensation" be defined to mean "reparation"; that the Van Boven principles guide reparation measures and that reparation comprise acknowledgment and apology; guarantees against repetition; measures of restitution; measures of rehabilitation and monetary compensation.
- Reparation be made to all who suffered including individuals, families, communities and descendants and that monetary compensation be provided under nominated heads of damage.
- COAG establish a National Compensation Fund and a Board to administer it comprised of Indigenous and non-Indigenous people appointed in consultation with Indigenous communities in each State and Territory.
- Without affecting common law rights, access to monetary compensation be subject to nominated procedural principles and that each individual be entitled to a minimum lump sum with greater amounts payable on proof of harm on the balance of probabilities.
- That Churches and other non-government organisations review their land holdings acquired or granted for the purpose of looking after forcibly removed children and in consultation with Indigenous people and land council, return that land.

7.2 Responses

The Australian Government upholds that there is no equitable way to financially compensate people affected by the removal policies, and that is more important to provide practical assistance such as facilities for family reunion and emotional health and wellbeing. To this end they have invested a total of \$117million in Bringing Them Home initiatives.

State and Territory Responses

Victoria and Tasmania appear to have approached this theme with some strategic focus, indicated by the range of commitments and deliverables. However, all States, including Victoria and Tasmania seem to have diverted from their original commitments as many of the deliverables do not match up. All jurisdictions have expressed regret. At the state/territory level all have made formal apologies and in a number of cases specific departments have apologised.

It is worth noting here that the themes of 'Reparation' and 'Acknowledgment and Apologies' have considerable overlapping areas.

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

Victoria recorded five commitments, all of which appear to overlap considerably with the theme of 'Tracing'. As a result it seems that each of the five commitments were unfulfilled, however these same commitments were recorded as delivered under other themes such as 'Education and Training' and 'Tracing'. Other initiatives that were delivered but do not correspond to the commitments included a focus on the outcome of compensation debates and acknowledgment and apology.

Victorian Government initiatives also include the announcement to create a dedicated Stolen Generations Organisation for the State with key aims to provide and ultimately assist in the development of an integrated service strategy for the Stolen Generations of Victoria, including provision of emotional well-being services such as counselling, delivered by OATSIH-funded "BTH Workers".

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

A total of nine commitments were recorded in Tasmania. Again, at first glance it would appear that only two of these commitments were fulfilled (apology and the appointment of a policy officer to develop a framework that will improve Indigenous people's access to government records). However, many of the remaining commitments have been addressed in other themes, particularly in 'Guarantees Against Repetition'. Of those unique to this theme the following commitments (which remain unfulfilled) were noted:

- Department of Community and Health Services to consolidate registers of personal files, and complete an audit of personal records at different sites.
- Review of information and counselling services provided to persons separated from their families as a result of child welfare and protection practices.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

The NSW Government committed to making reparations to individuals, families and communities by involving Aboriginal organisations and communities in the development and delivery of programs and services for Aboriginal people.

The NSW Government is currently developing and implementing a range of strategies, founded on the principle of Aboriginal engagement and negotiation. These strategies include:

- The Aboriginal Justice Agreement;
- The Aboriginal Justice Plan;
- The draft NSW Aboriginal affairs plan Two Ways Together;
- The Aboriginal Child, Youth and Family Strategy;
- The NSW Health Partnership Agreement;
- The Aboriginal Communities Development Plan; and

- Community Partnerships.

Australian Capital Territory

Source: MCATSIA (2000); Journey of Healing Network (2002).

Three commitments were noted in the Australian Capital Territory with one in particularly attracting most of government's attention. This commitment referred to the establishment of a long-term project to collate cultural information which will then be used to consider Aboriginal places for inclusion in the Australian Capital Territory Heritage Places Register. The remaining two commitments that appear to be unfulfilled are addressed in other themes (i.e. Guarantees Against Repetition) one of which is recorded as 'delivered'. The second commitment which undertakes to negotiate an Indigenous Housing Bilateral Agreement with ATSIC remains unaddressed in this and other themes.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); Journey of Healing Network (2002).

Western Australia recorded one commitment and eight deliverables. The commitment focused on the development of a Jurisdictional Justice Plan to achieve practical outcomes in Aboriginal Affairs. A range of delivered initiatives (i.e. Premier addressed Parliament to forward a formal apology, establishment of the States Records Taskforce) have an obvious cross over in other themes such as 'Tracing' and 'Acknowledgment and Apology'. In addition, the WA Government has contributed \$800,000 through the Department of Health for the counselling and support for individuals affected by forcible separation and their families who may be at risk of self harm or suicide. This is a dollar for dollar commitment for the provision of intervention services for the intergeneration effects of past governments removal policies.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSIA (2000); Journey of Healing Network (2002).

Northern Territory had 'NIL' commitments and one deliverable, which noted the Northern Territory Parliament's apology.

South Australia

Source: Department of State Aboriginal Affairs (2003); MCATSIA (2000); Journey of Healing Network (2002).

South Australia also recorded 'NIL' commitments. However three deliverables were noted:

- Has funded and initiated dialogue with groups and individual that have been affected by removal policies.
- A grant of \$70 000 has been allocated for counselling for those people affected by forcible removal.
- 'Mission Leases' in remote areas returned to Aboriginal ownership via the Northern Territory Aboriginal Land Rights Act, 1976.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSIA (2000); Journey of Healing Network (2002).

The Queensland Government is actively involved in providing personal and community history information to Aboriginal and Torres Strait Islander peoples who were subject to protection legislation.

The Queensland Government has paid \$39.9M in compensation to address claims relating to non-payment of award wages to Indigenous people during the period 1975 – 1986.

The Queensland Government has commenced a Reparations process to resolve issues arising from the historical administration of Indigenous people's financial affairs by previous Queensland governments. This Reparations Offer includes:

- \$55.4M in compensation
- an apology to each eligible applicant
- Parliamentary Acknowledgment involving a Statement in the House by the Premier on behalf of the Government and a Parliamentary Function to commemorate the occasion.
- Government Protocol to Acknowledge Traditional Owners
- The distribution of the Aborigines Welfare Fund (currently \$8.9M) to be progressed as a separate issue.

These initiatives are not directly related to issues arising from past practices of forcible removal.

7.3 Consultation

Similar to the consultations recorded in relation to the issue of Acknowledgment and Apology, many respondents felt the issue of financial compensation needed to be addressed. Many also felt that its continued domination as an issue may be impeding the delivery of improved services to individuals, families and communities affected by forcible removal.

7.4 Summary

Whilst practical reparation in the form of services for those affected by past policies has been achieved, the area of financial compensation remains controversial and unresolved. Whilst this issue may continue to be an impediment to the development of partnership approaches between government and communities to addressing the needs of individuals and communities affected by forcible removal, recent initiatives such as the consultation on the design of the 'separated childrens' artwork in Reconciliation Place, Canberra suggest that partnerships are being forged both in areas of symbolic importance as well as in the provision of practical measures.

8. ISSUES OF CONTEMPORARY SEPARATION

Bringing Them Home noted that Indigenous children are still being removed from their families at rates far higher than apply in other communities.

8.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- National Standards Legislation established the Indigenous Child Placement Principal to retain Indigenous children with their family and/or community as much as is possible.
- Legislation requires that an order for the adoption of an Indigenous child is not made unless it is in the best interests of the child.

8.2 Responses

All jurisdictions note that there is a continuing high removal rate of Indigenous children from their families for child protection reasons.

Initiatives proposed to support vulnerable Indigenous families include:

- empowering the Aboriginal Community;
- developing strategies for parenting (those who have been institutionalised from an early age often do not know how to parent appropriately);
- developing strategies for home-making;
- training in financial management skills;
- advising on how to provide positive and non-violent family environments for the growth and development of children (ibid);
- adoption of the Child Placement Principle in all jurisdiction.

State and Territory Responses

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); Department of State Aboriginal Affairs (2003); Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); Department of Indigenous Affairs (2000); Office of Aboriginal Affairs (2000); Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

Although this theme appears to be somewhat sparse in content, particularly in comparison with other themes, many of the commitments and deliverables relating to Indigenous child welfare, adoption practices and policy, child protection and foster care arrangements are covered in greater detail in other areas such as 'Guarantees Against Repetition' and 'Rehabilitation'.

The overall response from all States and Territories focused almost exclusively on the impact of the Children's and Young Persons legislation and the requirement for governments to comply with the Aboriginal Child Placement Principle. With the exception of Tasmania and the Australian Capital Territory, all other States and

Territories recorded 'NIL' commitments. Deliverables across all States and Territories within this theme focused on the Aboriginal Child Placement Principle.

The Victorian Government in 2002 announced a partnership with the Indigenous community and the Department of Human Services regarding child placement (known as the "VACCA Protocol"). In Tasmania, the Government endorsed their commitment to ensuring that children needing out of home care receive representation from Aboriginal Family Support and/or Legal services. The Australian Capital Territory endorsed a review of the Children and Young Persons Act (1999) within three years of its implementation in 2000. The Department of Education (Australian Capital Territory) has incorporated the Child Placement Principle into child protection policy and Australian Capital Territory standards for foster care. Western Australia endorsed a review process for the 1994 Adoption Act to consider Indigenous issues. The Australian Government has established a consultancy to explore best practice in child welfare. The Northern Territory and New South Wales all supported the Child Placement Principle. Queensland has incorporated the Child Placement Principle into the Child Protection Act (1999).

The responses of the jurisdictions to issues of contemporary separation include ensuring that the Child Placement Principle is present in legislation, involving Indigenous leaders in various processes and the provision of adoption options.

8.3 Consultations

Consultations in this area are largely detailed in Chapter 6: "Guarantees Against Repetition".

As reported, the continued high level of removals and the placement of children in non-Indigenous care settings remains a serious concern in most jurisdictions with little prospect of change in the short to medium term.

8.4 Summary

As noted in Chapter 6, the removal of children from Indigenous families for child protection reasons still occurs much more frequently than it does for non-Indigenous families. While action to implement the Indigenous Child Placement Principle has been taken in every jurisdiction, some children are still being placed in non-Indigenous care because of a shortage of Indigenous foster carers.

9. CONSULTATION, MONITORING AND COORDINATION

This theme focuses on the distribution of resources and funds and the accountability measures prescribed for government departments and agencies.

9.1 Bringing Them Home Recommendations

In summary, Bringing Them Home recommended that:

- COAG establish a Working Party to develop a process for implementation of the Inquiry's recommendations
- The Australian Government fund a National Inquiry Audit Unit in HREOC to monitor implementation.
- ATSIC fund peak organisations to prepare annual submissions to the Audit Unit.
- Australian Government, State and Territory governments undertake to provide fully detailed and complete information annually to the National Audit Unit.

9.2 Responses

There were no specific commitments recorded for the Australian Government with five deliverables undertaken. These were:

- All mental health and wellbeing initiatives have been implemented and integrated with State/Territory Government Aboriginal and Torres Strait Islander Health Framework Agreements Partnerships;
- Bringing Them Home National Performance Indicators Report (OATSIH, 2003)
- ATSIC to consult continuously with stakeholders regarding Link-Up;
- National archives consulting with Aboriginal advisory groups about access to records;
- National Library has established a reference group to guide its work in oral history projects.

As well, the Australian Government monitors implementation through:

- MCATSIA reporting;
- Australian Government reports to Federal Parliament;
- Departmental Annual Reports.

State and Territory Responses

New South Wales appears to have no deliverables to all five of its stated commitments. However, initiatives delivered in other related thematic areas in New South Wales must be considered (i.e. Tracing, Guarantees Against Repetition), as there appears to have been significant consultation processes undertaken. This is

also applicable to other States and Territories where delivered initiatives include thorough consultation processes and strategies (i.e. in 'Tracing' and 'Education' themes). Monitoring reports were perhaps the most common response of States and Territories to this theme, particularly for Victoria, Australian Capital Territory, Western Australia and Queensland. South Australia and Northern Territory recorded 'NIL' commitments and 'NIL' deliverables on this theme.

Victoria

Source: Department of Natural Resources and Environment (2000 and 2002); MCATSIA (2000); Journey of Healing Network (2002).

There were a total of four commitments from the Victorian State Government:

- Copies of all four Victorian Government responses to the BTH Report have been launched publicly by the Minister for Aboriginal Affairs and distributed broadly including to Victorian Koori community organisations, State and Australian Government agencies and all Stolen Generations service delivery agencies.
- The announcement to create a dedicated Stolen Generations Organisation for the State with key aims to provide and ultimately assist in the development of an integrated service strategy for the Stolen Generations of Victoria, including provision of emotional well-being services such as counselling, delivered by OATSIH-funded "BTH Workers.

Government undertakings to convene a working group to advise MCATSIA on implementation and monitoring of the BTH recommendations as well as reporting annually to parliament on initiatives and outcomes of Aboriginal Affairs were both fulfilled.

Tasmania

Source: Office of Aboriginal Affairs (2000); MCATSIA (2000).

Tasmania did not record any commitments although there was one deliverable which noted that the Office of Aboriginal Affairs completed an implementation review in 1999.

New South Wales

Source: MCATSIA (2000); Journey of Healing Network (2002).

The NSW Cabinet Committee on Aboriginal Affairs and the CEO Group on Aboriginal Affairs monitor a number of initiatives developed in response to the *Bringing them home* report. These include:

- The draft NSW Aboriginal affairs plan *Two Ways Together*;
- The Aboriginal Child, Youth and Family Strategy; and
- Community Partnerships.

The Cabinet Committee ensures that a whole of Government approach is adopted when developing responses to *Bringing them Home* and also ensures that effective partnerships with Commonwealth initiatives, such as the Community Care Trials, are supported and developed.

The Department of Aboriginal Affairs has a key coordinating and monitoring roles through:

- The provision of Secretariat support to the CEO Group on Aboriginal Affairs;
- The development of indicators and targets within the Aboriginal affairs plan, *Two Ways Together*; and
- The monitoring of Government commitments in the area of Aboriginal affairs.

Australian Capital Territory

Source: MCATSIA (2000); Journey of Healing Network (2002).

Australian Capital Territory did not record any commitments and reported four deliverables. Of these deliverables two were initiated by non-government organisations (Journey of Healing Network and Reconciliation Australia). Government deliverables were:

- Establish interdepartmental committee on implementation of BTH recommendations.
- Government reports half yearly on progress of initiatives and responses to recommendations.

Western Australia

Source: Department of Indigenous Affairs (2000); MCATSIA (2000); Journey of Healing Network (2002).

Western Australia recorded two commitments both of which appear to have been fulfilled. These were:

- ATSIC and government will assist communities with upgrades of facilities, provide essential services, manage processes and support families.
- Implementation of BTH recommendations to be monitored through the Jurisdictional Justice plan.

South Australia

Whilst South Australia did not record a commitment for this theme, they report a deliverable in terms of the formation of the Bringing Them Home Key Advisory Group which is responsible for monitoring and reporting on progress made by State government agencies against commitments to recommendations in the Bringing Them Home Report. The Bringing Them Home Key Advisory Group is responsible for monitoring and reporting on progress made by state government agencies against commitments to recommendations in the Bringing Them Home Report. This process is also in accordance with the Partnering Agreement between the Government of SA and ATSIC, signed 14 December 2001. Membership of the Key Advisory Group comprises representatives from state government agencies, ATSIC, the churches and SA Link-Up. Specific tasks of the Key Advisory Group include identification of gaps and priorities leading to the development of solutions, options and recommendations for further progress. It is also responsible for collating and monitoring progress and reporting annually to Cabinet.

Northern Territory

Source: Northern Territory Government Progress Report (2000); Transcripts from State Parliament (2001); MCATSIA (2000); Journey of Healing Network (2002). Source: Department of State Aboriginal Affairs (2003); MCATSIA (2000); Journey of Healing Network (2002).

The Northern Territory did not record commitments or deliverables on this theme.

Queensland

Source: Department of Aboriginal and Torres Strait Islander Policy and Development (2000); MCATSIA (2000); Journey of Healing Network (2002).

Two deliverables were recorded for Queensland, however there did not appear to be any specific commitments. The two deliverables were:

- ATSI policy and development department has coordinated a response with ATSI Advisory board and relevant government agencies.
- Indigenous Advisory Council is established as the peak advisory body for all issues pertaining to ATSI peoples. The Council will have ongoing roles in advising and monitoring.
- The Queensland Government's response to the Cape York Justice Study, Meeting Challenges, Making Choices, commits Queensland to an integrated approach to service delivery in partnership with communities in response to identified community needs.

Monitoring is occurring mainly through existing processes such as Inter-departmental Committees and/or Advisory Councils. Considerable consultation has occurred through the Bringing Them Home Committees.

9.3 Consultations

Whilst mechanisms for cross government coordination through MCATSIA and other Ministerial Councils are not necessarily well understood, respondents made a range of suggestions on the issue of monitoring and evaluation. These included:

- Formation of a National Taskforce, including State and Local Government representatives, to evaluate and coordinate cross-State initiatives and monitoring (although this role may duplicate the role of MCATSIA);
- Development of an evaluation framework with realistic goals identified for each program to be set up;
- Design and development of a strategy that will quantify the impact and benefit of strategies (eg. does the New South Wales model respond better to community needs than the Queensland model?).

Respondents also noted that leadership in Indigenous communities could be improved. Criticisms of current leadership in some programs and organisations highlighted the competition for personal power and influence. One respondent stated that many people in leadership roles tend to 'lock things up for their own benefit and take power for themselves rather than for their people'. Consultations also revealed that some programs have become obsolete; however, current leadership will not 'give them up'. Consultations also uncovered the need to design and implement Indigenous-specific performance Indicators rather than utilising those already in place for the Stronger Families program.

Respondents in Victoria argued that little progress has been made because of lack of leadership in both government and Indigenous spheres⁹.

Those involved in the consultations in Tasmania noted that there appears to have been insufficient monitoring for the RCADIC. Some respondents expressed concern over the perceived failure of the Australian Government to implement on-going evaluation of services and said that little consideration has been given to the increase in demand in areas outside of the original service.

Tasmanian respondents also indicated their perception that there was a lack of adequate data collection and monitoring by the State Government. They indicated that in their opinion, without adequate monitoring, it is impossible to determine whether or not there has been a positive or negative result and which services are most utilised.

Participants in the consultations in the Northern Territory commented that changes to peoples' lives are mainly measured through their repeated use of services. If clients are unhappy with the service they make complaints and this is seen as a signal of the trust people place in the organisation. In some centres, clients are asked to evaluate their own progress.

Queensland consultations also agreed that performance indicators, targets and timelines are required to assess the implementation of recommendations. It was suggested that BTH reporting should be on the COAG agenda. Queensland respondents also raised the idea of a clearinghouse to make judgements about the effectiveness and quality of the BTH program.

Respondents in more than one State suggested that State commitments were inadequate and this promoted inefficient or inadequate reporting mechanisms. Many people fear there is a possibility of cutting the BTH program altogether and some Ministerial input to construct appropriate reporting mechanisms was seen as necessary to counteract this situation.

Individual department representatives suggested ways that reporting could be linked into Australian Government/State Agreements and also included in the Aboriginal and Torres Strait Islander sections of those documents.

9.4 Summary

Concern was expressed in the consultations about the lack of scrutiny, data collection and monitoring for the Bringing Them Home recommendations by the Australian Government and State and Territories leading to vulnerability for services being maintained. Unless there is data which indicates the level of demand for

⁹ It should be noted that consultations for this evaluation occurred before the release of the Victorian Stolen Generations Taskforce Report on 26 May 2003. This report identifies a range of issues in relation to coordination and monitoring of Australian Government and State Government initiatives and provides a framework for the Victorian Government to proactively pursue the BTH recommendations .

services and their achievements, there is a perceived possibility that services will be defunded.

The perceived lack of coordination between and across initiatives at both Australian Government level and between jurisdictions has created a system which is believed to:

- Be difficult to access;
- Duplicate functions, both at the service delivery and policy level;
- Lessen the potential for positive outcomes; and
- Create competition rather than cooperation or collaboration.

There was a view that the lack of coordination at all levels has led to poor service planning, limited linkages with other relevant programs locally as well as nationally, and limited capacity to evaluate outcomes.

10. APPLYING BEST PRACTICE CONCEPTS TO INDIGENOUS PROJECTS

Identification of examples of good practice was undertaken in a number of ways in this evaluation. Literature was reviewed from local and international sources, questionnaires and surveys were circulated to appropriate organisations - government and non-government, focus groups and interviews were engaged in discussions about the issue.

A total of 119 organisations were consulted and asked to provide data and advice via the survey instrument. Those organisations that demonstrated best practice have been written up as case studies (see Appendix E).

The aim of the survey exercise was to identify current actions undertaken across the country and the key issues resulting from these initiatives. Aggregated data from the survey responses is attached as Appendix D. In this chapter the material received from the surveys in relation to best practice is summarised.

While there may be some discomfort with using the term 'best practice' when considering Indigenous issues, the survey approach has identified key elements which are common to what could be considered 'good practice' across a number of initiatives and programs. Although these are currently issue-focused, they provide a starting point for identifying the way forward (see, for example, the 1999 Best Practice Interventions in Corrections for Indigenous People or the 2002 Strategic Partners Evaluation of Partnerships Against Domestic Violence).

10.1 Findings From The Evaluation

Recognition of the Impact of Past Trauma

Hunter (1998) in an article titled 'Considering Trauma in an Indigenous Context' makes the case that recovery cannot be possible without acknowledgment and atonement. This includes the five aspects discussed in the Bringing Them Home report - acknowledgment and apology; guarantees that events will not be repeated; restitution; rehabilitation; and compensation.

Another key element required for the achievement of positive outcomes in Indigenous programs is a focus on holistic healing, viewing wellbeing in its totality, a feature of Indigenous healing which the outcomes focus of government policy can augment. Addressing grief is not simply about individual wellbeing but collective community wellbeing, supported by community development approaches.

A third key element is access to mainstream services as a component of service delivery, which also includes appropriate Indigenous specific delivery. Mainstream service delivery needs to be culturally sensitive and responsive to trauma unique in having no specific antecedent.

In a speech by Dr William Jonas, the point is made that, while there has clearly been an increase in government spending on Indigenous specific initiatives, it is not possible to replicate the level of services and expertise of mainstream service delivery (Launch

of the Social Justice Report 2001 and the Native Title Report 2001, Sydney, 17 July 2002). Further, he states that there is a need to be outcomes-based with funding going beyond 'managing' disadvantage to 'overcoming' it. (www.humanrights.gov.au).

'Appropriating' mainstream approaches can also result in good practice. Hunter provides the example of a South Australian approach to counselling based on narrative therapy that acknowledges past injustices and uses Indigenous oral traditions. This is provided by Nunkuwarrin Yunti Incorporated, a South Australian Regional Centre funded by OATSIH. She also points to a Western Australian approach, HEATwork, also conducted by a Regional Centre with OATSIH funding, which uses visual and oral methods to create 'moving stories' in reflective counselling with small groups. Of note in all the elements described above is their embracing and treatment of the trauma so that it is not seen as isolated from wellbeing, (Hunter 1998).

Wanganeen, in the Aboriginal and Islander Health Worker Journal (2001), reports that successful healing should involve:

- awareness
- identification and acknowledgment of losses
- identification and acknowledgment of emotional legacies
- reclaiming unrecognised emotional losses (e.g. sense of identity or power /trust /confidence /self-esteem /safety).

The National Association for Loss and Grief (South Australia) at the Department of General Practice at the University of Adelaide reports that Indigenous grief in traditional culture was viewed as 'live energy', which circulates negatively within the body and can manifest in diverse ways. This is an important key to understanding the need for a more holistic approach to well-being, which must recognise the historical record.

Strategies suggested to promote health and well-being include:

- 'create awareness about the impact of losses and the unresolved grief on people
- create and develop grieving ceremonies suited to today
- recreate women's business/ceremonies
- recreate men's business/ceremonies.

Suggested Good Practice Principles

A number of those involved in the consultations identified principles which should underpin good practice in the identification, planning and implementation of any project in Indigenous communities. Following is a compilation of suggested good practice principles made by various groups as noted with each point.

- Adopt a whole of government approach, which will maximise the resources and potential outcomes (Departments, welfare agencies).
- Consult with the people involved about the issues, needs and solutions. The methods for intervention should be part of the consultation (Churches).

- Involve Indigenous people in all aspects of decision-making (Churches).
- Encourage each Indigenous community to develop local solutions and share successful outcomes (Indigenous groups).
- Be sensitive to cultural issues. This may include cultural awareness training for any mainstream worker involved in the process (Welfare agencies and Indigenous groups).
- Base any work on a solidarity model (Churches).
- Ensure that the start-up time on any project is adequate for the establishment of collaborative relationships and partnerships (Welfare agencies and Indigenous groups).
- Be willing to face the severity of family distress and intergenerational outcomes (Welfare agencies and Indigenous groups).
- Monitor the effectiveness of all aspects of a project (evaluation) and maintain accountability to Indigenous communities (Churches and welfare agencies).
- Provide Indigenous staff and volunteers with appropriate and timely training and ongoing supervision and support (Indigenous groups).
- Establish all projects in ways that ensure sustainability and resilience (All groups).

Integrated Approaches

While the *'Bringing Them Home'* response has been rolled out as a separate program, survey respondents indicated that the approach could benefit from being integrated in a broader approach, as clients typically present with other mental health, substance use, and family welfare issues, in complex inter-relationship to their family history issues. Recognition of the inter-relationship between *'Bringing Them Home'* responses and other emotional and social wellbeing issues would require a focus on an integrated social health response that addresses the range of issues, such as mental health, suicide, family breakdown and substance use, alongside responses to family separations.

It was also suggested that accountability processes that allow services to report more flexibly against a range of service outputs and outcomes would assist with managing programs in ways that make sense to communities. This would also make services more accessible on the ground, as well as reducing the burden of reporting on services.

'In addition, funds could be allocated with more flexibility, to reflect the need for individual counselling and family support, and also the need for culturally appropriate models of healing, traditional healing, and links with spiritual and community values.' (Service provider)

10.2 Elements of Good Practice

Elements of good organisational practice include:

- Clear directions, planning, leadership and vision. A clearly defined organisational vision, encompassing planning and direction, is an essential base for good Indigenous practice. Sound leadership, which enables these processes to be developed, passes on confidence, pride and commitment to workers. Organisations, which display their vision and values publicly, as a snapshot, engender transparency and accountability.
- Integration of relevant services to ensure ease of access and efficient use of resources.
- Teamwork and a high quality skilled workforce. Staff training demonstrates the value placed by the organisation on the quality of their workers. Expecting staff to work in sensitive areas without training, support and supervision, sets them up to burn out or fail. The range of accredited opportunities must take into account different levels of staff needs. Opportunities for debriefing among colleagues and as part of professional supervision reduces staff turnover, due to stress-related conditions. The quality of the workforce often contributes to the success of a project. For example, having people who were themselves separated from their families as workers provides a level of understanding which ensures a high degree of satisfaction among the client group. This, backed by specialist training, provides a platform for quality.
- Flexibility and responsiveness to clients. The nature of an organisation determines flexibility. An organisation which encourages ways of working which suit the client group – in this case in a culturally appropriate manner of working – are more likely to achieve positive outcomes.
- Established networks, and a commitment to collaboration and partnerships with other key organisations. Evidence is that good links with other like-services enhances quality outcomes for service users. Memoranda of Understanding, collaboration and partnerships between organisations which provide similar and complementary services, underlines their commitment and provides a solid base for workers to operate together.
- An integrated, holistic approach. Services which address client needs through a variety of available services, which link in together, offer the user the opportunity to receive assistance from one central point.
- Effective communication systems (for example by ensuring appropriate language is used). This involves not only sound and effective internal communication but also regular meetings with similar workers from other parts of the State, Territory or country, to showcase their projects, styles and models. Workers demonstrating good practice have good communication skills. They are aware of: using language appropriate to the person they are talking to; the significance of body language and the ability to pick up on it; and the importance of respectful listening.
- Commitment from all levels of the organisation to the successful outcomes of the project.

- Sound organisational policies and procedures. Organisations with sound policies and procedures provide clarity and credibility to workers and service users, which encourages people to use the services with confidence.
- Making a demonstrated difference in the lives of those being engaged in the process/project. Actually making a difference to Indigenous peoples' lives is crucial to good practice. Ways in which this difference can be measured are through verbal feedback and observation as well as demonstration through increased participation in activities.
- Building trust. This takes time and it can't be assumed that it will just happen. Trust means that people are willing to reveal personal information and pain, in the belief that something will change as a result. This means that workers must provide a safe and comfortable environment in the physical sense as well as in the emotional sense.

10.3 Examples of Good Practice in Action

A number of respondents gave examples of interventions which had demonstrated positive outcomes in various locations. The resultant case studies (detailed in Appendix E) demonstrate good practice within the eight theme areas.

After analysis of these case studies, it is apparent that the common threads of good practice can be divided into two distinct categories, the auspice, and the client. The aspects of good practice relating to the auspice concern the durability and smooth running of the organisation. Good practice pertaining to the client involves the cultural relevance of the programs.

10.4 Factors Contributing to Project Success

In addition to good practices, a number of factors which contribute to the success of a project or other intervention have been identified through this evaluation and a close examination of the case studies. These factors can be grouped into six main themes:

About the Auspice:

- There is a history of and commitment by the auspice agency to ensuring positive outcomes.
- The specific project workers are integrated into a team of workers. Co-location of the coordinator with other workers is a distinct advantage.
- Management support is evident from the outset, including formal supervision, team meetings, availability of training and professional development, and performance appraisal.
- The auspice agency has a demonstrated commitment to and experience in the creation of community linkages and collaborative arrangements.

About Theoretical and Conceptual Frameworks:

- There is a demonstrated theoretical and conceptual framework, which articulates the complexity of the program and provides a base for action at the various levels of the program.
- The theoretical and conceptual framework is documented, regularly updated and reflected in the actions of the program.
- The theoretical framework includes an understanding of community development, action research and needs-based planning.

About the Approach:

- The approach is strategic and needs-based.
- There is a commitment to processes which are inclusive.
- There is a culture of innovation and enterprise, which is encouraged.
- The approach is proactive.

About the Decision Making:

- Decision-making is shared and creates ownership amongst key stakeholders. It also demonstrates accountability and transparency.
- The various levels of decision-making are interactive with clear delineation of roles and responsibilities.
- Decisions are based on a sound theoretical and conceptual framework and well researched through needs analysis and service mapping.
- Decisions are part of a formal strategic direction and planned approach.
- Decisions are evidence-based and utilise the data collected regularly from projects.

About the Project Management:

- There is a commitment to engaging the key stakeholders in the creation of a statement of strategic intent, and planned approach, and to taking a strategic approach to selection of projects.
- Partnering is seen as a formal process which requires commitment and dedication to mutually desired outcomes.
- There is a demonstrated ability to engage and maintain an advisory committee, which actually manages the project.
- Project processes and outcomes are thoroughly documented so that there is ongoing learning from previous experience and a building of this into best practice models.

About the Worker(s):

- The worker(s) demonstrates the following skills and expertise:
 - Understanding of how to influence systems and bring about cultural change within those systems.

- Knowledge of community development principles and their application.
- Sound understanding of the needs of the specific community
- Energetic, keen and enthusiastic.
- Well organised, systematic and thorough.
- Able to set clear boundaries and roles.
- Facilitative, not controlling.
- Able to establish credibility at different levels – clients, staff, management and bureaucrats.
- Excellent communication skills, able to establish and maintain rapport, and negotiate through potentially conflicting situations.

10.5 Summary

The themes and factors identified in this chapter in relation to good practice are, in many cases, consistent with findings on best practice in other community based human service agencies. The value of this analysis for policy and program development includes:

- Identified characteristics which are required pre and during the project for successful outcomes.
- A basis for training needs assessment.
- A framework for monitoring and support.
- Criteria for project and /or worker selection.

11. DISCUSSION AND FUTURE DIRECTIONS

The Bringing Them Home report, and the responses to it, has marked a critical point in Indigenous relationships in the Australian community. The report opened the eyes of the community to a notorious aspect of Australian history and the responses demonstrate the levels of commitment to change.

When the Bringing Them Home report was first published many churches, politicians, individuals and community groups made apologies through "Sorry Books" and events to demonstrate regret and support for the "stolen generation".

As has been reported the Australian Government has allocated \$117million for programs to address the reports recommendations.

While there have been some reported problems in the conceptualisation and implementation of the responses those who use the services value them. Existing programs need to continue, especially Link-Up, BTH Counselling services, Parenting Programs and the Social and Emotional Wellbeing Centres, It has taken time for these services to establish themselves and Indigenous communities have taken time to trust service providers. The relationships are developing and need time to be effective. However there are some major issues to address in any future funding round.

As was described in Chapter 10, best practice in project implementation is dependent on a number of consistent factors including the capacity of the auspice to support and manage the project.

In some cases even those services located in Indigenous organisations were not supported adequately. This lack of support included:

- underpaying workers
- no training, briefing or supervision
- lack of a clear commitment to the recommendations of the Bringing Them Home Report
- marginalisation of the workers and service
- looking for over qualified workers (eg psychologists) which exclude Indigenous workers.

Very few of the services could be said to have been planned strategically either at the programmatic or the service delivery level. The start-up time for these services was both short and pressured. They were new services with no models to base them on. In addition, it was reportedly difficult to find suitably qualified and experienced workers.

Future Directions

All services would benefit from:

- **training in strategic planning, management and evaluation;**
- **training and support in the development of effective supervision and de-briefing;**

- **training for counsellors and Link-Up workers who are working in highly emotional situations.**

11.1 Strategic Planning and Coordination

In each of the theme areas this report describes the various activities and services which have been funded by the Australian Government and the State/Territories. Lack of coordination is an underpinning theme. Visiting the services, the lack of planning and coordination becomes even more obvious. In a few communities where there are two or more Bringing Them Home funded services there is no communication between them.

On the other hand there are examples at both organisational and State levels of strategic thinking. In at least one or two States there is an integrated approach to service delivery with Link-Up services and counsellors working side by side (WA in particular).

The lack of strategic planning and coordination would seem to have resulted in wasted resources and lessened efficiency.

Many current Australian Government and State/Territory initiatives which are designed to strengthen individual and community capacity have a major component focused on Indigenous communities. These prevention projects include Stronger Families and Communities, Community Building, Families First, Aboriginal and Torres Strait Islander Health, Emotional and Social Wellbeing and Substance Use Programs etc. Coordination of these activities both in planning and implementation would ensure more effective results to strengthen the outcomes of Bringing Them Home. This is particularly the case for improved parenting, family functioning and community healing.

Future Directions

If it is to be provided, any future funding needs to be based on a strategic approach which supports the elements of best practice present in a number of the organisations and services described in Chapter 10 and Appendix E

There also needs to be improved coordination across departments, jurisdictions and networks of services to support sole workers. This will require a lead agency at Australian Government level and commitment from jurisdictions to ensure an integrated and strategic approach which makes this service system simple to access and navigate.

Funding to States/Territories (even when administered) should require a planned, coordinated approach that ensures efficient, secure delivery.

11.2 Communication and Promotion

When States/Territories reported on Bringing Them Home services that had been implemented, their responses often included services funded by the Australian Government. Members of the "Stolen Generation" were also confused about where services were located, who funded them, who was eligible and even what was available to them.

There is lack of communication at every level of the Bringing Them Home response. When senior public servants were asked for information on funded programs, there were some that did not know the details of their own programs and knew even less about those of other departments. States/Territories were slow in responding to requests for information and it is not clear if their responses are entirely accurate.

Documentation of service outputs and/or outcomes are also extremely limited. Some services/activities such as the Indexing Project and the National Library project are highly regarded and extremely well documented. The impact of these projects is widespread both with members of the "Stolen Generation" and the broader community. Raising awareness is the beginning of change.

However many of the other services/initiatives do not have the same level of evaluation, accountability and/or reporting.

Lack of knowledge about services can be explained for the early part of the response as services were in developmental mode. By now, however, service responses should have higher visibility both within the Indigenous communities and more broadly.

Ongoing promotion of services both assists people to access them and keeps the broader community aware of the issues. This educative process is critical.

11.3 Service Delivery Issues

The process of decision making about which services would be funded appears to have overlooked some critical issues, including but not limited to:

- The apparent exclusion of some groups claiming to represent members of the "Stolen Generation".
- Parenting services were sometimes delivered by organisations with limited knowledge of Indigenous communities.
- There is still confusion about the target groups for each of the services.

One important issue identified through the consultation (see Chapters 3 & 5) was the difficulty in attracting and engaging Indigenous men in to services. However, data from OATSIH's BTH Performance Indicators indicate that almost half of the BTH counsellors are male. The lack of their overall representation may be because of the overwhelming number of women represented as Aboriginal Health Workers.

One of the positive experiences for many members was returning to the 'country they were taken to' for reunions and/or healing time. Funding for these initiatives was provided through OATSIH's Innovative Grants. The general funding available for return to country did not include this option which was reported to be a significant healing process for those involved.

Future Directions

- **Provision of training especially for male counsellors and support workers is a major priority.**
- **Creating greater flexibility in the ways in which resources can be allocated would assist workers to find the most appropriate approach to healing.**

11.4 Future Generations

Chapters 6 and 8 both report on the current situation where the impact of the stolen generation is present for the second and even third generations. The data on child protection juvenile justice and child placement all reinforce the need for greater attention to be given to strengthening the capacity of Indigenous families and communities to rebuild their understanding of community, culture and pride. This is not a short time process and requires a more flexible approach which encourages innovations and responsiveness.

Parenting programs have been funded through a diverse range of agencies. There does not appear to be any consistency in the way in which these programs have been provided. Some of the issues raised in the consultations include:

- With the exception of the FaCS Indigenous Parenting and Family Wellbeing Program, programs were designed for the general population with few options for Indigenous people to attend;
- there was lack of cultural appropriateness reported in a number of programs;
- programs were not readily accessible at the time of need;
- there was inadequate promotion and publicity.

Most importantly there was no evidence that parenting programs were specifically designed to address the needs of the "Stolen Generation" or their children. As many of those consulted reported, "When you haven't been parented you don't know how to parent. I know how to raise a maid but not a child" (Member of the "Stolen Generation").

11.5 Role of the States and Territories

As can be seen in the report and Appendix C the various States and Territories have initiated a number of activities/services in response to Bringing Them Home. While some commitments have not been specifically addressed, there are a wide range of other initiatives which are appropriate and could address the issues nominated in the eight themes. In some cases the States and Territories have added value to the initiatives funded by the Australian Government whereas in others they have initiated new activities. For example, mental health strategies, working in the prison system, addressing child protection issues.

In addition, most of the States and Territories have conducted cultural awareness training for a wide range of public sector staff.

Educational initiatives include establishing training and educational resources and programs, employing Indigenous liaison and educational workers and preparing new curriculum.

A critical set of initiatives included reviewing juvenile justice programs and adopting the Child Placement Principle. In some cases legislation has been adapted and/or changed.

11.6 Monitoring and Evaluation

In this evaluation, there has been a reliance on anecdotal information and there have been insufficient resources to evaluate the implementation and impact of every initiative. Currently there is no capacity to look at the ways in which the various strategies/activities impact on each other. Neither is there an ability to analyse the ways in which Australian Government initiatives relate to, support and/or cut across State and Territory initiatives and vice-versa.

Because the various jurisdictions have contributed their own resources, it is difficult to ensure/enforce adequate monitoring, evaluation and/or reporting. This will only be achieved through acceptance of mutual responsibility and the commitment to improved outcomes.

Evaluation and accountability is the foundation of good practice. Any future evaluation would benefit from the application of an evaluation framework across all of the responses to identify the impact and benefits of the program.

Any future response requires the full involvement of those who will be involved in programs. Members of the "Stolen Generation", their families and communities need to feel that change is possible and that they can be part of it.

Future Directions

Evaluation and accountability is the foundation of good practice. An agreed evaluation framework applied across the Bringing Them Home response would demonstrate the impact and benefits of the program.

More realistic outcome assessment is also required. For this reason the evaluation framework should include realistic performance indicators as well as process evaluation.

A focus on improved outcomes for Indigenous communities could be the basis for sharing learnings between jurisdictions, joint action and reporting.

APPENDIX A ATTENDEE ORGANISATIONS

NORTHERN TERRITORY INTERVIEWEES (17)

DARWIN

Danila Dilba Medical Services (Counselling & Regional Centre)

State and Australian Government Departments (Link Up, Counselling, Parenting, Regional Centres)

Karu Aboriginal & Islander Child Care Agency (Link Up)

Northern Territory Stolen Generation Aboriginal Corp.- Darwin

Retta Dixon Association

Garden Point Social Club Association

Katherine

Wurli Wurlinjang Aboriginal Corporation (Counselling)

Alice Springs

Central Australian Aboriginal Congress (Counselling, Regional Centre)

Central Australian Stolen Generation and Families Aboriginal Corp (Link Up)

QUEENSLAND INTERVIEWEES (48)

Brisbane

State and Australian Government Departments (Counselling, Link Up, Archives, Parenting) Queensland Aboriginal and Islander Health Forum (QAIHF) (Counselling)

Aboriginal and Islander Community Health Service (AICHS) Brisbane (Counselling)

Ipswich

Kambu Medical Centre Ipswich Incorporated (Counselling)

Dalby/Toowoomba

Goondir Aboriginal Corporation for Health Services (Counselling)

Goondiwindi

Border Rivers Project - Mission Australia (Parenting)

Dept of Corrective Services

Youth Support - Toomelah

CDEP/Parenting participants - Bogabilla

Townsville

Magani Malu Kes (Parenting)

Queensland Health

Participants in Parenting Program

Cairns

Far North Queensland Indigenous Centre for Social & Emotional Health and Wellbeing
(Regional Centre)

Wuchopperen Health Service (Counselling & Parenting)

Mareeba

Mulungu Medical Centre (Counselling)

TASMANIAN INTERVIEWEES (15)

Hobart

State Government Departments

Australian Government Departments

Tasmanian Aboriginal Centre

Aboriginal Childrens Centre

Launceston and Burnie

Tasmanian Aboriginal Centre

Cygnnet

South East Tasmanian Aboriginal Corporation

Cygnnet

VICTORIAN INTERVIEWEES (36)

Melbourne

State Government Departments

Koorie Heritage Trust

Australian Government Departments

Stolen Generation Taskforce

Victorian Adoption Network for Information & Self Help

Victorian Aboriginal Health Service

Koorie Family History Service

Shepparton

Rhumbalara Aboriginal Cooperative_

Bangarang Elder

Jaara Elder

Wodonga

Mungabareena Aboriginal Corporation

AUSTRALIAN GOVERNMENT INTERVIEWEES (26)

AIATSIS

National Library

National Archives

NACCHO

Australian Government Departments

SOUTH AUSTRALIA INTERVIEWEES (25)

Australian Government Departments

State Government Departments

SA Link-Up

Member of Parliament

Uniting Church

Camp Coorong Race Relations Cultural Education Centre and Museum

Ceduna Koonibba Aboriginal Health Service

Goreta Aboriginal Corporation

Offenders Aid and Rehabilitation Services

Inner Southern Health Community Service

Sole Parenting Organisations

Southern Women's Health Community Centre

Metropolitan Aboriginal Youth Team

Aboriginal Women's Statewide Advisory Council Inc

Noarlunga Health Services

Aboriginal Family Support Services Inc

Nunkuwarrin Yunti

Sorry Day Committee

WESTERN AUSTRALIA INTERVIEWEES (75)

State Government Departments

Australian Government Departments

WAACCHO

Western Australian Aboriginal Community Controlled Health Organisation Inc

Derbari Yerrigan Health Service

Derby Aboriginal Health Service

Bega Gambirringu

RFDS Western Operations

Wirraka Maya Health Service

Ord Valley Aboriginal Health Service

Geraldton Family Advocacy Service

Geraldton Regional Aboriginal Medical Service

Marrmooditj Foundation Inc

Mawarnkarra Health Service

Agnowar –Aerwah Aboriginal Corporation

CMSAC (Carnavon)

SWAMS (Bunbury)

GRAMS (Geraldton)

Bega Gambirringu Health Service (Kalgoorlie)

Sorry Day Committee

Anglican Social Responsibilities Commission

Churches of Christ

APPENDIX B LIST OF ACRONYMS

| | |
|---------|---|
| ACOSS | Australian Council of Social Services |
| AIATSIS | Australian Institute of Aboriginal and Torres Strait Islander Studies |
| AMS | Aboriginal Medical Service |
| ATSI | Aboriginal and Torres Strait Islander |
| ATSIC | Aboriginal and Torres Strait Islander Commission |
| ATSLIP | Aboriginal and Torres Strait Islander Languages Initiatives Program |
| BTH | Bringing them Home |
| CEO | Chief Executive Officer |
| COAG | |
| DCS | Department of Correctional Services |
| DEET | Department of Education Employment and Training |
| DHA | Department of Health and Ageing |
| DHS | Department of Human Services |
| DAIS | Department of Administration and Information Services |
| DIMIA | Department of Immigration and Indigenous Affairs |
| EEO | Equal Employment Opportunity |
| FaCS | Family and Community Services |
| GOVT | Government |
| HandAC | Australian Government Department of Health and Aged Care |
| HIV | |
| HREOC | Human Rights and Equal Opportunity Commission |
| K | Thousand (dollar terms) |
| LAIP | Language Access Initiatives Program |
| M | Million |
| MCATSIA | Ministerial Council for Aboriginal and Torres Strait Islander Affairs |
| MOU | Memorandum of understanding |
| NACCHO | National Aboriginal Community Controlled Health Organisation |
| OATSIH | Office of Aboriginal and Torres Strait Islander Health |
| PIAC | Public Interest Advisory Centre |
| QAIHF | Queensland Aboriginal and Islander Health Forum |
| RCIADIC | Royal Commission into Aboriginal Deaths in Custody |

| | |
|--------|--|
| SACSA | South Australian Curriculum Standards and Accountability Framework |
| SAPOL | South Australian Police |
| SETAC | South East Tasmanian Aboriginal Corporation |
| SLCRC | Senate legal and Constitutional References Committee |
| SPARK | |
| TAFE | Tertiary and Further Education (College) |
| TAC | Tasmanian Aboriginal Centre |
| UN | United Nations |
| US | United States of America |
| VACCHO | Victorian Aboriginal Community Controlled Health Organisation |

APPENDIX C SUMMARY OF JURISDICTIONAL RESPONSES

Acknowledgment and Apology

Victoria

| Commitment | Response | Comments |
|---|--|---|
| Transcripts of debates on the apology motion will be distributed to Koori communities | <ul style="list-style-type: none"> Both Houses of Parliament apologised and expressed regret at the hurt past separation policies caused – 1997. (2000) all political parties signed a message in newspapers detailing their support of reconciliation and acknowledgment of the Stolen Generations. Victoria Police acknowledged their role in enforcing removal policies committed to work in partnership with the Koori community and launched an Aboriginal Policy statement. | <p>No specific documentation on distribution of transcripts of Koori communities</p> <p>The Victorian Government Response to Bringing Them Home, 17 November 1997 (p11) states that "...Aboriginal Affairs Victoria will be publishing the transcripts of the full debates from both Houses on the apology motion for free distribution to Koori communities throughout Victoria." This was undertaken.</p> <p>The Victorian Government Response to Bringing Them Home, November 1998 (p3) states that "...Copies of the transcripts of the Victorian Parliament's apology motions and debates have been published and distributed free to all Victoria Koori organisations. Copies of the motion have also been widely distributed to the public."</p> |
| NIL | <p><u>Non-Government Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> The uniting church, Anglican and Catholic church apologised. | |

Tasmania

| Commitment | Response | Comments |
|---|---|----------|
| Police to extend acknowledgment and apology after consultation with appropriate agencies. | <ul style="list-style-type: none"> Government apology in 1997 included all government departments, including the police. | |
| Presentation of a parliamentary motion of apology to the ATSI people. | <ul style="list-style-type: none"> Presented a motion of apology to Aboriginal people in 1997 that received all party support. Expressed regret at hurt caused by removal policies and reaffirmed commitment to reconciliation. | |

New South Wales

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> In 1997 the Premier was the first government head to apologise to the Aboriginal people for forcible removal policies. Reaffirms commitment to reconciliation. Police, Justice agencies, Juvenile Justice department and Community Service Department, NSW Health and Aging and Disability department also apologise for past policies. | |

Australian Capital Territory

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> Government participated in 1998 National Sorry Day. Government presented signed Sorry Books to an Indigenous delegation. The Chief Minister attended the "Honour the Grief" ceremony and Indigenous flags were flown in the main thoroughfares. ACT Legislative Assembly gave one of the first apologies. | |

Western Australia

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> Parliament apologized for past policies that removed children from their families and expressed regret for the hurt caused. Recognition that policies caused pain for several generations. Police acknowledged and extended apology for their role in the removal of ATSI children. | |
| NIL | <p><u>Non-Government:</u></p> <ul style="list-style-type: none"> The president from the Australia conference of Leaders of Religious Institute from Australian Catholics Bishops Community issued an apology. National assembly of Uniting Church issued detailed apology to Aboriginal people in 1998. | |

South Australia

| Commitment | Response | Comments |
|---|--|----------|
| Attempts will be made to take the apology to all Aboriginal communities by the division of state Aboriginal affairs | <ul style="list-style-type: none"> Apology made by the Premier and Minister for Aboriginal affairs for past mistakes and includes any police action in 1997. All parliaments apologised to Aboriginal communities for mistakes of the past. Report published by SA department of Human Services "The Removal of Many Children". | |
| NIL | <p><u>Non Government:</u></p> <ul style="list-style-type: none"> Uniting Church has Indigenous employment policy of 2% and has employed 80 people to date in 1999. | |

| | | |
|--|---|--|
| | <ul style="list-style-type: none"> The Uniting Church apologised in 1997 for forcibly removing children and the subsequent emotional, communal cultural de-construction. National Sorry Day is celebrated every year with this event being organised by Journey of Healing. | |
|--|---|--|

Northern Territory

| Commitment | Response | Comments |
|--|--|----------|
| Government will maintain dialogs with the NT Stolen Generations Aboriginal corporations and other groups to maintain support for the Stolen Generation | <ul style="list-style-type: none"> Government presented a parliamentary motion of apology to people who where removed from their families (2001). Recognised loss and trauma of removal policies. Expressed regret for certain aspects of the policies that resulted in the Stolen Generation (2000). | |

Queensland

| Commitment | Response | Comments |
|---|--|--|
| QLD's submission to the enquiry will be published. This will provide extensive information about the nature and extent of forcible removal policies | <ul style="list-style-type: none"> 1997 parliament expressed regret for the hurt suffered by the ATSI people who were forcibly removed. In 1999 parliament passed a further motion apologising to ATSI people for the removal policies. On 26 May 1998 the Government passed a motion apologising to the Aboriginal people on behalf of all Queenslanders for the past policies under which Aboriginal children were forcibly separated from the their families and expressed deep sorry and regret at the hurt and distress that the policies caused. | No evidence of QLD submission to the enquiry being published |

Australian Government

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> In 1999 both Houses of Federal Parliament endorsed the Governments Motion of Reconciliation. Through the Motion of Reconciliation the parliament expressed regret at the injustice and hurt suffered by Indigenous Australians as a consequence of past practices. | |

Family tracing and reunion

Victoria

| Commitment | Delivered | Comments |
|---|---|----------|
| <p><u>Koorie Family History Service</u></p> <p>Government will fund the establishment of a Koorie Family History Service over 3 years. The service will assist Koori communities trace their families.</p> <p>Koori outreach program for JJ and adult prisoners.</p> <p>Funding for the Koori Family History Centre will incorporate funds for a genealogist.</p> <p>Government will engage the services of knowledgeable Koori people & experts as part of the Koorie Family History Service's operation.</p> | <ul style="list-style-type: none"> • Funding over 3 years for the Koorie Family History Service. • Koorie Family History Service launched in 2001 (First Step Shop). • 390K over, 3 years for the Koorie Family History Service (2000). • Koorie Family History Service will undertake many of the tasks associated with research & documentation, which will enable Link up to focus on its counselling & support efforts | |
| <p><u>Archives Digitisation Project</u></p> <p>Public Record Office Victoria will consult Australian Archives on waiving copying fees for Koori people tracing their families.</p> <p>"Train the trainer" proposals are being considered as part of the implementation process</p> <p>2 Koori archivists will be trained by Public Records Office Victoria, with funding from the Aboriginal Employment (60k – over 2 years)</p> <p>Koorie Heritage Trust's role will be enhanced through the proposed digitising of relevant Koori records held in State & Government archives onto CD-ROM</p> | <ul style="list-style-type: none"> • Public Record Office Victoria will train Koori archivists to support initiatives to make Koorie Heritage Trust a place of research for the Governments records • Koori Heritage Trust developed search aids • DHS archival service completed 'finding aid'. | |
| <p><u>Victorian Koorie Records Taskforce</u></p> <p>A forum will be convened in 1998 to establish a Records Taskforce & protocols between Public Record Office Victoria & Koori community (30k).</p> <p>Development of protocols between Public Record Office Victoria and Koori community.</p> | <ul style="list-style-type: none"> • Victorian Koorie Records Taskforce receives secretariat support from Public Records Office Victoria, membership comprised of government, community and church. • Community forums facilitated across Victoria in 2001 and 2002. • Published Guide "Finding Your Services and Resources to help Koori's Access their records. • Record preservation workshop for non- government agencies conducted in 2001. • Summary report completed (2002). • Project to produce a detailed records location and access | |

| Commitment | Delivered | Comments |
|---|---|----------|
| | <p>requirements guide to assist record location for Victorian searchers to be completed May 2004. To be placed online and in hardcopy.</p> <ul style="list-style-type: none"> Project to provide advice to government on enhancing records access to be completed in 2004. | |
| <p><u>Koori Oral History Program</u></p> <p>Government will provide additional funds to the Koori Oral History Program to enable recording of stories of persons forcibly removed from their families</p> | <ul style="list-style-type: none"> \$100,000 for recording testimonies project (2000 - 2003) and consideration of extension to 2004. | |
| <p><u>Indexation Projects</u></p> <p>Indexation projects aimed at collating 'name level data' will be conducted after older, manual collections are transferred to the State Archives.</p> | <ul style="list-style-type: none"> Many Victorian records are held by National Archives who have undertaken an indexation project, staffed by Indigenous workers. | |
| <p><u>Link-Up</u></p> <p>Additional funding sought from Australian Government for Link-Up Victoria program.</p> | <ul style="list-style-type: none"> Examining strategies to ensure linkage of family tracing, reunion and support services with Link-Up. Inclusion of Link-Up coordinator in Stolen Generations Taskforce. | |
| <p>Employ Koori debriefing community counsellor (regarding National Inquiry).</p> | <ul style="list-style-type: none"> \$142,218 committed in 2000 for Koori debriefing community counsellor worker, report provided by VACCA in 2002. | |
| <p>Information package "Guide to non-government organisations" to be developed (DHS Mental Health Branch).</p> | <ul style="list-style-type: none"> Under development (2000). The "Guide to Non-Government Organisations" will be in the form of a database & be distributed to appropriate agencies. The "Guide to Non-Government Organisations" will incorporate procedures related to Minimum Access Standards | |
| <p>Victorian Aboriginal Child Care Agency (VACCA) planning and service redevelopment for programs that impact those affected by separation policies.</p> | | |

| Commitment | Delivered | Comments |
|---|---|----------|
| Employment of trainee counsellors under the Koori Services Improvement Strategy. | NIL | |
| Koori Recruitment and Career development strategy to priorities training of archivists, counsellors and workers in MH and protection. | NIL | |
| NIL | <p><u>Other Initiatives Delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> • Prototype of 'out of home care' completed and piloted. • Aboriginal Affairs Victoria provided dollars for development of regional indigenous cultural centres and keeping places. • DHS culturally sensitive training (on-going) resources allocated. • DHS implemented privacy principles. • Victorian Aboriginal Community Controlled Health Organisation (VACCHO) appointed a spiritual and wellbeing policy officer. | |

Tasmania

| Commitment | Response | Comments |
|---|--|----------|
| Establishment of State Records Taskforce. | <ul style="list-style-type: none"> • Established State Records Taskforce – report provided in 1999. | |
| Archives office to consider indexing records. | <ul style="list-style-type: none"> • Files on students now kept in education unit. • Guidelines for access information amended to include Aboriginal people. • Consolidated indexes and registers of personal files. • Produced extensive guide about consulting original documents for general genealogical research. • Archives Office provides access to all non-restricted records. | |
| Provision of first stop shop (for 6 months). | <ul style="list-style-type: none"> • Archives offices become 'one stop shop'. | |
| Policy officer to advise government on policies for provision on records in government departments. | <ul style="list-style-type: none"> • Appointment of Policy officer. • Developed policy framework and protocols | |
| | <p><u>Other Initiatives delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> • Aboriginal Health Forum established (1998) for MH issues. • Department of community and health services initiates' discussion with TAS Aboriginal centre to establish Family | |

reunion programs.

- Organised several re-unions (TAS aboriginal centre).

New South Wales

| Commitment | Response | Comments |
|--|---|----------|
| <p><u>Commemoration, History and Culture</u></p> <p>The NSW Government will work with Elders from Aboriginal communities to record oral histories, in consultation with agencies such as the Australian Institute of Aboriginal and Torres Strait Islander Studies.</p> | <p>The National Parks and Wildlife Service, as part of its Aboriginal Place Program, has undertaken to record Aboriginal people's oral histories and has developed guidelines and case-study based models for recording and mapping Aboriginal oral histories.</p> | |
| <p>The Government will also work with Aboriginal Elders to record the languages and histories of communities and to protect the cultural heritage of Aboriginal people. Five communities will be undertaken to record Aboriginal languages.</p> | <p>The NSW Government has also established a NSW Aboriginal Languages Research and Resource Centre which provides support to Aboriginal communities seeking to preserve, revive or strengthen local languages.</p> | |
| <p>The Department of Aboriginal Affairs will convene a records working group, the Records Access Taskforce, to analyse the recommendations from <i>Bringing them home</i> and develop a strategy for improving records access in NSW.</p> <p>A moratorium on the destruction of records will stay in place until the Taskforce has completed its work.</p> <p>The NSW Government will establish a 'One Stop Shop' that will enable Aboriginal people to access records about themselves or their families.</p> | <p>Reconvening the records taskforce remains a priority for the NSW Government.</p> <p>The moratorium on the destruction of records remains in place.</p> <p>The One Stop Shop remains a priority for the NSW Government.</p> <p><u>Other initiatives delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> • Let of common guidelines for records access completed. • Records access taskforce convened – launched connecting Kin Project (1998). • Special preservation Project commenced (1997) \$103K over 2 years. • State records (NSW) released Guide to NSW Archives. | |

Australian Capital Territory

| Commitment | Response | Comments |
|---|---|----------|
| <p>MOU between government and ATSIC</p> | <ul style="list-style-type: none"> • Adoption information service gives access to government | |

| Commitment | Response | Comments |
|--|---|----------|
| to facilitate tracing and reunion services for Indigenous people. | <ul style="list-style-type: none"> records. Department of health provides supervision for two trainee Indigenous MH workers. Implementation of funding for Indigenous Community education through Link-up and AIATSIS Family History Unit. Implementation of funding for Link-up and AIATSIS Family History Unit. Finding guide to records prepared. AIATSI studies undertake family history research and tracing, outreach and training. | |
| ACT Cultural centre to open in 2002. | <ul style="list-style-type: none"> Language centre established (Ngunnawal). Language development centre opened (Wiradjuri). Aboriginal Cultural Map developed. Australia for reconciliation arrange workshops. Cultural camps for young people at risk funding. | |
| Funding for recording and administration of testimonies. | <ul style="list-style-type: none"> National Library of Australia project to record testimonies nearing completion. Priority given to heritage projects that record testimonies. | |
| Implementation of new record management regime to avoid over reliance on freedom of information. | <ul style="list-style-type: none"> Government drafts Territory Records Bill 2002. | |
| | <p><u>Other initiatives delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> Training of BTH counsellors funded at Winnunga. Aboriginal Heritage Liaison officer employed. | |

Western Australia

| Commitment | Response | Comments |
|--|--|----------|
| <p><u>Records Taskforce</u></p> <p>Records Taskforce will consider advising Govt to enter into a memorandum of understanding with other govts for dealing with interstate enquires & transfer of records.</p> | <ul style="list-style-type: none"> WA Records Taskforce established in may 1998. | |
| Records Taskforce will consider ensuring that Indigenous Language Centres have the capacity to be repositories of personal info for Aboriginal persons who have chosen to place this info in their care. | <ul style="list-style-type: none"> Records Taskforce has no responsibility for the language centre. 6 Regional Language Centres funded by the Australian Government through ATSIC are currently operating in WA. | |
| Records Taskforce will consider options for preserving significant records by microfiche or other technologies eg CD ROM. | <ul style="list-style-type: none"> The Records Taskforce has nothing to do with options for preservation of records. The Department of Community Development (formerly Dept of Family & Children's Services) has the old Native Welfare Records and has | |

| Commitment | Response | Comments |
|--|--|----------|
| | preserved all these old microfilmed records onto CD for ease of access and preservation purposes. At not time does DCD destroy any client records. The State Records Act (2000) and a Premiers Circular 14/98 also covers this area for all other Government Departments. No Aboriginal records are to be destroyed without the permission of the Chairperson of the State Records Taskforce. | |
| Records Taskforce will consider the minimum access standards recommended in "Bringing Them Home" Report, taking account of relevant legislation & regulations. | <ul style="list-style-type: none"> Department of Aboriginal Affairs Archival & Research Service assists access to record collections that are held in the WA State Archives. With the establishment of a state of the art computer system which houses these preserved records the improvement in the provision of family history information has changed from 18 months to less than 45 days. | |
| Other relevant churches & non-govt organisations will also be invited to join the Records Taskforce as records sources are identified. | <ul style="list-style-type: none"> Establishment of a Joint Records Taskforce with government & non-government organisations and people. | |
| Records Taskforce will consider, at the request of an Indigenous community, sponsoring negotiations between Govt, church & other non-govt agencies & Indigenous language centres for the transfer of historical & cultural information. | <ul style="list-style-type: none"> Records Taskforce, comprising of experts from Department of Community development, Aboriginal Affairs Dept, Library and Information Services of WA met for the first time in May 1998. The Records Taskforce encompasses members from the non-government sectors. | |
| Records Taskforce, when developing and managing indexes & finding aids, will give special consideration to the personal and cultural circumstances relevant to records of Aboriginal persons and their history. | <ul style="list-style-type: none"> Establishment of WA Records Taskforce to recommend methods of preserving & indexing records. Records Taskforce established to coordinate access to records relating to Indigenous and non-Indigenous people and children who have been removed from their families. | |
| Records Taskforce, when developing & managing indexes & finding aids, will incorporate the requirements of privacy legislation. | NIL | |
| <p><u>Family Information Records Bureau</u></p> <p>\$800,000 allocated by the State to Department of Community Development for improvement to records and information management systems and establishing the Family Information Records Bureau.</p> <p><u>Aboriginal Affairs Department</u></p> <p>\$200,000 to the Aboriginal Affairs Department (AAD) to contribute to the expansion of their regional network throughout the State.</p> <p><u>Recurrent funding</u> totalling \$551,000 (\$391,000 to FACS and \$160,000 to AAD) will occur in subsequent years until the year 2001.</p> | <ul style="list-style-type: none"> DCD and DAA enter into an MOU in 1998 to clarify the respective roles and responsibilities of both DCD and DAA in relation to the operations of the Family Information Records Bureau (FIRB). FIRB provides a 'first-stop-shop' to assist Aboriginal people to search for their family history information held by other departments and agencies from one central point. FIRB provides the mechanism through which Aboriginal people will access information about their family history. FIRB acknowledges the need to maintain confidentiality throughout the process for both the client and third parties. Access to family information provided through the 55 locations of DCD offices and AAD expansion of regional offices from 7 to 23. | |

| Commitment | Response | Comments |
|--|---|----------|
| <p><u>Australian Government and State funding</u> for Link-Up and counselling services.</p> | <ul style="list-style-type: none"> AAD negotiate with the South Australian Museum, to obtain copies of the Norman Tindale collection of genealogies, photographs and journals relating to the Indigenous people of WA. AAD promote awareness of the family history service throughout the State of WA. AAD engage a researcher to construct and develop genealogies for the Noongar families of the South-west of Western Australia. AAD provides a collaborative facilitation role to develop a Link-up service model to progress the provision of counselling services to support family history information. Establishment of a Working Party consisting of Senior Government Officers to develop an appropriate link-up service model to maximize coverage and to avoid duplication of services. Service model covers the provision of family information and the establishment of family tracing and reunion services and the Indigenous mental health and well-being services (Recommendations 21-27, 30, 33). Model to increase access to services, linkages between services and coordination of initiatives to ensure all regions have access to the full range of services required. | |
| <p>Of the \$200,000 allocated to the Aboriginal Affairs Dept, \$160,000 will be recurrent. In subsequent years, \$440,000 allocated to the Family Information Records Bureau will be recurrent.</p> | <ul style="list-style-type: none"> Commitment out of date | |
| <p>Of the \$800,000 to the Dept of Family, \$400,000 will go to Family Information Records Bureau & counselling support services.</p> | <ul style="list-style-type: none"> Commitment out of date | |
| <p>A brochure listing historical photographic collections containing images of Aboriginal people will be produced to assist access to family histories.</p> | NIL | |
| <p>People recording testimonies will retain ownership of the information & have a number of options available with regard to the use of this info.</p> | NIL | |
| <p>WA Govt will negotiate with relevant Australian Government agencies for resources to train & employ Aboriginal people as family reunion workers to develop community genealogies & provide Indigenous community education on history of forcible removal.</p> | <ul style="list-style-type: none"> The MOU to provide Family Tracing, Reunion & Counselling Service reflects an administrative arrangement that will facilitate the introduction of a collaborative service network for ATSI families. WA Office of Aboriginal Health & ATSIC signed a MOU to provide Family Tracing, Reunion & Counselling Service as part of the "Building Solid Families' program. | |
| <p><u>Oral History Project</u> The Oral History Project will provide an</p> | <ul style="list-style-type: none"> Oral history project established by the Centre for Indigenous History & Arts at the University of WA with the | |

| Commitment | Response | Comments |
|---|---|----------|
| opportunity for people affected by forcible removal policies to record their experiences. | <p>Department of Aboriginal Affairs.</p> <ul style="list-style-type: none"> Funding of oral history projects at 2 language centers (1999 – 2000). Federal Regional Arts allocated \$185,000 to the Oral History Project to establish a functional & appropriate Indigenous oral history service. Oral History Project established by Centre for Indigenous History & the Arts at University of WA with Department of Aboriginal Affairs and has support by 6 Aboriginal Language Centers funded by ATSIC. Oral History Project established to increase profile of oral history within an arts context & recognition of the vital part that oral histories play in the presentation of the arts. | |
| <p><u>Support and Counselling</u></p> <p>Access to counselling resources will be provided as needed during the tracing & reunification process.</p> | <ul style="list-style-type: none"> Department of Aboriginal Affairs WA has partly funded family reunion for families residing in Port Headland & Adelaide to Pilbara area. Reunification services are planned for other areas. Department of Aboriginal Affairs re-established an expanded Senior Aboriginal Officers' Group that will have a watching brief on development of programs to provide family tracing & reunion & counselling. | |
| Provision of support & counselling is being considered & requires input from Aboriginal communities to determine the most effective method of providing these services. | <ul style="list-style-type: none"> A meeting of key Aboriginal representatives of relevant Australian Government & WA agencies has been convened to progress coordination of support & counselling. Aboriginal Affairs Dept has established strong partnerships with SA & QLD Link-Up services. Expressions of interest being sought from Aboriginal organisations to work with existing service providers to deliver information & support. WA Government is negotiating with Aboriginal representatives & the Australian Government in relation to the most appropriate model for support & counselling services. | |
| <p><u>Preservation of Records</u></p> <p>A circular will be sent to all State Government agencies directing future preservation of all records relating to Indigenous people or Indigenous/non-Indigenous children who are removed from their families for any reason</p> | <ul style="list-style-type: none"> A circular was sent by the Premier in 1998 and has since been taken over by the State Records Act 2000. | |
| <p><u>Regional Offices and Centres</u></p> <p>Aboriginal Affairs Dept to increase number of regional offices from 7 to 23.</p> | <ul style="list-style-type: none"> Department of Aboriginal Affairs regional offices went from 7 to 23 promoting. | |
| Aboriginal Affairs Dept to provide a link between Aboriginal people seeking family histories & its 7 regional offices, which will be increased to 23 in 1998/1999. | <ul style="list-style-type: none"> Regional Department of Aboriginal Affairs units offer a link to its network. Offices increase awareness of service & process of tracing. Similar service provided by regional offices of Department of Community Development. Several choices for people in making their first point of contact with the tracing service - the Aboriginal Affairs Dept's 7 regional offices & Dept of Community Development's regional offices. | |

| Commitment | Response | Comments |
|--|---|----------|
| Aboriginal Affairs Dept's regional offices will be able to raise awareness of the service, provide info about the tracing process, assist people in completing the application form for the Bureau & refer people to support & counselling services. | NIL | |
| Australian Government Govt will fund expansion of the network of regional centres for emotional & social well being to ensure counsellors have appropriate level of professional support & devt. | NIL | |
| Family Information Records Bureau will provide a link between Aboriginal people seeking family histories & its regional offices. | NIL | |
| <u>Education, Training and Trainee-ships</u> 6 cadetships & 6 traineeships to be established at Health Dept WA. | <ul style="list-style-type: none"> Aboriginal Affairs Dept has employed Aboriginal trainees in areas of records management, library services & family history. | |
| Dept of Training will collaborate with training providers & utilise Aboriginal consultative mechanisms across the vocational education & training & employment sectors. | | |
| The Dept of Training proposes to undertake a feasibility analysis & identify & institute trainee-ships & scholarships relating to Indigenous archivists, genealogists, historical researchers & counsellors. | NIL | |
| <u>Prisoners</u> WA will monitor progress in NSW's Transfer of International Prisoners Act in considering relevant legislation for WA. | NIL | |

South Australia

| Commitment | Response | Comments |
|--|---|----------|
| \$150K for additional staff over 2 years for microfilming/imaging program and development of material to be accessible via the Internet. | <ul style="list-style-type: none"> \$150K provided for 2 additional staff for indexing work. | |
| DHS to negotiate MOU with churches and non government organisations regarding minimum access standards and principles. | <ul style="list-style-type: none"> Link-up develops MOU with Lutheran Archives, Births, Deaths and Marriages, State Library, State records and National Archives. Link-up negotiating with churches and non government agencies. Link-up establishes cultural support group. | |
| DHS to develop strategic plan for funding of tracing and reunion services. | <u>Department of Human Service:</u> <ul style="list-style-type: none"> DHS reconciliation plan 2002-2003-04-01 office of ATSI Health Service created 8 Aboriginal MH worker positions. Plan was signed by prominent Aboriginal Elders and DHS executives in 1999. Plan assists Indigenous and organisations to provide | |

| Commitment | Response | Comments |
|--|--|----------|
| | <ul style="list-style-type: none"> structure too give health and wellbeing support to people who want access to family reunion Privacy committee investigates privacy issues. Link-up service commended in 1999. | |
| DHS to address cross-border freedom of information protocols with NT. | NIL | |
| Conduct further work with churches to improve access to their records. | <ul style="list-style-type: none"> Lutheran archives and Catholic church have published guides to their records. | |
| DHS to improve access to records and include indexing and preservation of records. | <ul style="list-style-type: none"> DHS submits funding proposal to establish an Aboriginal records access centre. DHS is developing statements of reconciliation to be distributed throughout government departments Records taskforce in embryonic stage. (2000) Negotiations conducted guidelines to identify records. | |
| NIL | <p><u>South Australia State Records:</u></p> <ul style="list-style-type: none"> State records developed name index. DHS facilitates access to records via Link-up. DHS working towards improving access to records including indexing and preservation. State records have produced publications that include a guide to records. State records signed MOU with Link-up to assist in provision of an access service. Review of state records act. State records council approve a special General Disposal schedule that ensures the preservation of records relating to Native Title until 2004. | |
| SA parliament enacted the International Transfer of Prisoners Act and awaits other states/territories before commencing operation. | <ul style="list-style-type: none"> Parliament enacted International Transfer of Prisoners Act 1998. | |
| SA Government to support community funders of recording testimonies through facilitation of meetings. | NIL | |
| | <p><u>Other Initiatives delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> Arts SA conducts a family History workshop at Northfield Women's Detention centre. ARTS SA developing a family history workshop for male prisoners at Yatala. The LAIP has funded Yaitya Warra Wogli which has allowed for its expansion. | |
| NIL | <p><u>Museum:</u></p> <ul style="list-style-type: none"> Established relationship with Births, Deaths and Marriages and various church groups to assist with | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <p>obtaining records.</p> <ul style="list-style-type: none"> • Museum and Arg Irititja MOU for transferring records back into Aboriginal hands. • Museum employs Indigenous Archives access officer. • SA museum establishes cultural or keeping places through overreach program. • SA Museums Indigenous services returns genealogical and photographic materials. • Aboriginal Family History Unit incorporated into the Indigenous Information Centre | |
| NIL | <p><u>Law Enforcement:</u></p> <ul style="list-style-type: none"> • DCS facilitates access to records to people who are genuinely researching records if forcible removal occurred. • SAPOL follows archival procedures in accordance with state and national practices • Any police Commissioner relating to Aboriginal persons is retained. | |
| NIL | <p><u>Department of Administration and Information Services:</u></p> <ul style="list-style-type: none"> • Funded 2 Aboriginal project workers at state records. • Produced a publication entitled 'A Flower of a Few Blankets' which is an administrative history of Aboriginal Affairs in SA. • Index of 67,000 names developed along with a video of how to access records for Aboriginal people. | |
| NIL | <p><u>Link-Up:</u></p> <ul style="list-style-type: none"> • Process interstate record enquires. • Formed relationships with NGO's and government departments eg ATSIC, CentreLink, National Sorry Day Committee and BTH Community Counsellors. • Provides ongoing family tracing and reunion services, along with implementing support groups and education programs. | |

Northern Territory

| Commitment | Response | Comments |
|---|--|----------|
| Considering access to government records. | NIL | |
| | <p><u>Other Initiatives delivered but not corresponding to a commitment.</u></p> <ul style="list-style-type: none"> • \$30 000 to the NT Stolen Generation Corporation to employ a project officer to catalogue and make available records. • Protocols in place for the transfer of copies of documents between states. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> Implemented strict guidelines for storage and access to records. NT archives & Territory Health Services agreed on access to adoption records. NT Archives gives advice on preservation of records & also holds some church records with access being determined by the churches. NT Archives Service is designated contact for searchers, except for births, deaths & marriage certificates. NT Archives Service will consider applications for records and the establishment of repositories to indigenous communities. NT Archives Services have cultural awareness training. NT Archives Services provides preservation services to non-government agencies. Supports for some agencies through funding and established communication protocols with these agencies. The NT Archives Service has an oral history unit. The NT International Transfer of Prisoners Act, 2000, was established. The registry of Births, Deaths & Marriages provide half price certified certificates and additional access to records is free. The Registrar General's Office - Births, Deaths & Marriages holds relevant records, the Aboriginal Population record that has been transferred to disk. Strict guidelines for the retrieval of relevant government documents where access is allowed for a stolen generations researcher if they are verified as bonafide. Will not allow the destruction of records that may have relevance for the Stolen Generations and refers people to other agencies. | |

Queensland

| Commitment | Response | Comments |
|---|--|----------|
| Department of Aboriginal and Torres Strait Islander Policy is working toward establishing an Oral History Project to include the collection & preservation of stories of ATSI people. | <ul style="list-style-type: none"> Australian Government Govt has announced additional funding to establish a national network of family link-up services. | |
| The Communities & Personal Histories Branch is progressing the recommendations in the area of management of records of Indigenous people who are forcibly removed. | <ul style="list-style-type: none"> Dept of Aboriginal and Torres Strait Islander Policy partnered with Griffith University to develop a database to document all Indigenous removals. Dept of Aboriginal and Torres Strait Islander Policy is supporting a resource officer to undertake the Graduate Diploma of Science, Archives & Records, at Edith Cowan University. Australian Government Govt has announced funding to enable indigenous people to tell their story of family separation through an oral history project at the National Library. Govt convened the inaugural meeting of the Records | |

| Commitment | Response | Comments |
|---|---|----------|
| | <p>Task Force in 1999.</p> <ul style="list-style-type: none"> Records Task Force is assessing access policies of various agencies & compiling information to create a guide to agencies holding records relating to indigenous peoples. The Communities & Personal Histories Section undertakes the functions of the Records Taskforce. The Community & Personal Histories Unit & Link-Up provides a 'first stop shop' for people seeking info about Indigenous family history. The Community & Personal Histories Unit has repatriated copies of govt records to community keeping places & museums. <p>Additional points</p> <ul style="list-style-type: none"> Community and Personal Histories provides training in family history tracing using government records to Link-Up staff 95% of all Departmental records have been arranged and described 25,000 files have been indexed for personal details including all removal records 25,000 personal files and 400,000 financial records have been digitised and indexed The Queensland Joint Records Taskforce has initiated combined agency stalls at NAIDOC to improve community awareness of archival services. | |
| State Library of Queensland's Indigenous Library Services Branch provides a range of services including family history research. | <ul style="list-style-type: none"> The ILS has undertaken a number of major indexing projects to assist Aboriginal and Torres Strait Islander peoples trace their family history. Projects include: the indexing of the Tindale genealogies for QLD, compilation of the Don Cameron Indigenous military index, index to the Margaret Lawrie (Torres Strait) collection. The State Library is actively engaged in establishing Indigenous Knowledge Centres in remote Indigenous Communities to assist residents of these communities to gain access to the internet and other information resources. | |
| While Qld has progressed a number of the recommended activities, further consideration will be given to the recommendations in the context of structures & links with churches & non-govt agencies. | NIL | |

Australian Government

| Commitment | Response | Comments |
|---|--|----------|
| National Library project to undertake four year project of interviews | <ul style="list-style-type: none"> Interviews preserved in analogue and digital audio format and transcribed. 31 interviews conducted as part of pilot phase. 300 interviews completed National Library completed an oral history project. | |

| Commitment | Response | Comments |
|---|--|--|
| Australian Government to urge states and territories to undertake indexing and preservation work. | <ul style="list-style-type: none"> Indexing teams operating since 1998. Indexing is entered on searchable data base. Australian Government placed a freeze on the destruction of records. Australian Government encourages states and territories to freeze destruction of record Oral history project to result in a published book. | Australian Government wrote to non-government agencies, including the churches |
| \$1.6million will be provided for recording of testimonies. | <ul style="list-style-type: none"> \$1.6 million allocated to National library for recording of testimonies. 2 million over four years to National Archives for improving access to records (including indexing). Client file management information system and subsequent training provided. | |
| \$11.25 million will be provided over 4 years to expand NSW and QLD Link-up services and to establish Link-up in other jurisdictions. | <ul style="list-style-type: none"> ATSIC undertook pilot project (1999) to provide additional family tracing services. MOU between COM, ATSIC and WA health department to establish Link-up service in (2001). Link-up service in SA established (1999). \$11.25 million (over four years) committed to link-up services. \$63 million committed to package to address family reunion. Purchase and installation of IY equipment for Link-up. Provision of additional funding to Link-up programs until 2006. \$17 million provided for counsellor (educational and support) positions for Indigenous emotional and social wellbeing centres. Department health and aging funded "Healing Summit" (2001). | |
| Australia archives to publish detailed finding aids | NIL | |
| | <u>Other Initiatives delivered but not corresponding to a commitment.</u> <ul style="list-style-type: none"> Funding provided to Australia ATSI studies | |

Rehabilitation

Victoria

| Commitment | Delivered | Comments |
|---|--|----------|
| DHS to hold discussions with VACCHO to develop strategies/programs for survivors of forcible removal. | NIL | |
| Maternal & Child Health service outreach service to merge with new enhanced theme visit services. | <ul style="list-style-type: none"> 3 year evaluation of M and CH services underway. Mentor scheme (parenting). Enhancements implemented in 96/97. 1997 DHS funded four rural based Koori Innovative MH projects. \$416,580 provided annually to establish ten Aboriginal case management workers to reduce number of child/young people in out-of-home care (1999/2000). | |
| Strengthening Families initiative to target Koorie communities in certain regions. | NIL | |
| <p>Koori Services Improvement Strategy to</p> <ul style="list-style-type: none"> ensure all department funded services deliver culturally appropriate programs to Kooris increase training and employment of Koori staff in department and funded agencies. | <ul style="list-style-type: none"> \$70,000 (on-going) provided for Travencore/Koori kids C&AMH services. MHS/Rural liaison positions funded (?) Aboriginal Family Preservation Pilots (x3) established Recurrent funding for three MH liaison positions Aboriginal Kinship Placement and support program (Ballarat) established Indigenous Family Violence Task Force established Youth Specific Services funded through family and community support branch DHS facilitated literacy and numeracy conference (2002) in pre-schools with Koori children DHS funded Koori MH policy project DHS working with Koori committees through "Achieving Improved Aboriginal Health Outcomes – An Approach to Redfern" 1999/2000 DHS (MHB) funded Aboriginal MH network – Review of MH Network (1999/2000). DHS (MHB) provided \$450,000 to Koori carer Support/Family re-unification initiative (1999/2000). \$195,000 provided for two pilot projects for vulnerable families (2000/2003). \$25,000 provided to Aboriginal Education Association. additional two Aboriginal Family Preservation Programs established – received recurrent funding following evaluation. | |

| Commitment | Delivered | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> Purro Birik Project initiatives include: <ul style="list-style-type: none"> support for development of partnerships between MH and Indigenous Health services access to services promotion of culturally sensitive practices. local Indigenous Families Violence Support Officers work with Indigenous communities to raise awareness of Family Violence. Indigenous Family Violence Task Force under take statewide consultations. | |

Tasmania

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> A discussion paper being developed, in consultation with ATSI community, to address ATSI mental health care needs. Commonwealth funding is provided to National ATSI Social & Emotional Well Being Action Plan to develop the Well Being program. Funding is also allocated for 2 Stolen Generation Counsellors. | |

New South Wales

| Commitment | Response | Comments |
|---|---|----------|
| <u>Program/Projects:</u> Funding for the Families First parenting skills program will increase to \$3.6 million in 1999/2000 from \$1.1 million in 1998/99, with a further increase to \$5 million annually. | <ul style="list-style-type: none"> The NSW Aboriginal Health Policy is launched in 1997, emphasizes Aboriginal well-being models & is to be implemented by Area Health Services in local partnership arrangements. Government has established the Aboriginal Family Health Strategy, a \$3.9 million program to improve family health services. In 1996/97 Community Services Department's Orana Far West Area conducted parenting skills programs in 16 small communities. Under the Aboriginal Family Health Strategy, Aboriginal organisations will receive funding & support for family health programs | |
| | <u>Trauma, Loss and Grief:</u> <ul style="list-style-type: none"> Health Minister provided an additional \$250,000 in 1997/98 for services to Aboriginal people to address trauma, loss & grief issues. \$40,000 is allocated for developing health promotion material which deal with issues of trauma, loss & grief. \$50,000 is allocated to Aboriginal Medical Service for a | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <p>training course on trauma, loss & grief issues for Aboriginal health & mental health workers.</p> <ul style="list-style-type: none"> \$50,000 is allocated to Link-Up in 1997/98 to provide follow-up support involved in the National Inquiry process. \$60,000 is allocated for a conference on trauma, loss & grief in Aboriginal communities to be held in 1999 with Link-Up participation. Community Services Department has enhanced its funding to women's safe houses in Orana Far West to provide support & care for Aboriginal women & children. In 1998 NSW Health launched 'Ensuring Progress in Aboriginal Health: A Framework for the NSW Health System', establishes principles & strategic directions for the health system based on an Indigenous well being model. NSW Health is working with Area Health Services & Aboriginal community controlled health organisations to promote further recruitment of Aboriginal mental health workers. | |

Australian Capital Territory

| Commitment | Response | Comments |
|---|--|----------|
| Family services to make facilitation of an Indigenous child care agency a priority. | <ul style="list-style-type: none"> The Community Services Ministerial Conference has prepared a National Indigenous Child Safety & Family Wellbeing Framework, recognising links between rekindling cultural wellbeing & strengthening families. Gugan Gulwan now has 2 Indigenous family liaison officers working with young people & their families to enable them to stay at home and the employment of an alcohol & drug youth worker. Also they have piloted a Family Day Care program, pilot to be completed in 2002 & evaluated. Indigenous Foster Care program is still managed by a mainstream agency, this was reviewed in 2002. | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> The Department of Health provides Indigenous community-based services through Gugan Gulwan Aboriginal Youth Corp & Winnunga Nimmityjah Aboriginal Health Service. Government provides premises & infrastructure to Winnunga Nimmityjah Aboriginal Health Service. A regional Health & Wellbeing Centre is now based there and is linked with centres at Wagga Wagga and Narooma. A weekly clinic has started in Narrabundah, where there's a concentration of Indigenous families. Social & Emotional Wellbeing Counselors funded by Federal "Bringing them home" funds. ACT Legislative Committee held an inquiry into Indigenous health in 2001 Government funded an Aboriginal outreach worker to help victims of sexual assault & violence for 12 months. Indigenous Education Unit now has 2 Indigenous school- | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <p>home liaison workers who work with Indigenous students & their families.</p> <ul style="list-style-type: none"> • Ngannawal Aboriginal Corp funded to provide a Home & Community Care services for frail, elderly & disabled Indigenous people. • Ted Noffs in Canberra opened a substance abuse rehabilitation program in 2001, is working with Indigenous agencies. | |
| NIL | <p><u>Mental Health</u></p> <ul style="list-style-type: none"> • A mental health worker employed in ACT Mental Health Services to work with Indigenous people with mental health problems & provide linkages with Indigenous health care services. • A second Aboriginal Health Liaison Officer employed at The Canberra Hospital to assist Indigenous people with mental health problems. • An officer in the ACT Mental Health Services attends the ATSI Health Forum and the Trans-Cultural Mental Health Network. • An Open Energy Recovery & Healing Centre opened in 2002 by the Foundation of Indigenous Trauma Recovery Australia, offers free healing services for Indigenous families. | |

Western Australia

| Commitment | Response | Comments |
|---|--|----------|
| A network of counselling positions to be funded under the 'Building Solid Families Program. | <ul style="list-style-type: none"> • Training is provided to Department for Community Development's psychologists from Centre for Aboriginal Studies at Curtin University and the Department for Community Development has been involved in the development of culturally appropriate psychologically & counselling services for Aboriginal clients. • In conjunction with Marwarra Health Service, they are piloting the 'Strong Men, Strong Families' program that aims to ensure fathers are positive role models. They have also contracted Manguri to deliver a Transitional Accommodation Service for Families for clients with a history of unsuccessful tenancies in the private & public housing sector and developed a video, "Bringing Up Kids", targeting positive aspects of Aboriginal culture in raising children. • Tertiary training in mental health for Aboriginal health workers is available at some institutions. • Aboriginal health. Aboriginal mental health research conducted over last 12 months has focused on matters relating to removal of children, ongoing research is being considered with the range of emotional & well-being effects of the forcible removal policies are well documented & readily available. Some of the research undertaken is aimed at subjects which can be used in the development & delivery of services & health outcomes for Aboriginal people. | |

| Commitment | Response | Comments |
|--|--|----------|
| | <ul style="list-style-type: none"> Health Department recently commissioned a major review of mental health services & the extent to which they meet the needs of Aboriginal people. Aboriginal community controlled organisations to provide a range of services including health promotion, alcohol & substance misuse program & counselling services with Aboriginal perspective in service delivery is being embraced in the design & operation of health services in the broad sense. Current initiatives include establishing a liaison committee between Office of Aboriginal Health & Health Department, provides mechanism for development of partnership programs in mental health. An accreditation program for community controlled Aboriginal Health Services is being developed, and will be used to establish & maintain standards. The Office of Aboriginal Health is liaison with Department of Health on development of partnerships programs in mental health. The Aboriginal mental health plans for 1999/98 & 1999/2000 have incorporated the use of a partnership approach. Mental health services including counselling contracted by the Health Department are available subject to need & availability & the degree to which they are appropriate to Aboriginal cultures. | |
| <p>Department for Community Development is trailing specifically-targeted resource material in parenting groups with Aboriginal people.</p> <p>Health Department will finalize a Aboriginal mental health plan in 1998/99 using the partnership approach</p> | <ul style="list-style-type: none"> The Department for Community Development developed Aboriginal-specific parenting material & employed Aboriginal staff in mainstream parenting services to ensure that Aboriginal people use these services. A parenting skills package & resource kits for playgroups were developed, & 2 parenting information centres were being planned for isolated communities. Parenting information centres & parent link home visiting services were expanded in the north of the state. A culturally appropriate parenting program developed by Aboriginal & Islander Women's Congress & Lady Gowrie Centre is being piloted. Videos for Aboriginal parents on parenting were launched in 2000, fact sheets also available. | |
| | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> Department for Community Development is undertaking community-based focus groups research to better understand the service needs of Aboriginal families & the role that Family & Children's Services should play in providing these services. The "Building Blocks Program" provides for newborns to receive home visits from a health professional, access to a community-based support service &, if needed, intensive family support service and supports both Aboriginal people affected by forcible removal policies & all other Aboriginal families, particularly young people. It was a joint initiative of Government & ATSIC, and aims to provide information & | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <p>support service to support mental health, social & emotional well-being for Aboriginal people and has been a major early intervention/prevention strategy.</p> <ul style="list-style-type: none"> • WA established the Aboriginal Family Futures program, premised on the use of tradition, family & community well-being & healing strategies for families and it is operating at 4 sites. • The model for the Aboriginal Family Support Service promotes the strength of Aboriginal culture & the ability of the successful service provider to work with the community. • The Transitional Accommodation Service for Families will enable at least 15 families to develop skills to maintain themselves in long-term accommodation. • WA established an Information & Ethics. Committee to consider matters relating to research on Aboriginal health care. A regional planning process is being negotiated with Commonwealth Government & the community sector, to provide research agenda for • Health Department reorganized Aboriginal health work that provided for greater professional recognition & use of Aboriginal health workers as primary health service providers. • The Bilateral Agreement on Aboriginal Health establishes the principle of partnership in planning, delivery & monitoring of health services for Aboriginal people. • The importance of Aboriginal perspective in service delivery is recognised through the use of traditional healers in some mainstream health services. • Expressions of interest being sought from Aboriginal organisations to work with existing service providers to deliver information & support. | |

South Australia

| Commitment | Response | Comments |
|---|---|----------|
| The Aboriginal Health & Healing Consortium will explore 'western' models of health & healing in a 'mental health' context & also Aboriginal therapies to develop broad curriculum | <ul style="list-style-type: none"> • For 2 years, the Department of Human Services' Mental Health Unit has funded the work of Ngangkari & developed Aboriginal mental health projects and in 2002 a senior Aboriginal Mental Health Policy Officer has been appointed in the Mental Health Unit to provide policy & strategic direction in the provision of an integrated approach to ATSI mental health • Aboriginal Health & Healing Consortium has been established to develop curriculum about Aboriginal Social & Emotional Well Being for mainstream mental health & social work undergraduates & accredited training for Aboriginal Health Workers. • Funding has been provided to Adelaide City Council to improve access to health services for vulnerable Aboriginal people in the CBD. • The ATSI S&EWB Action Plan has been revised in respect to the state's agreed policy framework for the reform of | |

| Commitment | Response | Comments |
|--|---|----------|
| <p>Department of Human Services will focus on exploring culturally appropriate & responsive service delivery models and will start negotiating an MOU with churches & non-government organisations articulating the principles to guide responses to the recommendations</p> | <p>Mental Health Services.</p> <ul style="list-style-type: none"> The importance of integrating Aboriginal well being perspectives into health care delivery is being promoted in health care across all service delivery areas. Talking Circles have been established & have been found to work exceptionally well as a process that provides the first step towards recovery. Department of Human Services' Aboriginal Services Division developed 'Homemaker Program' that assists parents with budgeting, parenting & house management and have conducted a State Aboriginal Youth Social & Emotional Well Being conference. DHS is finalising a report from the recent state Aboriginal Youth Social and Emotional Wellbeing conference. Employed a senior Aboriginal mental health policy officer to develop integrated approach to mental health Develop linkages with Western Australia to create culturally relevant assessment tool of emotional and social wellbeing. DHS and DCS are sponsoring a project to effectively manage mental health and disability in prisons. | |
| <p>NIL</p> | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> Aboriginal Employment Education Development Branch has designed an accredited Family Well Being Counselling Training Course to provide a holistic approach to Aboriginal issues. Department of Further Education, Employment, Science & Technology is delivering a Family Well Being program for Aboriginal community. The Aboriginal Family Preservation Program commenced in July 1998, provides family support services, through SA Aboriginal Child Care Agency & Aboriginal controlled community agencies. | |
| <p>NIL</p> | <p><u>Prisoners and Offenders:</u></p> <ul style="list-style-type: none"> Department of Correctional Services have developed a Pre-release Course for Aboriginal prisoners and is developing an Aboriginal specific Grief & Loss program and have engaged Aboriginal consultants to deliver Aboriginal healing & well-being programs. They also have a variety of therapeutic program that is offered to Aboriginal offenders in a more culturally appropriate way e.g. <ul style="list-style-type: none"> Programs are culturally appropriate. 'Young men choosing wisely' program for Anangu men Math 'Muthin and Yarndi' a brief. The department has also developed "Ending Offending", an alcohol education course for Aboriginal offenders. The Prisoner & Offender Health Care Services & Minister for Correctional Services signed a MOU to provide the framework for the provision of services to prisoners & outlines relationships between the Departments. | |

| Commitment | Response | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> A psychologist employed by DCS works with Indigenous women prisoners. A doubling up of buddy system has been initiated for women at risk, as suggested by the female prisoners. Doctors, nurses and health workers visit the Port Augusta Prison regularly and an Aboriginal Liaison officer interprets for Anangu prisoners and facilitates information sessions on drug use. State government has supported the proposal for a new prison to alleviate archaic conditions at current prison DCS is part of the Mental Impairment Reference group convened by the AG's department and has prepared an issues paper under current consideration. <p><u>Correctional Services:</u></p> <ul style="list-style-type: none"> Departments of Correctional Services & Human Services sponsor the "Effective Management of Prisoners with a Mental Impairment & the provision of Mental Health & Disability Support Services Within Prisons" project. | |

Northern Territory

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> NT health and Miwatj Health are reviewing guidelines for creating mental health services to be a holistic framework. The Prevention & Education of Child Abuse pilot project (Pecan) has targeted some communities. Where possible the health services utilises local health & wellbeing perspective's and employs Aboriginal health workers. Working within current Aboriginal & non-Aboriginal systems to provide culturally appropriate and effective services. Territory Health Services funded Danila Dilba, \$140,000 over 2 years to provide a BTH counselor. OAD provided support for the Garden Point Association's 60th anniversary. Assisted with photograph scanning and printing of the conference report. | NIL |

Queensland

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Commonwealth provided \$80,000 in 1998-99 to develop culturally appropriate parenting education materials & resources for parents in remote ATSI communities in North QLD. QLD Health is developing culturally appropriate resources for parenting support & child health. | |

Commonwealth

| Commitment | Response | Comments |
|---|--|----------|
| <p>\$17 million will be provided to expand the network of regional centres for emotional & social wellbeing, and to provide counselors with professional support & training</p> | <ul style="list-style-type: none"> Commonwealth committed \$17 million over 4 years to expand network of Emotional & Social Well Being Regional Centres, to provide enhanced training & support for Indigenous counselors. Expansion of the Indigenous Emotional and Social Wellbeing Regional Centres includes projects to improve IT, deliver psychodrama programs, respond to sexuality issues and develop youth work services. Due to demand for Indigenous mental health counsellors, funding allocated to counsellor training and support has been used for engagement of more counsellors Government provided \$16 million over 4 years for specialist Indigenous mental health counsellors to provide counselling services to people affected by past forcible removal practices. Proposals for 104 Indigenous mental health counsellor positions have been finalised, most are located in community controlled health services | |
| <p>Selection of traditional, culturally appropriate healing projects will occur in 2002, preference will be given to those developed in collaboration with Link-Up</p> | <ul style="list-style-type: none"> In 2001, Health & Aging Department invited applications for traditional, culturally appropriate solutions to healing for people affected by forcible removal | |
| <p>Training course for counsellors working with those affected by forcible removal will be rolled out during 2000-01 following its successful pilot</p> | <ul style="list-style-type: none"> Counselor meetings are funded in SA, WA & Qld so that counselors can discuss their support & training needs & develop strategies to address these needs Placement of counselor positions has been negotiated through partnership forums established under the ATSI Health Framework Agreements. Government provided \$17 million for counsellor education and support, in particular Indigenous Emotional and Social Wellbeing Regional Centres. | |
| <p>NIL</p> | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> Commonwealth has committed \$5.9 million over 4 years to enhance indigenous family support & parenting programs. Funding is now ongoing. The amount for 2003-04 is \$1.9 million. It was agreed to transfer the management of the Indigenous Parenting & Family Wellbeing initiative to the Family & Community Services Department to consolidate efforts in this area. More than 20 projects are funded across Australia, projects were selected using criteria from the Stronger Families & Communities Strategy. Government is focusing on opportunities for collaboration with State/Territory Governments & community controlled sector in developing or expanding indigenous family well being projects. | |

| | | |
|-----|--|--|
| NIL | <p><u>Stronger Families and Communities Strategy:</u></p> <ul style="list-style-type: none"> • In 2000, Family & Community Services Minister announced the "Stronger Families & Communities Strategy" which will provide funding for a number of family well-being projects for ATSI communities. • "Stronger Families & Communities Strategy" will be linked with the existing Parenting & Family Support program. • The Australian Government have enhanced the Parenting and Family Support programs | |
|-----|--|--|

Education and Training

Victoria

| Commitment | Delivered | Comments |
|---|---|----------|
| <p>Education</p> <p>A primary unit for years 5 and 6 called Koori Culture and Communities is being developed.</p> <p>A result of the Koori Services Improvement Strategy is the provision of <u>cross-cultural awareness training to Department of Human Services</u> and funded agency staff, will include history of forcible removal.</p> | <ul style="list-style-type: none"> A Koori Education Development Unit was established in 1997, to provide cross-cultural training programs for schools upon request. A secondary unit on the Aboriginal Civil Rights Movement was introduced in 1997 for years 9 and 10, includes activities addressing history of forcible removal. The Department of Education and Training has developed ATSI units of work to teachers, including units on Koorie Culture and Communities; and Aboriginal Civil Rights Movement. In 1998, Koori Early Childhood Field Officers positions were established to promote importance of preschool program within Koori communities and organise Koori cultural awareness programs and resources for mainstream preschool providers. In 2001 the Koorie Education Development Unit was re-named the 'Koorie Education Strategy Team'. The unit and Koorie Education Development Officers are involved in providing training in Koori education to schools and Department of Education staff. The Curriculum and Standards Framework was distributed to all schools in 2000, includes ATSI perspectives in school curriculum for years 5, 6, 9 and 10. The revised Study of Society and Environment course advice for teachers includes Koori cultures and communities; land, law and country; Aboriginal Civil Rights Movement; and Stolen Generation and Reconciliation. The revised Study of Society and the Environment course advice contains a unit on the Stolen Generation and Reconciliation. Where requested, Koorie Education Strategy Team staff deliver training to teacher undergraduates regarding Koori education issues. As part of the Koori Services Improvement Strategy initiatives, the Department of Human Services (DHS) provides cross-cultural awareness training to relevant staff, including the history of forcible removal. Child Protection Professional Development Unit has developed a number of training programs on working with Indigenous children, delivered in 2001/02. Significant components were delivered in consultation with, or by Indigenous presenters. Department of Human Services Child Protection Professional Development Unit has reviewed all training programs to ensure they are culturally sensitive and includes protocols when working with Indigenous clients. From Nov 1999 to June 2000, Aboriginal Cross-Cultural Awareness Training Sessions were conducted for Department of Human Services and funded agency staff involved in developing policies and services that affect | |

| Commitment | Delivered | Comments |
|--|---|----------|
| <p>Aboriginal Affairs Victoria and Department of Natural Resources and Environment will develop an Aboriginal cultural awareness program.</p> <p>Cultural awareness programs will be delivered for <u>community based Adult, Community and Further Education</u> providers.</p> <p>Government will draw the recommendation of educating under-graduates about the history of forcible removal to the attention of relevant professions and universities.</p> <p><u>Koorie Family History Service:</u></p> <p>The Koorie Family History Service will be a "first stop shop" for Koories researching their family histories.</p> <p>Government will provide \$390,000 over 3 years to establish a Koorie Family History Service, to maintain and develop Koori</p> | <p>Koories.</p> <ul style="list-style-type: none"> The Department of Human Services allocated considerable financial and human resources to provide culturally sensitive in-service training in health, mental health, aged care, disability services, and youth and family services. Orientation learning resources for new child protection staff was introduced in 2002, containing history and Stolen Generations issues. Orientation learning resources is introduced for new child protection workers, includes a self-paced Learning guide which contains history and contemporary Stolen Generations issues. The Public Health Division has funded the development and piloting of cross-cultural awareness training for Departmental and funded agency health services staff. Regional Cultural Heritage Program is funded to increase participation of Indigenous Victorians in the management and promotion of their cultural heritage. Cultural awareness programs are run for the Regional Adult, Community and Further Education Councils. In July 2000, Government launched Wurreker, a strategy to deliver cross cultural awareness training to TAFE staff. Under the Wurreker strategy, funding is provided to develop a cross-cultural awareness package for TAFE staff. Regional Councils of Adult Community and Further Education includes cross-cultural training as part of its annual professional training program. Training and support services for Koori people in TAFE is reviewed in 1999, result of the review is Wurreker, the new strategy for Koorie training and further education. <p>NIL</p> <ul style="list-style-type: none"> The Aboriginal Heritage Organisations market the Koorie Family History Service; provide cultural and research info on regional Indigenous communities; and assist in the regional delivery of the Koorie Family History Service. The Regional Cultural Heritage Program will play a key role in marketing Koorie Family History Service and assisting the service in the regional delivery of its services. Within its first year of operation, the Koorie Family History Service (incorporating the Recorded Testimonies Project) has established its basic programs, promoted them widely within the Indigenous and non-Indigenous communities, hired and trained staff, undertaken research and assisted members of the Indigenous community, with a high priority for members of the Stolen Generations and people in custody. Some Koorie organisations in the Adult Community Education sector have developed and delivered successful Oral History Programs. | |

| Commitment | Delivered | Comments |
|--|---|----------|
| <p>genealogies, audio-visual, photographic, documented and oral history collections.</p> | <ul style="list-style-type: none"> The Adult Community Further Education Board has recently funded an Oral History Curriculum Development project. In 2001, the Government committed \$50,000 to the Koorie Heritage Trust Inc. for the Recorded Testimonies Project. This was extended with a further \$50,000 in 2002. A third year is under consideration. <p><u>Other Initiatives Delivered but not corresponding to a Commitment:</u></p> <p><u>Correction and Law Enforcement:</u></p> <ul style="list-style-type: none"> Correctional Policy and Management Standards require prisons and correctional centres to train staff on prisoners' cultural needs. Correctional Policy and Management Standards require prisons and correctional centres to train staff with the aim of providing programs for Koori prisoners which incorporate links to community programs. Cross-cultural awareness courses will be provided to police divisions servicing a significant Koori population, includes history and effects of forcible removal. In 1997, approximately 45 judges and magistrates attended a 2-day cross cultural awareness seminar conducted under auspices of Australian Institute of Judicial Administration. Justice Department conducts an Indigenous Awareness Program for staff dealing with Indigenous clients who have come into contact with justice system. Justice Department's Indigenous Awareness Program is available to all staff and is compulsory for trainee Clerks of Court. Police recruits now enrol in Diploma of Public Safety, contains an Aboriginal component. The Indigenous Australian Cultural Awareness Training Program for Justice Department was reviewed and redeveloped in 2001. Training on Aboriginal cultural and social issues being conducted for Victoria Police Aboriginal Liaison Officers is being reviewed, training encompasses Stolen Generations issues. Victoria Police Strategic Plan includes strategies to include Koori cultural awareness components into appropriate training programs, will include history of forcible removal. In November 2001, 13 Koori Bail Justices were appointed by the Victorian Government to deal with bail applications of Indigenous and non-Indigenous Victorians. <p><u>Sorry Day:</u></p> <ul style="list-style-type: none"> Government provided \$20,000 to the Victorian Sorry Day Committee in 2002 and 2003 to assist with "Sorry Day" events celebrating Indigenous survival. Government supports "Sorry Day" and will consult with Indigenous communities to support the commemoration of history of forcible removal. In 2000, Government provided \$13,000 to assist the | |

| Commitment | Delivered | Comments |
|------------|--|----------|
| | <p>Victorian Sorry Day Committee hold a public march and rally.</p> <ul style="list-style-type: none"> Aboriginal Affairs Minister was one of the Year 2000 Patrons for Sorry Day, and public march was met by the Premier and senior ministers at Parliament for a commemorative wreath laying ceremony. <p><u>Cultural Heritage:</u></p> <ul style="list-style-type: none"> Aboriginal Affairs Victoria has provided funds for the development of regional Indigenous cultural centres and keeping places. In 1999/2000 the Government implemented the Regional Cultural Heritage Program, involves funding for 5 Aboriginal heritage organisations to cover the entire state. Since 1999/2000, the Government has funded the Cultural Heritage Program at \$1.6 million a year, program allocates funding for 5 Aboriginal Heritage Organisations. <p><u>Research:</u></p> <ul style="list-style-type: none"> In 1997, the Department of Human Services provided \$125,000 to establish the Centre for Indigenous Mental Health Research and Education. <p><u>Koori Education and Employment:</u></p> <ul style="list-style-type: none"> Government launched 'Yalca: A Partnership in Education and Training for the New Millennium' in 2001, Yalca assists in meeting the Government's objectives of improved outcomes for Indigenous students. The Department of Human Services developed and implemented INTRAIN, a scholarship program to assist Koori students study full time in tertiary education. Partial scholarships are available for employees of Indigenous organisations wanting to study part-time in a relevant course. The Koori Recruitment and Career Development Strategy assists Koories undertake careers in the Justice sector, includes the Koori Scholarship Program, Koori Staff Network and Identified Positions Policy. The Koorie 2000 framework is currently being evaluated with a new strategic plan for Koorie education to be developed for 2001-2004. This led to the launch of 'Yalca: A Partnership in Education and Training for the New Millennium' in 2001 Under the former Koorie 2000 framework, 56 Koori educators are based in schools with a significant Koori student population to support Koori students in classrooms and liaise between schools and Koori communities. Under the former Koorie 2000 framework, the Koorie Education Development Unit was established to provide curriculum and professional development advice. In 2002, the Victorian Government launched 'Wur-cum burra' a whole of Government strategic framework for coordinating and sustaining Government efforts to achieve a greater representation of Indigenous people within all areas and levels of the public sector. <p><u>Mental Health:</u></p> | |

| Commitment | Delivered | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> The Department of Human Services Mental Health Branch supports a number of initiatives that target improving mental health services to Aboriginal people. | |

Tasmania

| Commitment | Response | Comments |
|--|---|----------|
| Other forms of commemoration proposed by ATSI community to be considered. | NIL | |
| Curriculum: Additional curricula material to be developed in consultation with the ATSI community. | <ul style="list-style-type: none"> Aboriginal Education Unit has supplied all schools and colleges with curriculum materials on Reconciliation. Aboriginal Education Unit library has been reviewed and widened to ensure that schools, colleges etc have access to up to date resources. 'Tasmanian Aboriginal Perspectives Across the Curriculum' is distributed to all schools and colleges, a follow up professional program is in progress and ongoing. Programs provided by Aboriginal Education Unit to schools have included a significant cultural education component provided by Koori consultants. An Oral History Project records in audio format the life experiences of 10 Aboriginal Elders, distributed to all Government schools and Aboriginal community organisations. Developed an Aboriginal Education Strategic Plan 1997-2002 to ensure ATSI students have access to a 'full, relevant and challenging curriculum'. Policy document being developed in 2003 which will provide the basis for an updated Aboriginal Education Strategic Plan for 2003 – 2008. | |
| Additional curriculum, on history and effects of forcible removal, to be readily incorporated into existing curriculum. | <ul style="list-style-type: none"> University of Tasmania to implement Aboriginal Studies programs. University of Tasmania has implemented Aboriginal Studies program. | |
| Tasmania to look into developing in-service training for <u>government health service</u> employees in the history and effects of forcible removal. | <ul style="list-style-type: none"> 'Principals for the Future' program has been extended and cross-cultural awareness training is available to all Education Department employees. | |
| Tasmania to look into developing <u>under-graduate</u> training for students of health training institutions on history and effects of forcible removal. | NIL | |
| Tasmania to look into instituting Indigenous mental health worker training through indigenous-run programs. | | |
| The Office of Aboriginal Affairs to consult with training agencies regarding their responsibilities in relation to providing professional training. | <ul style="list-style-type: none"> University of Tasmania includes ATSI studies and cross-cultural awareness modules as part of teachers' training. | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <p><u>Other Initiatives Delivered but not corresponding to a Commitment:</u></p> <p><u>Aboriginal Education Unit:</u></p> <ul style="list-style-type: none"> Aboriginal Education Unit and Derwent District Support Services has produced and distributed '2 Rivers', a book reflecting the experiences of Aboriginal people through the eyes of Aboriginal and non-Aboriginal students. Aboriginal Education Unit programs have changed to a professional development model to create appropriate learning environments for Aboriginal students. Government has renamed places with Aboriginal names. | |
| NIL | <p><u>Indigenous Education and Employment:</u></p> <ul style="list-style-type: none"> Education Department is implementing the Cross Cultural Training elements of its 'ATSI Employment Policy'. The effective teaching of Aboriginal students has been the focus of a \$230,000 program in 2000. | |

New South Wales

| Commitment | Response | Comments |
|---|--|----------|
| <p><u>Education and Training</u></p> <p>The NSW Department of Education and Training (DET) is incorporating aspects of <i>Bringing them home</i> into the following syllabuses and resources:</p> <p>Years K to 6 <i>Human Society and Its Environment</i>.</p> <p>Years 7-10 <i>History and Aboriginal Studies</i> and other syllabus documents.</p> <p>HSC Online materials for Years 11 and 12 <i>Aboriginal Studies</i></p> | <p>The NSW DET and the NSW Board of Studies are incorporating aspects of <i>Bringing them home</i> into the following syllabuses and resources:</p> <p>Year K to 6 Human Society and its Environment;</p> <p>Years 7-10 History and Aboriginal Studies and other syllabus documents; and</p> <p>HSC online material for Years 11 and 12 Aboriginal Studies.</p> <p>DET is also developing curriculum materials to support these syllabuses including a Stage 3 Human Society and its Environment syllabus kit specifically related to the Stolen Generations as part of the Heritage and Identity component of the Stage 6 Aboriginal Studies Syllabus.</p> | |
| <p>Copies of the community document <i>Bringing them home- a guide to the findings and recommendations</i> are to be distributed to all public schools and district offices throughout NSW.</p> <p>The Government will continue to implement the NSW Aboriginal Education Policy, developed with the NSW Aboriginal Education Consultative Group.</p> <p><u>Professional Training and Community Awareness Programs</u></p> <p><u>Department of Community Services</u> - The</p> | <p>Copies of the community document <i>Bringing them home- a guide to the findings and recommendations</i> have been distributed to all public schools and district offices throughout NSW. Students are also encouraged to access this document and the full report, electronically on the Human Rights and Equal Opportunity Commission's website.</p> <p>DET will continue its focus on achieving educational equity for Aboriginal students. This will be achieved through culturally appropriate curriculum, pedagogy, and in partnership with key Aboriginal education advisory bodies and organisations including Aboriginal communities of NSW. DET will review Aboriginal education in 2003, including the Aboriginal Education Policy and develop a new strategic plan of action.</p> <p>Department of Community Services commenced its Aboriginal cultural awareness training program, including history of</p> | |

| Commitment | Response | Comments |
|--|--|----------|
| <p>Department's District Officer Entry Level Training Course is to include issues about separation and consequences of forcible removal into the child protection and substitute care modules.</p> <p><u>Department of Corrective Services</u></p> <p>Aboriginal staff in the Probation and Parol Service will conduct in-service training for staff on Aboriginal issues, including the history and effects of the forcible removal of Aboriginal children.</p> <p><u>Attorney General's Department</u></p> <p>The Department will consult with the Legal Profession Admission Board, responsible for the curriculum of legal practitioners, on the inclusion of the history and effects of forcible removals in its program.</p> <p><u>Cultural Heritage:</u></p> <p>Government will work with Aboriginal Elders to record languages and histories of communities to protect the cultural heritage of Aboriginal people.</p> | <p>forcible removal.</p> <p>Department of Community Services Caseworker Development Course includes issues about forcible removal in the Child protection Dynamics, working with Aboriginal children and families and out-of-home-care modules.</p> <p>The Corrective Services Academy has amended its primary training course to include information regarding the forcible removal policy.</p> <p>The Department of Corrective Services has an Aboriginal Support and Planning Unit that plays a significant role in training new staff, staff currently employed in correctional and community settings as well as facilitating cultural camps where inmates and staff spend several days together in a 'bush camp' environment. The Department also employs Aboriginal staff, in addition to non-Aboriginal staff, who work to address Aboriginal disadvantage.</p> <p>The Law Extension Committee of the University of Sydney with which the Board co-operates in the delivery of the Board's course of legal education and exams is currently monitoring, with the assistance of an Aboriginal student, the Indigenous studies opportunities/issues in the course.</p> <p>The Board accredits the UTS Bachelor of Laws in Australian Indigenous Law degree as meeting the academic requirements for admission as a legal practitioner.</p> <ul style="list-style-type: none"> • Education and Training Department has initiated a training and development program for staff in consultation with Aboriginal Education Consultative Group. • Financial support is provided for the 1997 Elders Indigenous Language Summit. | |
| <p><u>National Parks (Aboriginal Ownership) Amendment Act</u></p> <p>Other national parks will be handed back to Aboriginal owners following the return of the Mutawintji National Park.</p> | <p>The first National Park to be handed back under the scheme was Mutawintji National Park, which was returned to Aboriginal ownership on 5 September 1998.</p> <p>The Department of Aboriginal Affairs, the National Parks and Wildlife Service, the Registrar, Aboriginal Land Rights Act, and the NSW Aboriginal Land Council have formed a Steering Committee to coordinate the return of other lands to Aboriginal ownership.</p> <p>The NSW Government is currently working with Aboriginal people who have a cultural association with Stockton Bight, Biamanga and Gulaga National Parks to return the lands to Aboriginal ownership.</p> | |
| | <p><u>Other Initiatives Delivered but not corresponding to a Commitment:</u></p> <p><u>Arts:</u></p> <ul style="list-style-type: none"> • A Creative Arts Years 7-10 Conference on Aboriginal | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <p>issues included a component on the separation of children.</p> <ul style="list-style-type: none"> • More than \$800,000 from the Government's cultural grants program is provided to organisations to foster Indigenous art and cultural activities. <p><u>Juvenile Justice</u></p> <ul style="list-style-type: none"> • Juvenile Justice Department launched its Competency Based Training for Senior Youth Workers and Juvenile Justice Officers, includes Aboriginal cultural awareness training. • Juvenile Justice Department uses the Bringing Them Home video as a teaching tool to focus staff on effects of forcible removal and implications for their work. <p><u>NSW Health</u></p> <ul style="list-style-type: none"> • NSW Health is ensuring that Aboriginal health worker training programs will be implemented over next 12 months through the NSW Mental Health Policy. • NSW Health is liaising with tertiary and training institutions to encourage inclusion of history of forcible removal in undergraduate courses. • NSW Health's Education Centre Against Violence has developed a package on Aboriginal issues for use in undergraduate courses. | |
| NIL | <p>Indigenous Education and Employment:</p> <ul style="list-style-type: none"> • A vocational education and training strategy draft will be released in 1999, includes principles to improve the chances of Indigenous people succeeding in training, and areas of strategic action. • An Indigenous Art Fund has been established to provide a 'quick response' to Aboriginal artists seeking support and assistance. • Biennial Indigenous Arts Fellowship worth \$15,000 and Indigenous History Fellowship have been created to support work of Aboriginal artists and historians. • Government continues to support the employment of Aboriginal education assistants and teachers. | |
| | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> • Attorney General's Department is developing a new Aboriginal cultural awareness program for staff, includes history of forcible removal. • Community Services Department commenced its Aboriginal cultural awareness training program, includes history of forcible removal. • Education Department has developed a support document to increase teachers' knowledge of Aboriginal history and cultural heritage, includes history of forcible removal. • Government agencies have incorporated or are incorporating history and effects of forcible removal into training packages. | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Government has sought advice from the Aboriginal Reference Group on a rolling program of Aboriginal cultural awareness training for all Government employees in contact with Aboriginal clients. NSW Health is developing core standards for cultural awareness training for all staff, includes issues of forcible removal. Police has introduced a Cultural Awareness Program into training, includes history of forcible removal Student Police Officers participate in training about history of forcible removal as part of their academy-based training. Community Services Department's District Officer Entry Level Training Course will include issues about forcible removal into its child protection and substitute care modules. | |
| NIL | <p><u>Correction and Law Enforcement:</u></p> <ul style="list-style-type: none"> Corrective Services Academy conducts courses for uniformed staff that includes Aboriginal issues and history, including forcible removal policies. Corrective Services Academy trained several Aboriginal staff in training techniques, these staff will conduct in-service training for staff on Aboriginal issues, including history of forcible removal. | |
| NIL | <p><u>Reconciliation:</u></p> <ul style="list-style-type: none"> Government participated in National 'Sorry Day' in 1998, and supports events and initiatives to promote Reconciliation. Government provided \$76,000 for administrative costs to the State Reconciliation Committee. Government provided State Reconciliation Committee an additional \$25,000 to visit and inform communities about issues in Aboriginal affairs, including Stolen Generation issues. Premier announced \$45,000 Government grant to the Stolen Generations Memorial Foundation. Premier invited submissions from Aboriginal groups on proposals for a suitable public memorial to the Stolen Generations. | |
| NIL | <p><u>"Black Parliament":</u></p> <ul style="list-style-type: none"> Government established an annual 'Black Parliament' involving members of Parliament and Aboriginal community representatives. Held in 1997 and 1998, the first 2 meetings of 'Black Parliament' provided opportunities for exchange of ideas and acknowledgment of importance of reconciliation. | |

Australian Capital Territory

| Commitment | Response | Comments |
|--|--|---|
| Cultural Centre to be operated by Indigenous community, and to promote awareness of Indigenous cultures and heritages. | <ul style="list-style-type: none"> Consultations with ATSI communities on establishing a cultural centre. | Funds have been committed and are now tendering for management. |
| NIL | <p><u>Other Initiatives Delivered but not corresponding to a Commitment:</u></p> <p><u>Education and Curriculum:</u></p> <ul style="list-style-type: none"> A teacher from the Indigenous Education Unit works closely with the Literacy/Numeracy Team of the Department of Education. A third of government high schools and colleges and a quarter of primary schools have Indigenous Studies in their school curriculum. Department of Education to conduct survey to determine number of schools which have curriculum including information on effects of forcible removal policies. Government high schools and colleges are given copies of the "Bringing them home" Report, guide to the findings and recommendations of the National Inquiry and accompanying video. Government primary schools given 2 copies of the summary of the report. Some individual primary and secondary schools have developed modules of work around the Stolen Generation theme. Some courses at Canberra Institute of Technology eg child care and corrections include Indigenous sensitivity training. The Indigenous Education Unit has teaching resources on Indigenous history and culture available to schools | But not compulsory. |
| NIL | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> All Government preschool staff attended cultural sensitivity training in 2001. A half-day in-service is conducted for itinerant teachers of vision and hearing impaired, itinerant typing teachers and administrative staff, includes forcible removal as a key issue for discussion. Cultural awareness training at The Canberra Hospital and Calvary Hospital. In developing service contracts that address the needs of Indigenous people, the Department of Health requires provision of in-service training on history of forcible separation. Indigenous sensitivity training is conducted in a range of Government agencies including Juvenile Justice, Housing Service, Police, Education and Family Services. Induction of new staff at preschools includes components | |

| Commitment | Response | Comments |
|------------|---|----------|
| | <p>on Indigenous perspectives.</p> <ul style="list-style-type: none"> • Induction training for recently appointed Family Services Unit staff covers history and effects of child removal policies. • Non-indigenous teachers are encouraged to visit Koori preschools to view teaching strategies in operation. • Some cultural awareness courses offered for staff and students at the ANU. • The ACT Alcohol and Drug Service and ACT Dental Service working with Winnunga Nimmityjah Health Service to provide in-service training on cultural awareness and other Indigenous issues. • The Indigenous Education Unit conducts courses for teachers on effects of forcible removal and needs of Indigenous students. | |
| NIL | <p><u>Cultural Heritage:</u></p> <ul style="list-style-type: none"> • ACT Heritage developing a database of info on Indigenous artifacts, places and sites. | |
| NIL | <p><u>Indigenous Education and Employment:</u></p> <ul style="list-style-type: none"> • Department of Education has a target of 3 more Indigenous teachers each year. • Department of Education initiated a Teachers of Indigenous Students Network, comprised of Indigenous contact teachers and has a professional development focus. • Department of Health provided supervision to 2 trainee Indigenous mental health workers at Winnunga Nimmityjah Aboriginal Health Service. • Early childhood teachers have made a concerted effort to address literacy and teaching strategies for Indigenous students. • Government funded training for 2 indigenous mental health workers in 1998, they were placed at Winnunga Nimmityjah, although they are no longer at the agency. • Indigenous parents and community members are increasingly involved in Indigenous-focused education in preschools. • The early childhood focus for indigenous students has been broadened from preschool to Year 2. | |
| NIL | <p><u>Non Government:</u></p> <ul style="list-style-type: none"> • 1999 NAIDOC celebrations provided with \$500. Indigenous flags flown on main thoroughfares. • ACT Government schools advised dates for NAIDOC, Sorry Day and Reconciliation Week and how they can observe these occasions. • Government donated \$2,000 to JoHN to 'seed' a local memorial fund, JoHN to consult on the project. • Government participated in Sorry Day events. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> Government provided \$5000 for the Journey of Healing event in 1999, and \$2000 for community workshops. Government provided \$5000 to the "In the Interest of Bennelong" exhibition. Government supports days of significance for the Indigenous community by providing assistance and financial support. The Australians for Reconciliation Association received a grant to establish a Reconciliation Committee. | |

Western Australia

| Commitment | Response | Comments |
|---|---|----------|
| <u>Education Department</u> will raise recommendation of including history of forcible removal in <u>training</u> with relevant tertiary institutions and TAFE colleges. | <ul style="list-style-type: none"> Health Department, in cooperation with Curtin, introduced cross cultural education components in undergraduate and post graduate training for health professionals, includes history of forcible removal. Tertiary and training institutions incorporated history and effects of forcible removal into core curriculum for relevant courses. | |
| Government will continue to support ongoing <u>reconciliation initiatives</u> and promotion and recognition of Aboriginal culture through Reconciliation Week and NAIDOC Week. | <ul style="list-style-type: none"> Minister for Aboriginal Affairs presented a "Sorry Book" to Aboriginal Elders. Representatives from WA attended the Corroboree 2000 event. Corroboree sticks sent to most regions of WA. WA representatives involved with the planning and promotion of the Journey of Healing tour 2000. Minister for Aboriginal Affairs states that the Aboriginal community is best placed to determine forms of commemoration. Minister encourages schools to participate in National Sorry Day Reconciliation Week and NAIDOC events. | |
| Cultural Awareness: | | |
| Cultural security program will provide ongoing opportunity to audit training program to reform workplace practices of <u>service providers</u> to provide <u>culturally secure</u> environment for Aboriginal people. | <ul style="list-style-type: none"> Health Department established program which seeks to reform workplace practices of service providers to ensure a culturally secure environment for Aboriginal people. | |
| <u>Department of Training</u> will develop a training package which encompasses history and effects of forcible removal, for relevant department staff in 1998 and beyond. | <ul style="list-style-type: none"> Department of Training developed specific Aboriginal studies curriculum to incorporate into cross-cultural programs. Department of Training developed training package for relevant staff, encompasses history and effects of forcible removal. Department of Training includes history and effects of forcible removal in its induction process for staff, where appropriate. Health Department provides cross cultural education program for all staff in health industry, 2,300 staff participated in the program in 1996/97 including senior | |

| Commitment | Response | Comments |
|---|---|----------|
| | <p>executives, second and third tier management and service providers.</p> <ul style="list-style-type: none"> The history and effects of forcible removal has been incorporated into Education Department's Aboriginal Studies professional leadership programs. The history and effects of forcible removal is also being used at Aboriginal education workshops and conferences. | |
| Districts will be required to establish plans to ensure Aboriginal cultural awareness training is provided to all <u>Education Department</u> employees over next 2 years. | NIL | |
| <p>Health:</p> <p><u>Health Department</u> proposes to develop higher order competencies in Mental Health Workers in 1998/99.</p> | <ul style="list-style-type: none"> In 1996/97, Health Department agreed to contract education providers, including community controlled organisations, to expand number of places available for Aboriginal Health Workers in counselling and mental health competencies. | |
| Health Department's Equal Employment Opportunity management plan to be reviewed, will consider <u>Aboriginal employment</u> , career development and cross-cultural training. | NIL | |
| Training program on <u>Aboriginal cultural</u> understandings about <u>mental health</u> will marketed to mental health service providers after its development. | <ul style="list-style-type: none"> Funding of \$82,218 is allocated for the development and evaluation of training program on Aboriginal cultural understandings of mental health. Health Department purchased the development and evaluation of training program to enable staff to be more conscious of Aboriginal cultural understandings of mental health. | |
| NIL | <p><u>Other Initiatives Delivered but not corresponding to a Commitment:</u></p> <p><u>Education and Curriculum:</u></p> <ul style="list-style-type: none"> "Bringing Them Home" video and community booklet also distributed to government schools. 16 workshops conducted with 450 teachers in 1997 to facilitate implementation of Aboriginal studies in schools. 50 ATSI students enrolled in the traditional language program funded by the Department of Training in 1997. A training module was developed for nursing personnel to identify relevant cultural issues that are the basis for providing culturally safe health services for Aboriginal clients, and issues that may apply when triaging an Aboriginal client. Aboriginal community is being represented on the Board of the rural Training Centre in Geraldton. Department of Training offers Aboriginal Language fluency as a general curriculum option in Certificate of General Education for Adults. | |

| Commitment | Response | Comments |
|--|--|----------|
| | <ul style="list-style-type: none"> Education Department also distributed "Bringing Them Home" video and community booklet to all government schools. Education Department developed and distributed resources "The First National Sorry Day" and "Towards Reconciliation in WA Schools" to all government schools. Education Department has developed the Aboriginal Studies K-10 curriculum which includes Aboriginal history and culture. Education Department has incorporated Aboriginal Studies K-10 in school curriculum. Education Department used the Aboriginal cultural awareness training package, "Our Story", to equip all staff to teach Aboriginal students and interact with Aboriginal communities. The "Workplace Training Category 1 for Aboriginal Facilitators" programs for Aboriginal people provide knowledge and skills on issues relating to traditional Aboriginal culture, contemporary society and educational delivery skills. The training module for nurses also recognises diversity of cultural practices and issues associated with health of Aboriginal people, and how these impact on triaging and services to Aboriginal people. Training and Employment Department has included Aboriginal Language fluency as a curriculum option in the Certificate of General Education for Adults. | |
| <p>Australian Government provides funding through ATSIC for Indigenous languages.</p> <p>NIL</p> | <p><u>Cultural Heritage:</u></p> <ul style="list-style-type: none"> 6 Regional Language Centres funded by the Australian Government through ATSIC are currently operating in WA. The University of WA's Center for Indigenous History in partnership with the Aboriginal Affairs Department set up an Oral History Project. Ngaanyatjarra Community College's language Center employs 2 linguists from the Warburton community to record and maintain language with the local community. The Education Strategic Initiatives Program provides funding for 2 linguists to assist the Karrayili Adult Education Center with their language education program. A generic curriculum framework to accommodate various dialects of the Noongar language is currently being established. | |
| | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> Aboriginal Affairs Department has incorporated a brief history of Aboriginal affairs in its staff induction program. Aboriginal Affairs Department provides cross-cultural awareness training for all staff. | |

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> • Aboriginal staff from the Office of Aboriginal health are assisting in conducting university and industry cross cultural education programs on a regular basis. • All of Department for Community Development's field and field support staff undertake the training "Working with Aboriginal People". • Department of Training and Aboriginal Education and Training Council developed an Aboriginal Curriculum Framework and Consultative Process, and a cross-cultural awareness package "Our Story". • Department of Training's Aboriginal Services Branch provides assistance and advice to various government and non-government agencies in designing and delivering cultural awareness programs. • Education Department is implementing the Aboriginal cultural awareness training package, "Our Story", to equip all staff to teach Aboriginal students and interact with Aboriginal communities. • Health Department, Australian Medical Association and WA Centre for Remote and Rural Medicine provide continuing medical education programs for GPs. • In-service training about the history and effects of forcible removal is provided to all staff in relevant Government department and agencies. • Ministry of Justice provides a cross-cultural awareness course to all staff, covers Aboriginal value systems and culture and past and present Government policies on Aboriginal Affairs • Some health services independently provide cross cultural education to staff, most include component on forcible removal policy. • Staff of all agencies funded by the Department for Community Development are eligible to attend training programs which includes a module on Aboriginal peoples and provided within historical context. • The "Remote Area Nursing Emergency Guidelines" is published, includes cultural consideration from nurses who have worked in remote Aboriginal communities. • The 'Working with Aboriginal People' training program is integrated into other mainstream departmental training in the Department for Community Development in 1996. • The 'Working with Aboriginal People' training program is now a core module of all training in the Department for Community Development. • Training on the history of forcible removal is available to non-government organisations funded by Department for Community Development through its Community Skills Training Program | |
| NIL | <p><u>Sorry Day:</u></p> <ul style="list-style-type: none"> • Australian Government established a number of emotional and social well-being training centres in WA. • Emotional and social well-being training centres are co- | |

| Commitment | Response | Comments |
|------------|--|----------|
| | located with education providers used by Health Department to train Aboriginal Health Workers. | |
| NIL | <p><u>Indigenous Education and Employment:</u></p> <ul style="list-style-type: none"> Department of Education continues to implement "Workplace Training Category 1 for Aboriginal Facilitators" programs to equip Aboriginal people with facilitation skills. Department of Training's Executive representation on the Aboriginal Education and Training Council ensures that Aboriginal people's education and training is afforded a high profile. | |
| NIL | <p><u>Correction and Law Enforcement:</u></p> <ul style="list-style-type: none"> Minimum qualification for employment in Juvenile Detention Centres is a TAFE certificate 4, includes a unit on Aboriginal culture and issues. | |
| NIL | <p><u>Other Initiatives</u></p> <ul style="list-style-type: none"> Aboriginal Affairs Department launched an Indigenous languages interpreting service, a telephone advisory service provides info on accessing the service. Department of Training's Aboriginal Services Branch and Employment Initiatives Division ensure that consultations with Aboriginal people happen at community level and are operationalised at departmental level. Health Department established the first Chair of Aboriginal Health in Australia in cooperation with Curtin University. History and effects of forcible removal is being incorporated into Education Department's Aboriginal Studies professional leadership program, will be addressed at Aboriginal education workshops and conferences. The Australian Medical Association and Healthway funded and distributed the Medical Practitioners' Guide to Aboriginal Health. | |

South Australia

| Commitment | Response | Comments |
|--|--|----------|
| <p><u>Department of Human Services</u></p> <p>Cross-cultural awareness training will form a major part of cross-cultural programs developed by Department of Human Services.</p> | NIL | |
| <p>History and effects of forcible removal will form major part of any cross cultural program developed by Human Services Department.</p> | <ul style="list-style-type: none"> Department of Human Services has developed an Aboriginal Cross Cultural Policy, the 'Cultural Respect Framework', and is committed to lead in advocating for cultural awareness training for all Government agencies. Department of Human Services Reconciliation Plan (2002-03) makes cross cultural training a competency | |

| Commitment | Response | Comments |
|---|--|----------|
| | requirement for staff. | |
| Human Services Department will advocate for core Aboriginal specific curriculum content when negotiating professional requirements of undergraduates with teaching institutions. | NIL | |
| Human Services Department will distribute internally and to funded agencies publications which contribute to awareness of Aboriginal issues for in-service training. | NIL | |
| <u>Aboriginal Education</u> Aboriginal Education Plan in early childhood and schools, 1998-2001, has an outcome that a Department Reconciliation Statement is published and distributed in the year 2000, includes forcible removal of children. | <ul style="list-style-type: none"> Training and development is included in the "Teaching Aboriginal Children and Students" package and the Reconciliation Package 'Towards Reconciliation'. | |
| Aboriginal Education will ensure that the history and effects of forcible removal are priorities in 1997/98 induction programs for personnel who work with Aboriginal children, families and communities. | NIL | |
| In developing modules, the Education, Training and Employment Department will provide personnel input into the writing/reference group to ensure a SA perspective. | NIL | |
| In the development of modules for future use, Department of Education and Children's Services will provide personnel input into the writing/reference group | NIL | |
| <u>Law Enforcement</u> As part of Police's Aboriginal Employment Strategy, it intends to hold workshops in cross cultural awareness for all employees, incorporates history and effects of forcible removal. | NIL | |
| Correctional Services Department's Cultural Awareness training is under review, will incorporate history of forcible removal. | <ul style="list-style-type: none"> The half hour video s being seen by all new custodial recruits | |
| Relevant RCIADIC recommendations will be incorporated into Police's future staff training | NIL | |
| <u>Other</u> Reconciliation Statement in 2000 will further address the history and effects of forcible removal. | NIL | |
| | <u>Other Initiatives Delivered but not Corresponding to a Commitment:</u> <ul style="list-style-type: none"> DHS are developing a cultural competency strategy for mental health workers | |

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p><u>Education and Curriculum:</u></p> <ul style="list-style-type: none"> Professional development is offered to educators and student teachers about the effects of forcible removal. Effects of history of forcible removal is part of the professional development. A consortium of organisations is collaborating to develop tertiary education curricula for Aboriginal Health Workers in the field of emotional and social well-being. A wide variety of resources and teaching strategies are used in Department of Education and Children's Services sites to tell the stories of the 'Stolen Generations'. Department of Administration and Information Services (DAIS) funds cultural awareness courses for its staff. Government is implementing the SA Curriculum, Standards and Accountability framework which will give students an understanding of Aboriginal history and culture. The Aboriginal Education Unit liaises with the 3 universities to ensure all undergraduates in the teaching profession receive training in Aboriginal history and issues. The publication commissioned by the Department of Family and Community Services, The Removal of Many Children, is a resource for schools and tertiary institutions. Many tertiary institutions are beginning to incorporate Aboriginal components into its curriculum. Undergraduates in the teaching profession at Flinders University in their final year receive training from educators from Aboriginal Education Unit. | |
| NIL | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> A Cultural Competency Strategy addressing the discreet needs of Aboriginal mental health patients is being developed for mental health professionals. Human Services Department is developing an Aboriginal Cross Cultural Policy, is committed to promoting and advocating Aboriginal cross cultural training of all Government employees. State Records initiated a cross-cultural awareness training day for all archivists and other employees in 1998. 'The Removal of Many Aboriginal Children' report, outlining the history of laws, policies and practices which led to forcible removal is a resource for schools and tertiary institutions. | |
| | <p><u>Health and Wellbeing:</u></p> <ul style="list-style-type: none"> A Regional Centre has been established in SA as part of the Australian Government Emotional and Social Well Being Action Plan. An Aboriginal Health and Healing Consortium has been | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <p>established to develop curriculum about Aboriginal SandEWB for mainstream health and social work undergraduates and accredited training for Aboriginal health workers.</p> <ul style="list-style-type: none"> As part of the Australian Government's Social EWB Action Plan, a Regional Centre has been established to develop tertiary education curricula to train Aboriginal health workers in the field of SandEWB. | |
| NIL | <p><u>Correction and Law Enforcement:</u></p> <ul style="list-style-type: none"> Correctional Services Department's cultural awareness training is under review, review will incorporate history of forcible removal. | |
| NIL | <p><u>Indigenous Education and Employment:</u></p> <ul style="list-style-type: none"> The Aboriginal Health Partnership is facilitating a review into the status, support arrangements and training needs of Aboriginal Health Workers. Training needs and support arrangements of Aboriginal health workers is being reviewed by Aboriginal Health Partnership. | |
| NIL | <p><u>Cultural Heritage:</u></p> <ul style="list-style-type: none"> Yaitya Warra Wodli has received Language Access Initiatives funds from ATSIC for language development | |
| NIL | <p><u>Non government</u></p> <ul style="list-style-type: none"> The National Sorry Day event is organised by the Journey of Healing in SA | |

Northern Territory

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to any Commitments:</u></p> <p><u>Education and Curriculum:</u></p> <ul style="list-style-type: none"> Aboriginal culture and history is part of social studies. "history and continuous effects of forcible removal" isn't necessarily in the modules chosen to teach. NT department of education has introduced the "Australian Indigenous Studies Policy, 1998" ensuring there is an indigenous perspective. Supports and funding for a TAFE level 3 certificate in Aboriginal Mental Health and a Diploma course in Mental Health at Batchelor Institute of Indigenous Education. | |
| NIL | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> NT Health Services has an Aboriginal cross cultural Awareness Program. | |

| Commitment | Response | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> NT Public Service has a Cross Cultural Strategic Framework that enables for specific training for officers needs. The Office of the Commissioner of Public Employment encourages cross-cultural training and all agencies must report against this in annual report. The effects of forcible removal is a component of a range of cross cultural training delivered to health services staff. The NT Curriculum Framework is evolving to include the indigenous perspective in all learning areas. Parliament provided \$5,000 to have the copies of the protocol printed. | |

Queensland

| Commitment | Response | Comments |
|---|---|----------|
| A new set of policies will be implemented to improve standards of education of ATSI students, one of them is the provision of cross-cultural awareness training for Education Qld staff on the complexity and diversity of ATSI cultures. | <ul style="list-style-type: none"> Education Qld is progressing the development of units on the history of forcible removal for in-service teacher training. | |
| Consideration will be given to any specific proposals relating to the celebration of Sorry Day. | <ul style="list-style-type: none"> DATSIP has provided support for the celebration of Sorry Day | |
| Legal Aid Qld will be undertaking training for all Regional and Call Centre staff and staff who have any likelihood of contact with Indigenous people. | <ul style="list-style-type: none"> Training has been delivered for all Legal Aid staff in contact with Indigenous peoples. | |
| Mura Ama Wakaana ATSI Cultural Awareness Training Program will be delivered regularly to Government staff, delivered by ATSI facilitators. | NIL | |
| Qld Health funds cross-cultural awareness training, training will be reviewed and modified with reference to ATSI community feedback in 2000-2001. | <ul style="list-style-type: none"> Through the Indigenous Mental Health Policy Implementation Program, Qld Health initiated activities such as cross-cultural awareness training for mental health professionals and traditional healing workshops. | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Comment:</u></p> <ul style="list-style-type: none"> A variety of options for mental health training programs are being explored for Indigenous people who don't meet entry requirements for mainstream professional training. | |
| NIL | <p><u>Cultural Awareness:</u></p> <ul style="list-style-type: none"> Employment, Training and Industrial Relations Department developed the "Managing a Diverse Workforce" training program for supervisors and managers, to be piloted in Oct 2000. | |

| Commitment | Response | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> Family Services Officers participate in a 3-week induction program following appointment, includes history and effects of forcible removal. The induction training for Family Services Officers promotes discussion about how the legacy of forcible removal impacts upon current child protection and juvenile justice practice. Under the Equal Employment Opportunity Management Plan 1999/2002, all managers, supervisors and staff are encouraged to attend the cross-cultural awareness training program. Department of Employment, Training and Industrial Relations continues to offer cross-cultural awareness training program to all Government Department. | |
| NIL | <p><u>Education and Curriculum:</u></p> <ul style="list-style-type: none"> Information concerning forcible removal policies in included in secondary school curricula. TAFE Qld has created "Course in Cross-Cultural Awareness - Indigenous Australians Adult Literacy and Numeracy" for teachers and trainers and submitted a funding proposal to Education Department to deliver the program. The Bringing them Home community guide is placed on Education Qld's Web site for access by schools and community. | |
| NIL | <p><u>Non Government:</u></p> <ul style="list-style-type: none"> The Department of Aboriginal and Torres Strait Islander Policy's Reconciliation Community Grants Program provides funding to projects that meet one or more areas of actions identified by the National Council for Aboriginal Reconciliation. In 2000, Council for Aboriginal Reconciliation presented 2 documents on reconciliation to Governments of Australia. NAIDOC Program also funds projects that raise awareness in the general community of the significance of NAIDOC to ATSI people and enhance the process of reconciliation with the Qld community. NAIDOC Program funds projects that enhance participation in NAIDOC Week activities. QLD Premier accepted the documents from Council for Aboriginal Reconciliation on behalf of Government and handed them over to the people at a ceremony in 2000. QLD has developed and is implementing a Reconciliation Action Plan. Funding has been provided to Reconciliation (QLD) Inc. to support its establishment. | |

Australian Government

| Commitment | Response | Comments |
|------------|----------|----------|
|------------|----------|----------|

| Commitment | Response | Comments |
|--|--|----------|
| Counsellor meetings which are already funded in SA, WA and Qld, will be expanded to other states. | <ul style="list-style-type: none"> Australian Government committed \$16 million over 4 years for the employment of 59 counsellors to work with those suffering the trauma of separation. The vast majority of the 59 counsellor positions are located in indigenous community controlled health services. | |
| Training course for counsellors working with those affected by forcible removal will be rolled out during 2000-01 following its successful pilot | <ul style="list-style-type: none"> This commitment referred specifically to the Marumali healing model. National rollout of these workshops has occurred and has been funded with over \$1m. | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <p><u>Cultural Heritage:</u></p> <ul style="list-style-type: none"> 89 projects were completed, most were funded in 1999-00 and 2000-01, includes 12 dictionaries, 57 books, digitising and cataloguing of videos and photos, 19 projects involving archiving etc. ATSIC advertised nationally in 1998 and 1999 seeking submissions for funding under the Language Access Initiative Program. In 1999, \$5.5 million was allocated to support 51 community based projects covering diverse range of language initiatives. In 2000, \$3.5 million is allocated to support a further 43 community based projects covering diverse range of language initiatives. Of the \$63 million, ATSIC is providing \$9 million over 3 years for language and cultural centres. The Language Access Initiatives Program identified 5 priority areas for funding: endangered languages, feasibility studies and strategic planning, archive development, publications and broadcast, and capital assistance. The Language Access Initiatives Program was developed to increase opportunities for research and access to information on Indigenous languages. The Language Access Initiatives Program was developed with the aim of increasing opportunities for research on, and access to, information on Indigenous languages. <p><u>Research</u></p> <ul style="list-style-type: none"> OATSIH provided \$650k funding to the Resource Unit for Indigenous Mental Health Education and Research (RUIHMER) at the University of Melbourne for a number of research and training initiatives, including work with the Rhumbalara Aboriginal Cooperative to identify the mental health needs of the local community. OATSIH provided over \$60k to the Victorian Aboriginal Health Service to conduct longitudinal research into the service needs of young urban Aboriginal people in Melbourne. | |

| Commitment | Response | Comments |
|------------|---|----------|
| | <ul style="list-style-type: none"> • OATSIH provided over \$90k to Nunkuwarrin Yunti in South Australia to work jointly with Wuchopperren in Queensland to research and compare the effectiveness of narrative therapy approaches to counselling Aboriginal and Torres Strait Islander people. • OATSIH provided \$300k to support the Western Australian Aboriginal Child Health Survey, conducted by the Institute of Child Health Research, to explore correlations between past family experiences of removal, and the mental health status of Aboriginal children and young people throughout Western Australia. • OATSIH has worked with NACCHO, the Australian Bureau of Statistics, and the Australian Institute of Health and Welfare to develop culturally appropriate questions to explore issues at a national level for both children and adults in the Indigenous supplement to the National Health Survey to be held in 2004/5. | |

Guarantees Against Repetition

Victoria

| Commitment | Response | Comments |
|---|--|----------|
| <p><u>Prisoners and Offenders:</u></p> <p>A health status survey will be conducted to study the health status and specific needs of Aboriginal prisoners.</p> <p>Aboriginal Visitors Program will be developed in 2001 and will be designed around the findings of pilot programs and subject to a trial in adult prisons in 2000.</p> <p>Budget for Koori Justice Program will increase to \$997,000 in 2001/02 from \$500,000 in 1999/2000.</p> <p>External consultants will review Koori Justice Program to identify existing strengths and development opportunities.</p> <p>Human Services Department is testing Kin Conferencing and Mentoring approaches to maximize opportunities for young offenders on community orders and parole orders.</p> <p>The Department of Human Services will develop and pilot a Koori specific form of Group Conferencing to maximize opportunities for young offenders on community orders and parole orders.</p> <p>In 2002, an Adult Residential Program will be developed as a diversionary facility for Aboriginal offenders, offers</p> | <ul style="list-style-type: none"> A copy of the report will be provided to all Koori organisations, HREOC, MCATSIA and the Victorian ATSIC Commissioner. A health status survey of prisoner health needs has been completed, data will provide information on Aboriginal prisoners' health needs. A major review of the health service model for Victorian prisons was conducted with a view to meeting prisoner health needs in a more effective, cost efficient way. The prisoner health service delivery model is being reviewed, takes into account future service requirements. Family Visits Program has been implemented to assist in providing prisoner support, maintaining family connections and facilitating prisoner's reintegration to family/community upon release. Aboriginal Welfare Officers are employed to provide a service to Aboriginal prisoners in Victorian prisons. All Aboriginal Welfare Officers in Victorian prisons receive the Muramali training package for Aboriginal Health Practitioners working with survivors of Stolen Generations. Coorong Tongala educational program is delivered to Aboriginal prisoners to provide them with necessary skills and knowledge to rebuild self-esteem and increase their chances of finding employment or training upon release. Cultural Immersion program is delivered to Aboriginal prisoners, focuses on addressing offending behaviour by reinforcing Aboriginal spirituality and cultural identity. External consultants have reviewed Koori Justice Program to identify existing strengths and development opportunities. In conjunction with the Department of Human Services, a monitoring framework has been established for prison health services. <p>NIL</p> <ul style="list-style-type: none"> A Koori version of the Peer Education Program has been developed and piloted, promotes role modeling, mentoring and cultural awareness for young offenders. \$168,000 per annum is provided to Warrakoo Station, which provides a residential program for Aboriginal offenders as a condition of bail. | |

| Commitment | Response | Comments |
|--|---|----------|
| <p>practical support, drug and alcohol rehab and spiritual and emotional healing.</p> <p>Koori Justice Program aims to maximize opportunities for Aboriginal communities to provide support and guidance to young offenders.</p> <p>Koori Justice Program aims to work with community-based Juvenile Justice Units in providing court advice and bail support options, and in ensuring successful completion of community-based orders.</p> <p><u>Out of Home Care:</u></p> <p>The issue of over-representation of Koori Children in Protection and Care services gave rise to the Review of Out-of-Home Care for Aboriginal Children/YOUNG PEOPLE, which will soon be finalized.</p> <p>The proposed Koori Services Improvement Strategy provides a framework for enhancement of service provision.</p> | <ul style="list-style-type: none"> • Custodial centres have developed training and activity programs designed to affirm and promote expression of Aboriginal culture for young offenders. • Juvenile Justice Specialist Support Service has developed services for young offenders sentenced to statutory order including clinical assessment by a psychologist, psychiatric consultancy services etc. • Koori Justice Program designed to address the RCIADIC recommendations is adapted to include Bringing Them Home recommendations. • Koorie Support and Liaison Worker positions are developed to facilitate the participation and support of Koori services to custodial clients. • Mental health services are undergoing significant review including case management by the Office of Correctional Services Commissioner. • The Victorian Aboriginal Justice Agreement includes the ongoing implementation of the RCIADIC recommendations • Community Correctional Services is redeveloped, involved the development of a framework to support culturally-appropriate supervision of Koori offenders to increase rates of successful completion of orders. • In 2001, 13 Koori Bail Justices were appointed to deal with remand applications (for cases where bail is refused to young Aboriginal suspects). • Victoria offers the option of Senior Youth Training Centres in Juvenile Justice Centres as an alternative to being sentenced to an adult prison • An Indigenous Initiatives Unit within the Department of Human Services was established to address the over-representation of Aboriginal children in the child protection process. • \$541,580 is provided to establish 9 Aboriginal case management positions in 1999/2000 with a focus on children in 'out-of-home care'. • Government is engaged in a range of initiatives that address underlying factors for Aboriginal disadvantage eg Victorian Aboriginal Justice Agreement, Koori Services Improvement Strategy and Education Department's former Koorie 2000 Framework now delivered under 'Yalca: A Partnership in Education and Training for the New Millennium' and the Wurreker Strategy. • In 2002, the Victorian Aboriginal Child Care Agency was designated as the lead agency in investigating all Aboriginal child protection notifications of abuse or neglect. | |

| Commitment | Response | Comments |
|---|---|----------|
| <p>The proposed Koori Services Improvement Strategy, as a vehicle for strengthening self-determination for Koories, is an appropriate framework to negotiate roles of respective parties.</p> <p>The Review of Out-of-Home Care for Aboriginal Children/YOUNG PEOPLE will be used to develop a strategy for reducing the number of Koori children/Young People in out-of-home care through service redevelopment and agency strengthening process.</p> <p>Under the Koori Services Improvement Strategy, the Local and Statewide Reference Groups will be in a position to monitor the Department of Human Services' adherence to the principles in the Strategy.</p> | <ul style="list-style-type: none"> The Child Protection and Care Aboriginal Service Network works on child protection issues and helps to ensure that child protection and care services is developed in a culturally appropriate way. The Indigenous Initiatives Unit works in partnership with the Aboriginal community to ensure that children at risk of harm retain a strong connection to family, community and culture. \$140,000 will be provided to an Aboriginal Family Decision-Making Program, ensure family members participate in key decisions in child protection process. In 2000 a Child Protection and Care Aboriginal Service Network was established to facilitate communication between the Department of Human Services and Aboriginal Community Organisations funded to provide placement and support services. Government is committed to ensuring social justice for Koories in implementation of the Koori Health Reform Agreement, the former Koori 2000 now delivered under 'Yalca: A Partnership in Education and Training for the New Millennium' educational initiatives. Government will report annually to Parliament on initiatives and outcomes covering issues raised by RCIADIC, National Inquiry into the Separation of ATSI Children from their Families and other initiatives The Department of Human Services' improved service purchasing arrangements will strengthen the purchasing of services from non-Government providers through clearer specifications of requirements. | |

Tasmania

| Commitment | Response | Comments |
|---|---|----------|
| <p><u>Proposed Children, Young Persons and their Families Bill:</u></p> <p>The proposed Children, Young Persons and Their Families Bill and the Youth Justice Bill to provide minimum standards of treatment of children and Young People.</p> | <ul style="list-style-type: none"> Child Placement Principle is entrenched in the Children, Young People and Their Families Act 1997 and Youth Justice Act 1997, both commenced in 2000. The Children, Young People and Their Families Act 1997 and Youth Justice Act 1997 provide the recommended standards of treatment of children, with specific provision for the treatment of Aboriginal children and Young People. | |
| <p>Tasmania will develop a strategic plan on justice issues, will enable continued review of treatment of Indigenous children within justice system if necessary.</p> | NIL | |

| Commitment | Response | Comments |
|---|--|----------|
| The proposed Children, Young Persons and Their Families Bill and Youth Justice Bill to support self-determination through involvement of ATSI community. | <ul style="list-style-type: none"> A Commissioner for Children was appointed in 2000 to advice Health and Human Services Department about how policy and practice could best reflect the principle of self-determination for families and communities. A Policy Officer on Aboriginal Issues was appointed to ensure Health Department's policies embody principle of self-determination for Aboriginal people. | |
| The proposed Children, Young Persons and Their Families Bill identifies broad principles for establishing the best interests of the child, primarily the child is to remain within and maintain contact with his/her Indigenous family and community. | <ul style="list-style-type: none"> The Aboriginal Child Placement Principle provides that Aboriginal organisations be consulted in juvenile care and protection matters if desired by the child and parents concerned. The Aboriginal Child Placement Principle to prevent children from moving away from their communities and culture. The Children, Young People and Their Families Act 1997 identifies broad principles for establishing the best interest of the child, broadly addresses recommendation 46a. The proposed Youth Justice Bill provides that removal of Indigenous children from their communities by the juvenile justice system is to be a last resort. Child placement principles of Aboriginal children in Tasmania follow the national Aboriginal Child Placement Principle. Youth Justice Act 1997 contains the principle that Young People should not be removed from their families and communities except as last resort. | |
| <u>Youth Justice Bill:</u> | | |
| The proposed Youth Justice Bill allows for the presence of a parent or responsible adult when a child is interviewed. | <ul style="list-style-type: none"> Youth Justice Act 1997 requires presence of a parent or responsible adult in Police interviews. | |
| The proposed Youth Justice Bill provides diversionary conferencing where admission of an offence is made by a child/young person, rather than a non-custodial program administered by an Indigenous organisation. | <ul style="list-style-type: none"> The Youth Justice Act has been proclaimed | |
| The proposed Youth Justice Bill provides that no child/young person is to be given an indeterminate custodian sentence or mandatory sentence. | <ul style="list-style-type: none"> Police supports negotiations with Indigenous communities on matters relating to children, Young People and families including policy and program and the sharing of jurisdiction. The Diversionary Conferencing program is proceeding well, is now the focal point of Police's role in justice system. Youth Justice Act 1997 provides for diversionary conferencing where a Young People admits to an offence, does not provide for alternative measures to be administered by Aboriginal organisations. | |
| The proposed Youth Justice Bill provides that the sentencer takes into account the best interest of the child/young person, and the wishes of the suspect and | <ul style="list-style-type: none"> The Youth Justice Act has been proclaimed | |

| Commitment | Response | Comments |
|--|---|----------|
| her/her family. | | |
| The proposed Youth Justice Bill provides that where a custodial sentence is necessary, it must be for the shortest appropriate period of time. | <ul style="list-style-type: none"> Youth Justice Act 1997 complies broadly with the recommended rule that sentencer takes into account Young People's best interest, family/community's wishes, Indigenous organisation's advice and the principle that Young People remain with families/communities. | |
| Will develop strategic plans to address the over-representation of ATSI people in the criminal justice system. | <ul style="list-style-type: none"> Youth Justice Act 1997 complies broadly with the recommended rule that a sentence must be for the shortest appropriate period of time and reasons must be provided in writing to Attorney General and appropriate Indigenous organisation. | |

New South Wales

| Commitment | Response | Comments |
|--|---|----------|
| <p>Indigenous Wellbeing Model</p> <p>Issues relating to substance abuse will be addressed in the <i>NSW Health Drug Strategy</i> for 2002- 2004. Specific Aboriginal initiatives in the Strategy will assist in a joint Commonwealth and State Plan for Aboriginal people which will recognise the impact of substance abuse, physical or sexual assault or other traumas on the wellbeing of Aboriginal people.</p> <p>NIL</p> | <p>The NSW Government, in partnership with the Aboriginal Health and Medical Research Council of NSW, has developed a draft <i>NSW Aboriginal and Torres Strait Islander Drug and Alcohol Plan</i>. This is a whole of government plan that is currently under consideration. Furthermore, the NSW Government will be hosting an Alcohol Summit in August 2003, which will address alcohol use and harm in Aboriginal communities.</p> <p>In addition, NSW has worked with the Commonwealth Government to develop the <i>National Drug Strategy Aboriginal and Torres Strait Islander Peoples Complementary Action Plan (2003 - 2006)</i>.</p> <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> \$150,000 has been provided to NSW Legal Aid Commission to establish a 1800 Legal Advice line for young offenders. \$60,000 is provided to Aboriginal organisations for local volunteer night patrols to transport Young People in public places to their homes or other safe places. Attorney General Department has made changes to legislation which reflect the spirit of recommendation 53. Attorney General's Department and Juvenile Justice Department have implemented initiatives designed to reduce Aboriginal Young People's contact with justice system and provide additional support services. Changes to legislation made by Attorney General Department encompasses new legislation including Young Offenders Act 1997, and amendment to Evidence (Children) Act 1997 and Crimes Act 1900. Changes to legislation made by Attorney General Department encompasses new legislation including Young Offenders Act 1997, and amendments to Evidence (Children) Act 1997 and Crimes Act 1900. Children and Young People Act 1998 promotes consultation | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <p>with representative Aboriginal organisations. Police has in place the practice of contacting Aboriginal Legal Service who then represents the child in custody.</p> <ul style="list-style-type: none"> Crimes Amendment Act 1997 provides that a caution is given to a detained person in the presence of a support person and that they understand the caution. Police is implementing its revised Aboriginal Policy Statement and Strategic Plan 1997-2000 to build mutual respect and trust and improve relationship with Aboriginal people. | |
| NIL | <ul style="list-style-type: none"> Crimes Amendment Act 1997 requires Police to contact an Aboriginal Legal Service whenever an Aboriginal person is detained. Government introduced the Children and Young People Act 1998, establishes a new system of protection and care for children at risk of neglect or abuse. In judicial decision-making matters, Children and Young People Act 1998 allows for representation by an Aboriginal organisation. Juvenile Justice Department funds community organisations to provide post-release support services for Young People in the first 3 months of release from custody. No outcome plans may be approved without the child/Young People's consent. Police has commissioned a research project to analyse the data collected since the Young Offenders Act 1997 commenced. Police is undertaking culturally appropriate consultation with Aboriginal communities, conducting workshops and jointly planning and implementing local initiatives. The Crimes Amendment Act 1997 stipulates that an Aboriginal young offender is not to be placed in police cell except for the welfare of the child. The former Aboriginal Justice Advisory Committee was restructured in 1998 to the Aboriginal Justice Advisory Council to improve its ability to represent Aboriginal community views. The Police's Policy Statement and Strategic Plan was developed in consultation with Aboriginal people. | |
| NIL | <ul style="list-style-type: none"> Regulations within the Crimes Amendment Act 1997 was finalised to further emphasize the principle that the removal of a child from family is to be last resort. Standard 2: When best interests are paramount - is also included in the 1997-2000 Aboriginal Policy Strategic Plan of NSW Police. Standard 2: When best interests are paramount - is central to the Children and Young People Act 1998. The Children and Young People Act 1998 provides that in every stage of Community Services Department's involvement with Aboriginal families, the best interest of the child is at the forefront of its processes. | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Standard 1: Best Interest of the Child - is enshrined in the Children and Young People Act 1998. The Aboriginal Justice Advisory Council is the main advisory body to Government on law and justice issues affecting Aboriginal people. | |
| NIL | <ul style="list-style-type: none"> The Evidence (Children) Act 1997 requires police to ensure that any representation made by a child in relation to possible criminal proceedings is video or audio recorded. The new Youth Justice Conferencing scheme aims to develop an outcome plan for a child/Young People to complete, in place of a sentence handed down by the court. The Youth Justice Conferencing scheme allows for input from an Aboriginal child/Young People's family and community in determining an outcome plan. Under the Young Offenders Act 1997, an admission is only recognised where it is made in the presence of the person responsible for the child or a legal practitioner. Young Offenders Act 1997 is designed to encourage the use of warnings for summary offences committed by young offenders. Youth Justice Conferencing scheme diverts Young People from the court system and aims to strengthen and support families by assisting Young People to reintegrate into their community. Youth Justice Conferencing scheme was launched in 1998, lets the Young People, his/her family and community choose culturally appropriate means to make reparations for the offence committed | |
| NIL | <ul style="list-style-type: none"> Aboriginal Mentor Program recruits community members to provide Aboriginal clients with positive role models and offer personal support. Attorney General Department's Crime Prevention Unit administers the Crime Prevention Grants Program and funds community crime prevention plans. Bail Accommodation Hostels provide assistance to young Aboriginal people who would be in custody due to lack of accommodation, hostels also provide educational activities and development of life skills. Juvenile Justice Department employs 9 Aboriginal Program Support Officers to work with organisations regarding projects and programs for Aboriginal Young People. Safehaven Alternative Accommodation Placement Program provides Aboriginal people who are eligible for bail with a positive alternative to being remanded in custody. The Safer Communities Fund makes an extra \$500,000 available annually for local crime prevention initiatives. Circle sentencing as an alternative approach to dealing with Indigenous Young People is piloted in Nowra, empowers local communities. | |

Australian Capital Territory

| Commitment | Response | Comments |
|--|--|----------|
| <p><u>Employment and Welfare:</u></p> <p>An ACT Government Employment Strategy and complementary Indigenous employment strategy to be developed.</p> | <ul style="list-style-type: none"> • ATSIC Regional Council has built economic development strategies to help plan the building of business and employment capacities among Aboriginal communities. • Launched the Employment Pathways initiative to train Indigenous people in security, sports and recreation and arts and cultural heritage. | |
| <p>Government and ATSIC to sign an agreement in 2002 that includes better access to government services, improving the social, cultural and economic status of Indigenous people and coordination of cross-border activities of Federal and State Governments.</p> | <ul style="list-style-type: none"> • Australian Federal Police (ACT Region)'s Career Development and Recruiting Strategy covers career development for Indigenous staff, recruitment and retention strategies and mentoring networks. • Government assessing adequacy of legal aid services for Indigenous community and options for improving access to legal services. | |
| <p>Government to develop strategic plans for Indigenous employment, training, health, education and justice, to address social disadvantage issues.</p> | <ul style="list-style-type: none"> • Intensive support provided for Indigenous Young People subject to a court order, as advocated by ATSIC Regional Councils' Strategic Plan. • The Corrections Health Board developed a preferred model for health service delivery to detainees, includes the employment of an Indigenous Liaison Officer. • Winnunga Nimmityah provides health and wellbeing services to the Belconnen Remand Centre and Quamby Youth Detention Centre. • Youth Justice Services has an indigenous caseworker, functions as a reference/resource for other caseworkers to enhance effectiveness of interaction and programming for young indigenous offenders. | |
| <p>Regional Health Plan for ACT Aboriginal and Islander Health to set out priority areas for action and acknowledge need for services to take account of effects of forcible separation.</p> | NIL | |
| <p><u>Justice and Corrections:</u></p> <p>Government to establish Aboriginal Justice Advisory Committee which will participate in development of an Aboriginal Justice Strategy, appointed an Indigenous Justice Officer.</p> | <ul style="list-style-type: none"> • A Corrections Health Board established includes representation from a range of organisations including Winnunga Nimmityjah Aboriginal Health Service. • Australian Federal Police (ACT Region) appointed its first Aboriginal Community Liaison Officer to help develop strategies to enhance relations between police and the Indigenous community. • Identified positions were created in the 3rd ATSI Consultative Council to ensure representation from diverse Indigenous community. • The 3rd ATSI Consultative Council was established following consultations with Indigenous community and | |

| Commitment | Response | Comments |
|--|---|----------|
| | review of council's operations and membership arrangements. | |
| Government to implement social justice recommendations of the Royal Commission into Aboriginal Deaths in Custody. | <ul style="list-style-type: none"> Aboriginal Justice Advisory Council formed, finalising strategic plan to improve the way legal systems deal with Indigenous people and how programs are provided. | |
| Government to open a bail house for Indigenous Young People leaving Quamby Youth Detention Centre | <ul style="list-style-type: none"> Isabella House opened in 2001, offers supervised accommodation, alternative education and casework support for young males who have come before the courts. | |
| Members of the Aboriginal Justice Advisory Committee to be appointed. | NIL | |
| Preventive mental health issues in prisons and detention centres to be addressed in the planning for a new prison. | NIL | |
| The Aboriginal Justice Advisory Committee to produce an Aboriginal Justice Strategic Plan. | NIL | |
| The Aboriginal Justice Advisory Committee to provide a forum for liaison and consultation on Indigenous justice issues including over representation of Indigenous persons in the criminal justice system. | NIL | |
| Indigenous Housing: The Indigenous Bilateral Housing Agreement to enable a new model for the delivery of Indigenous housing assistance to be established. | <ul style="list-style-type: none"> The Housing Policy Unit negotiating with ATSIC and Indigenous community to finalise an Indigenous Bilateral Housing Agreement. | |
| The Indigenous Bilateral Housing Agreement to form the basis of a strategic plan as required by MCATSIA | NIL | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <p>Indigenous Students:</p> <ul style="list-style-type: none"> A management plan is put in place by the Behavior Management consultant to manage Indigenous students. Canberra Institute of Technology conducted an Orientation Program for new Indigenous students, Vocational Pathways for Indigenous Australians, Certificate in Aboriginal Fashion and Art and the Course in Interview Support. Early Childhood teachers to redress literacy levels of Indigenous students. Indigenous Education Workers employed to maintain individual education plans for Indigenous student. Strategic plan for Indigenous education is based on the 21 goals of the National Aboriginal Education Program and provides for monitoring and reporting of educational outcomes for Indigenous students. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> The Aboriginal Student Unit underwent a name change to Indigenous Education Unit to reflect its core focus ie curriculum and education outcome. The Department of Education developed a draft Anti-Racism Policy Handbook for use in government schools and appointed Anti-Racist Contact Officers. The Department of Education reports on Indigenous education outcomes against performance indicators based on goals of the ATSI Education Policy. The Indigenous Education Consultative Body consists of Indigenous Community members with an interest in Indigenous education. The Indigenous Education Consultative Body provides advice and monitors programs to progress the 21 goals of the National ATSI Education Policy. The Indigenous Education Unit developing a computer system to extract data from government schools in relation to school retention rates and absenteeism. The Indigenous Education Unit restructured to provide a more equitable and accessible model for service delivery. The Indigenous Education Unit's coordinator's position has been upgraded to Deputy Principal Level 3 and filled by an indigenous officer. | |
| NIL | <p><u>Foster Care:</u></p> <ul style="list-style-type: none"> Provision of Indigenous foster care service to be tendered in 1999, service will recruit, train and support ATSI carers in the provision of foster care. The Indigenous Child Placement Principle has been incorporated in the ACT Standards for the provision of foster care. | |
| NIL | <p><u>Children and Young People:</u></p> <ul style="list-style-type: none"> The ACT Children and Young People Act 1999 provides that any young person may be detained only as a last resort. The ACT Children and Young People Act 1999 provides that government intervention in a child/Young People's life be the least intrusive, and if removal of a child/young person is necessary, first consideration be given to family placement. The ACT Children and Young People Act 1999 replaces the Children's Services Act 1986, provides that the best interest of the child/Young People are paramount consideration for judicial and administrative decision makers. The ACT Children and Young People Act 1999 requires that when determining the best interests of an Indigenous child/Young People, submissions made by an Indigenous organisation be considered. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> The Canberra Police and Citizens' Youth Club is developing strategies to increase Indigenous participation in its activities for youths at risk of becoming involved in antisocial and criminal behaviour. The Children and Young People Act 1999 includes the principle of arrest and detention as a last resort. The Children and Young People Act incorporates the Aboriginal Child placement principle and requires the consultation of Indigenous Child Care Agencies before placing Indigenous children. The Department of Education has incorporated the Indigenous Child Placement Principle into its formal child protection policy. | |

Western Australia

| Commitment | Response | Comments |
|---|---|----------|
| A new service involving mental health nursing service for Aboriginal prisoners to be introduced. | <ul style="list-style-type: none"> Aboriginal Health Services is contracted to provide health services in 2 regional prisons including general primary health care. | |
| <u>Juvenile Justice and Corrections:</u> A supervised local bail facility to be piloted in 2000/01, if successful, it will be expanded to more sites. | <ul style="list-style-type: none"> An inter-agency working party including a Children's Court magistrate has been established to consider juvenile remand and bail matters. Discussions about establishing supervised local bail facilities have taken place with 2 Aboriginal communities. | |
| An Aboriginal Juvenile Justice Team Co-ordinator to be appointed, will have the task of ensuring that the Team process is better able to engage offenders and its practices are culturally sensitive. | <ul style="list-style-type: none"> The Juvenile Justice Teams gives the offender's family responsibility for the monitoring of the penalty. | |
| Should consultation with TAFE yield suitably accredited interpreters, Police will develop policy governing their use on all occasions | <ul style="list-style-type: none"> Police is developing a new set of standards in relation to the questioning of children/Young People which will incorporate provision for the role of an "interviewer's friend". Police is developing a register of accredited interpreter services through consultation with TAFE. | |
| <u>Child Welfare:</u> Negotiation on recommended standards for Indigenous children will commence when Australian Government agrees to national standards legislation. | <ul style="list-style-type: none"> The Aboriginal Child Placement Principles were reviewed in 1996. | |
| Should an appropriate accredited Indigenous organisation be identified, it will be incorporated into notification procedures. | NIL | |
| WA will consider MCATSIA/ATSIC national study on Good Practice Models in Aboriginal Child Welfare and Juvenile Justice to inform state policy on | <ul style="list-style-type: none"> "Action Plan to Address the Cycle of Aboriginal Offending" aims to reduce number of young Aboriginal people in criminal justice system. "Action Plan to Address the Cycle of Aboriginal Offending" | |

| Commitment | Response | Comments |
|--|---|----------|
| Aboriginal child welfare and juvenile justice. | <p>negotiates local service agreements between Government and Aboriginal community on both criminal justice and underlying issues including housing, welfare, health and employment.</p> <ul style="list-style-type: none"> • "Action Plan to address the Cycle of Aboriginal Offending" is being piloted, includes extensive consultation with Aboriginal community. | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <p><u>Justice and Corrections:</u></p> <ul style="list-style-type: none"> • A Committee established under the auspices of the Australian Institute of Judicial Administrators is working on cultural awareness training for judicial officers. • Aboriginal bailees can access hostel accommodation in their local area, achieved through advocacy with hostel providers by Community Corrections Officers. • Health Department and Ministry of Justice are developing strategies to address broader issue of health of Aboriginal inmates. • In Roebourne, an aggressive control program is provided to Aboriginal inmates through the local Aboriginal medical service. • Ministry of Justice initiated the "Aboriginal Over-Representation Project" to develop a research agenda to identify factors affecting Aboriginal over-representation in order to facilitate development of strategies. • Prison Health Services Directorate has contracts to provide "Keeping Safe" programs focusing on blood-borne communicable diseases and other health promotions at Broome Prison. • Prison Health Services Directorate has contracts to provide a comprehensive service of medical sessions and health promotions at Greenough Prison. • Prisoner Support Officers for Aboriginal prisoners have been recruited in both Metro and Regional Prisons. • Protocols are in place between the Health Department and Ministry of Justice to protect the rights to health care for Aboriginal people in custody and manage medical services. • The Aboriginal Community Supervision Agreement enables communities to supervise adult offenders on community-based orders. Legislation amendments are sought to include juvenile offenders. • The Aboriginal Family Supervision Program provides Aboriginal mentors to young offenders, and case management plans which includes activities to address offending behaviour. • The Bail Act requires presence of a responsible adult for a young person to be available for bail. • The Community Based Services Juvenile Justice encourages parental participation in major decisions about their child. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> The framework for the planning, implementation and monitoring of Indigenous policies will be linked closely with the reporting mechanism for the recommendations of the Royal Commission into Aboriginal Deaths in Custody. The Justice Coordinating Council agreed that the relevant Government departments form a working party to develop a response to the Ministerial Summit on Indigenous Death in Custody's Outcomes Statement" and "Resolution. The Magistrate of Broome discusses court cases with community elders, before handing down judgment. | |
| NIL | <p><u>Land</u></p> <ul style="list-style-type: none"> A priority list of 70 properties to be transferred was approved, and 106 properties has been forwarded to Cabinet for approval. Aboriginal Lands Trust implements a plan giving effect to the transfer of its land to local Aboriginal organisations. WA implemented plan to give effect to the transfer to Aboriginal land estate to local Aboriginal organisations. | |
| NIL | <p>Aboriginal Justice Plan:</p> <ul style="list-style-type: none"> Aboriginal input is achieved through representation by the State Aboriginal Justice Council on all key forums, including the working party, the Justice Coordinating Council and its Senior Officers Group. Aboriginal Justice Plan 2000 sets out a vision, principles and framework for guiding actions towards reducing number of Aboriginal people in criminal justice system. Aboriginal Justice Plan 2000 sets out ways that Aboriginal communities can set priorities and negotiate with Government agencies for resources. Aboriginal Justice Plan provides overall policy framework for continued implementation of "Action Plan to Address the Cycle of Aboriginal Offending". Considerable work has been undertaken in the development of a framework for WA's Jurisdictional Justice Plan. Government developed Aboriginal Justice Plan 2000, incorporates focus on implementing recommendations of Royal Commission into Aboriginal Deaths in Custody. Jurisdictional Justice Plan is developed to plan, implement and monitor all Indigenous policies and strategies which address social justice issues. The Aboriginal Justice Plan 2000 incorporates an Evidence-Based Framework for action, analyses current Government activities and ensures a more effective mix of programs to address Aboriginal well-being. The Jurisdictional Justice Plan aims to reduce the over-representation of Indigenous people at all levels of the justice system. The Justice Plan 2000 is intended to inform and guide | |

| Commitment | Response | Comments |
|------------|--|----------|
| | current and future activities, not to constrain local priority setting or development of local service agreements between Aboriginal communities and Government. | |
| NIL | <p><u>Children and Families:</u></p> <ul style="list-style-type: none"> An Aboriginal Group Worker is appointed to Killara, a preventive program to work with families of at-risk Young People. Juvenile Custodial Services encourages family involvement and seeks their views during case planning and decision making. Ministry of Justice has a funding allocation to purchase services from non-government agencies that provides preventive programs for Young People The Heads of Aboriginal Agencies Coalition is piloting the Indigenous Family Program, to support families in extreme risk of entering the criminal justice system. The Indigenous Family Program was piloted with one family and the experiences incorporated into a set of practice principles, a procedures manual and a description of staff training needs. | |
| NIL | <p><u>Commission of Elders:</u></p> <ul style="list-style-type: none"> Aboriginal Elders are appointed to regional Commission of Elders to advise Government on matters of significance to Aboriginal people. Commission of Elders represents Aboriginal people by working with Government on policy and planning issues relating to Aboriginal people especially heritage, language and land. New legislation is being drafted to increase Aboriginal involvement in Government decision making. State and Regional Aboriginal Justice Councils are established to monitor the implementation of the RCIADIC recommendations and negotiate with Government on policy and services for Aboriginal people. WA established Commission of Elders to advice on general direction for Aboriginal affairs policy and planning for Government. Aboriginal elders appointed to Regional Commission of Elders, advise Government on matters of significance to Aboriginal people. | |

South Australia

| Commitment | Response | Comments |
|------------|---|----------|
| | <u>Other Initiatives Delivered but not Corresponding to a</u> | |

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p><u>Commitment:</u></p> <p><u>Justice and Corrections:</u></p> <ul style="list-style-type: none"> A community service provision agreement with the Dunjiba community near Oodnadatta and another agreement under consideration with the Indulkana community enable community members to supervise Aboriginal offenders undertaking community service orders. Staff from Pt Augusta Prison and the Department for Correctional Services Aboriginal Services area are in the process of developing agreements with the Anangu Pitjantjatjara Lands and Pt Pearce communities for Aboriginal community supervision of Aboriginal prisoners on funeral leave During 2001 the Commonwealth funded Out of Mind Out of Sight project has highlighted the need for improved service pathways within the Adelaide Women's Prison and for external service providers accessing the prison population. One of the important aspects of release support is appropriate supported accommodation. An inter-agency and community member advisory group has been established to inform the process of developing appropriate accommodation and support models for Indigenous women leaving prison with a mental disability. The following processes have been completed: <ul style="list-style-type: none"> research of existing material regarding post prison release accommodation needs identification of key elements of a social and emotional well-being framework that would need to be present in supported accommodation identification of existing material on the integration of mental illness or offending behaviour rehabilitation within a social and emotional well-being framework collation of relevant material and confirmation of the integrity of material through individual and community feedback provision of recommendations re structure and nature of the support services required to meet the needs of the target group. A further review of the implementation of the RCIADIC recommendations is being undertaken by an independent consultant. Correctional Services Department is reviewing the regimes and physical placement of 'at risk' prisoners and special needs/prisoners requiring 'time out'. Department of Correctional Services has made recommendations to double the numbers of Aboriginal home detainees in the next year and has pursued the recommendations. Department of Correctional Services is undertaking a review of at risk and special needs prisoners in metropolitan prisons. Department of Correctional Services Northern Country region has established an agreement with Dunjiba Aboriginal community, enable Aboriginal communities to supervise Aboriginal offenders undertaking Community Service Orders. Human Services Department is funding a new position of Aboriginal Prisoners Project Officer to support the implementation of RCIADIC recommendations. | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <ul style="list-style-type: none"> In 1997, the 1996/97 Report on the implementation of RCIADIC recommendations was published on a whole of government basis. Ministers for Correctional Services and Human Services have signed a MOU to provide medical services to prisoners. The area of health care for Aboriginal prisoners is of concern to Correctional Services and Human Services Departments. The Family Well Being course has recently been facilitated in 2 detention centres in Australia. | |
| NIL | <p><u>Juvenile Justice and Offenders:</u></p> <ul style="list-style-type: none"> Department of Human Services is developing culturally appropriate services for Aboriginal youths who have been refused bail including community-based options. Government is establishing programs for bail assessment to encourage diversion from detention for Young People on bail. | |
| NIL | <p><u>Mental Health in Corrections:</u></p> <ul style="list-style-type: none"> Human Services Department is funding a new position of Aboriginal Prisoners Project Officer to facilitate the development of preventive and culturally appropriate mental health programs in detention facilities. The new Aboriginal Prisoners Project Officer is funded to support the implementation of RCIADIC recommendations and develop preventative mental health programs in detention facilities. | |

Northern Territory

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <p><u>Justice and Corrections:</u></p> <ul style="list-style-type: none"> All recommendations from Deaths in Custody have or are in process of being implemented and the underlying issues of social disadvantage are being addressed. | |
| NIL | <p>Child Welfare:</p> <ul style="list-style-type: none"> Principles are supported and are current practice such as having self-management in child placement. There are provisions for child welfare functions in the NT Community Welfare Act with community government councils. <p><u>Mental Health in Corrections:</u></p> | |

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Mental health services are being significantly upgraded. | |
| NIL | <p><u>General Issues:</u></p> <ul style="list-style-type: none"> NT government involved with MCATSIA and ATSIC in an international study on best practice that relates to 'national framework legislation'. NT government works with relevant organisations to deal with social issues and have implemented numerous strategies. Person not interviewed unless they are under caution and consent. No reason to caution unless a co-offender. Use of aboriginal language encouraged. tapes have been made in main aboriginal NT languages and will be trailed in 2000. | |

Queensland

| Commitment | Response | Comments |
|---|---|----------|
| Corrective Services Department intends to establish meeting places in correctional centres for cultural activities including NAIDOC week, education classes and family visits. | NIL | |
| Education Department will facilitate partnerships between TAFE, Agricultural Colleges and other training providers and communities regarding improving delivery of training services. | NIL | |
| Education, Training and Industrial Relations Department's full suite of services will be utilised to lever improvements in access to, participation in and completion of vocational education by ATSI people. | NIL | |
| In 1998, Indigenous Advisory Council will undertake planning and consultation. | <ul style="list-style-type: none"> ATSI Advisory Board was established to advise the Government on all Indigenous issues including those relating to children and Young People. The Indigenous Advisory Council was established to advise Government on all indigenous issues including addressing social and economic disadvantage. Implementation of the RCIADIC recommendations is a term of reference for the Indigenous Advisory Council. | |
| In 2000/01, considerable attention will be placed on improving the provision of vocational education and training to Indigenous communities. | <ul style="list-style-type: none"> The QLD Government is implementing compulsory education and training to the age of 17 for all Indigenous students. | |
| | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment::</u></p> <p><u>Justice and Corrections:</u></p> <ul style="list-style-type: none"> Local Justice Initiatives Program supports Indigenous | |

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p>communities to develop and implement local strategies to deal with justice issues.</p> <ul style="list-style-type: none"> • \$1.592 million was provided to Local Justice Initiatives Program in 2000-01 to establish Community Justice Groups and other local justice initiatives to address substance abuse, domestic violence and lack of recreational and employment opportunities. • A QLD Aboriginal and Torres Strait Islander Justice Agreement has been implemented to reduce Indigenous over-representation in the criminal justice system through improved coordination across justice agencies. • Department of Aboriginal and Torres Strait Islander Policy is addressing the underlying issues of social and economic disadvantage through Community Development Program, Diversion from Custody Program and Local Justice Initiatives Program. • Department of Aboriginal and Torres Strait Islander Policy is working to facilitate closer links between Community Justice Groups and police, courts and corrections to produce a more appropriate application of the justice system to Indigenous persons. • Department of Aboriginal and Torres Strait Islander Policy has facilitated the implementation of RCIADIC recommendations and works with other departments to progress outstanding matters. • Attorney-General amended the Penalties and Sentences Act 1992 and other legislation, to facilitate the involvement of Community Justice Groups in the sentencing process. • Family Violence Intervention Program is being developed for all correctional centres, will address problem of family violence, provide education on influence of alcohol and role of women in Aboriginal society. • The Qld ATSI Police project involves the staged transfer of responsibility for the ATSI Community Police function from ATSI Community Councils to Qld ATSI Police Service. | |
| NIL | <p><u>Juvenile Justice and Offenders:</u></p> <ul style="list-style-type: none"> • A number of programs have been developed to resource and support the provision of equitable and culturally sensitive services to Young People who have come into contact with juvenile justice system. • Aboriginal Outreach Projects have been established, provides a range of programs to assist Young People remain in the community and complete their orders. • Aboriginal Outreach Projects have local support committees with community representatives and other stakeholders including police, local government and education and training services. • Families Qld is developing Operational Standards for Youth Justice Services with a Residential Component, includes a component relevant to Indigenous youths. • Youth Justice is developing Operational Standards for Youth Justice Services with a Residential Component, has a component relevant to indigenous youths. | |

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <p><u>Child and Young People Welfare:</u></p> <ul style="list-style-type: none"> • \$550,000 was allocated to ATSI child care agencies in 1999/2000, increasing to \$1.1 million in 2000/01, for child protection matters including placement and alternative care to children. • A key strategic goal of the Families, Youth and Community Care Department is to address the over-representation of ATSI children on protection orders. • Child Protection Act 1999 has specific provisions for ATSI children and families that require consultation with Indigenous community in child protection decision making. • Staff from Families, Youth and Community Care Qld and ATSI child care agencies have participated in child protection frameworks and procedures training for the Child Protection Act 1999. • Targeted strategies will continue to focus on improving child protection practice with Indigenous families, and providing culturally sensitive services to Young People in juvenile justice system. | |
| NIL | <p><u>Youth Program:</u></p> <ul style="list-style-type: none"> • The Youth Program has developed a number of strategies to address the issue of the transfer of departmental functions to Indigenous communities. • Under the Youth Program, a number of programs are developed to resource and support the provision of equitable and culturally sensitive services to Young People in juvenile justice system. | |
| NIL | <p><u>Employment:</u></p> <ul style="list-style-type: none"> • The ATSI Employment and Career Development Strategy was developed in response to RCIADIC recommendations, provides a mechanism giving ATSI people access to permanent and meaningful employment. | |
| NIL | <p><u>General Issues:</u></p> <ul style="list-style-type: none"> • Families Qld is developing a Qld Government Youth Participation Charter and Strategy, provides a range of ways for Young People to participate in Government decision making and community life. • MCATSIA has resolved that 'best practice' models be developed as an alternative to national legislation, will assure quality and provide accountability in relation to desired outcomes. • Social issues identified by RCIADIC and Bringing Them Home report is being addressed via 'Towards a Qld Government and ATSI 10 Year Partnership'. • The '10 Year Partnership' is about improved co-ordination, accountability and new structural arrangements that allow Indigenous Queenslanders to influence Government planning, decision making and service delivery. • The Qld Government Youth Participation Charter sets out principles and values that will guide the government's policies and programs to include Young People and their needs, including Indigenous Young People. | |

| Commitment | Response | Comments |
|------------|----------|----------|
| | | |

Australian Government

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Government is spending \$2.3 billion on indigenous-specific programs, mainly in key areas of socio-economic disadvantage eg health, housing and education The Motion of Reconciliation The total package of Australian Government funding | |

Reparation

Victoria

| Commitment | Delivered | Comments |
|---|--|----------|
| Acknowledgment and Apology | <ul style="list-style-type: none"> Both Houses of Parliament apologised and expressed regret at the hurt past separation policies caused – 1997. Both houses of Parliament have apologised to the Victorian Aboriginal community. Government has undertaken initiatives designed to acknowledge hurt of past removal policies including passing parliamentary motion of apology and ongoing funding and support for 'Sorry Day'. (2000) all political parties signed a message in newspapers detailing their support of reconciliation and acknowledgment of the Stolen Generations. Victoria Police acknowledged their role in enforcing removal policies, committed to work in partnership with the Koori community and launched an Aboriginal Policy statement. "Home – Still Waiting" the 'Report of the Minajalku Aboriginal Corporation into Aboriginal children and the churches in Victoria' was developed. Under the direction of a steering committee, the three churches involved in the development of the report were the Uniting Church, the Anglican Church and the Catholic Church. | |
| Guarantees Against Repetition | <ul style="list-style-type: none"> Developed the Koori Health Reform Agreement, a partnership between the Victorian Koori community and DHS to improve Koori health outcomes. Developed the Koorie 2000 partnership in education between the Koori community and the Victorian Government to improve Koori education and skill outcomes. The VACCA protocol | |
| As part of the Koori Services Improvement Strategy, cultural awareness training, incorporating modules on history & effects of forcible removal, will be provided to relevant Departmental officials & employees of funded organisations. | <ul style="list-style-type: none"> ❖ See 'Tracing Theme', 'other initiatives' for further details. | |
| Will be providing funds to develop & maintain Koori genealogies & reference materials through the Koorie Family History Service & outreach program to regional community. | <ul style="list-style-type: none"> ❖ See 'Tracing Theme' point 1 for details on initiatives delivered. | |
| Government will provide an additional \$50,000 for the Koori Oral History Program. | <ul style="list-style-type: none"> ❖ See 'Tracing Theme' point 4 for details on initiatives delivered. | |
| Will provide \$30,000 in funding during 1998/99 to convene a Bringing Them Home conference. | <ul style="list-style-type: none"> ❖ See 'Tracing Theme' point 4 for details on initiatives delivered. | |

| Commitment | Delivered | Comments |
|---|--|----------|
| The Department of Human Services to give feedback to Government on implementation of Government initiatives. They will provide \$50,000 in funding to employ a Koori to debrief Koori communities on the National Inquiry. The Department's Mental Health Branch will develop an information package indicating availability of services & counselors & emergency contact numbers | <ul style="list-style-type: none"> ❖ See 'Tracing Theme' point 7 & 8 for details on initiatives delivered. | |
| NIL | <p><u>Compensation:</u></p> <ul style="list-style-type: none"> The Victorian Government maintains that due to the complexity of issues including national patterns of dispersal, a national approach is the only realistic method of compensation and is the responsibility of the Federal Government. Government's response to reparation involves responses directed at Stolen Generation members & broader efforts to address Indigenous disadvantage. Legislation and policies have been developed preventing forcible removal of children & which enshrines Indigenous Child Placement Principle | |

Tasmania

| Commitment | Response | Comments |
|--|---|----------|
| Will present a Parliamentary motion of apology to the ATSI people | <ul style="list-style-type: none"> Tasmanian Government has offered a formal apology. | |
| Government will seek to act for the benefit of the entire ATSI community, & address some specific needs of those directly affected by separation policies. | NIL | |
| The future placement of ATSI children to be made in consideration of their cultural needs. | <ul style="list-style-type: none"> The Children, YP & Their Families Act 1997 provides a framework for making decisions in relation to an Aboriginal child. There should be regard to any submissions made by an Aboriginal organisation & the principle that the child remain within his/her community. | |
| Creation of a Commissioner for Children to advise on policy & practice that reflects the principle of self determination for ATSI communities. | <ul style="list-style-type: none"> A Commissioner for Children was appointed in 2000 to advice Health and Human Services Department about how policy and practice could best reflect the principle of self-determination for families and communities. | |
| Future development in child welfare & youth justice will entail consultation with the ATSI community. | NIL | |
| Government to ensure ATSI community continue to be involved in consultations | <ul style="list-style-type: none"> Both the The Children, YP & Their Families Act 1997 and the Youth Justice Act 1997 have been proclaimed | |

| Commitment | Response | Comments |
|---|---|----------|
| & contributions to the Children, Young Persons & Their Families Bill & the Youth Justice Bill. The Bill aims to entrench the Aboriginal Placement Principle including consultation with ATSI community regarding placement of children. | | |
| Will develop strategic plans to address the over-representation of ATSI people in the criminal justice system. | NIL | |
| Department of Community & Health Services to consolidate registers of personal files, & complete an audit of personal records at different sites. Will also provide copies of records requested by members of the Stolen Generation. | <ul style="list-style-type: none"> Appointed a Policy Officer to develop a policy framework to ensure ATSI people's access to personal info held by government agencies. | |
| Review of information & counselling services provided to persons separated from their families as a result of child welfare & protection practices. | NIL | |

New South Wales

| Commitment | Response | Comments |
|--|---|----------|
| <u>Reparations</u> The NSW Government is committed to making reparations to individuals, families and communities by involving Aboriginal organisation and communities in the development and delivery of programs and services for Aboriginal people. | The NSW Government is currently developing and implementing a range of strategies, founded on the principle of Aboriginal engagement and negotiation. These strategies include: <ul style="list-style-type: none"> The Aboriginal Justice Agreement; The Aboriginal Justice Plan; The draft NSW Aboriginal affairs plan <i>Two Ways Together</i>; The Aboriginal Child, Youth and Family Strategy; The NSW Health Partnership Agreement; The Aboriginal Communities Development Plan; and Community Partnerships. | |
| <u>National Commitment to Improved Outcomes</u> The NSW Government is committed to achieving better outcomes for Aboriginal people and communities. We will continue to pursue the implementation of the 1992 <i>National Commitment to Improved Outcomes in the Delivery of Programs and Services for Aboriginal Peoples and Torres Strait Islanders</i> . | The 1992 <i>National Commitment</i> is underpinned by the principles of self determination, Aboriginal economic independence, negotiation, coordination and clarity of roles and responsibilities. Clear planning and reporting against measurable objectives and outcomes is also fundamental. At a national level the NSW Government has supported these principles through active participation in the development of Steering Committee for the Review of Commonwealth State Service Provision's <i>Framework of Indicators of Indigenous Disadvantage</i> which seeks to identify a comprehensive framework of indicators for success of Government initiatives in Indigenous affairs. At a state level the Government has been responsible for developing a range of strategies which are based on the principles of Aboriginal self determination and negotiation. The Government has also supported the development of community structures, such as Community Working Parties and Community Justice Groups, to increase the effectiveness of Aboriginal negotiation with Government. | |

| Commitment | Response | Comments |
|--|---|----------|
| <p><u>Aboriginal Communities Development Program (ACDP)</u></p> <p>In May 1998 the NSW Government announced the new \$200 million ACDP which will deliver infrastructure and environmental health services to Aboriginal communities throughout NSW.</p> | <p>The draft NSW Aboriginal Affairs Plan <i>Two Ways Together</i> establishes a comprehensive set of performance indicators and targets, aligned with those being set nationally, with economic development being a key area for action identified.</p> <p>The NSW Government is continuing to look for ways to work more cooperatively with Commonwealth agencies and has recently entered into the NSW Service Delivery Partnership Agreement with ATSIC and the NSW Aboriginal Land Council which seeks to improve coordination between these agencies. The Government is also developing mechanisms to work more closely with the Commonwealth and Aboriginal communities as part of the COAG Community Care Trials.</p> <p>The ACDP commenced in July 1998 and is administered by the DAA. The ACDP is divided into 3 separate components:</p> <ol style="list-style-type: none"> 1. Priority communities <p>22 communities have been selected on the basis of their level of disadvantage. In these communities the ACDP is targeting a broad range of housing and environmental health infrastructure needs in areas such as new housing to address homelessness and overcrowding; repairs, maintenance and refurbishment of existing housing that is in poor condition; and provision of adequate water and sewerage systems.</p> 2. Water and Sewerage Program <p>This program targets numerous communities (including, and in addition to, the ACDP priority communities) that have been identified as having inadequate water and sewerage systems. In most cases there is a shared funding arrangement between the ACDP, Department of Land and Water Conservation and Local Government.</p> 3. Housing for Health <p>This is a program that targets the immediate health and safety risks in houses such as electrical switches, plumbing, and hot water. It is based on an independent methodology that has been used throughout Australia to ensure that houses are brought up to a minimum standard for healthy and safe living.</p> <p>In 2003-04 ACDP expenditure will be \$29 million and will include the construction and purchase of 120 new homes, repair and maintenance or renovations/extensions to 180 existing homes, and additional landscaping, fencing and environmental health improvements in the form of related works.</p> <p>To date, a total of 43 communities have benefited from improvements in the water and sewerage infrastructure component of the Program. During 2003-04 an additional six communities will benefit from service improvements.</p> <p>During 2003-04 the Housing for Health component of the Program will be finalised in a total of 370 homes in 12 communities. These communities include Boggabilla, Bowraville, Collarenebri, Coraki, Lightning Ridge, Macksville, Moama (Cummeragunja), Mungindi, Nowra (Orient Point), Toomelah, Walcha and Wollongong (Coomaditchie). The Program involves the repair of "health hardware" such as sewerage, water supply, cooking appliances and other items which otherwise can result in health or safety risks. In 2003-04</p> | |

| Commitment | Response | Comments |
|--|---|----------|
| <p><u>Reparations</u></p> <p>The NSW Government is committed to making reparations to individuals, families and communities by involving Aboriginal organisation and communities in the development and delivery of programs and services for Aboriginal people.</p> | <p>the Program will be expanded to another 260 homes in New South Wales. NSW Health is managing these projects in partnership with the Department of Aboriginal Affairs. Since 1997, more than 1,090 houses have had some form of repair work undertaken as part of the Housing for Health programs. This equates to over 11,000 separate repair jobs.</p> <p>The NSW Government is currently developing and implementing a range of strategies, founded on the principle of Aboriginal engagement and negotiation. These strategies include:</p> <ul style="list-style-type: none"> • The Aboriginal Justice Agreement; • The Aboriginal Justice Plan; • The draft NSW Aboriginal affairs plan <i>Two Ways Together</i>; • The Aboriginal Child, Youth and Family Strategy; • The NSW Health Partnership Agreement; • The Aboriginal Communities Development Plan; and • Community Partnerships. | |
| <p><u>Review of NSW Programs for Aboriginal People</u></p> <p>An inter-departmental working group, overseen by the CEO Group on Aboriginal Affairs, has been established to investigate avenues to enhance service delivery and to develop improved performance indicators for programs.</p> | <p>A network of eight cluster groups, comprising both NSW Government agencies and Aboriginal Peak bodies are currently working together to develop indicators, targets and action plans for Government in Aboriginal affairs. This work is being done as part of the development of the NSW Aboriginal Affairs Plan, <i>Two Ways Together</i>. The CEO Group on Aboriginal Affairs is overseeing the development of this work.</p> <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> • In 1997, Government's partnership with NSW Aboriginal Health Resource Co-operative released the Framework for the NSW Health System, establishing principles & strategic directions for Aboriginal health. • In 1998 Mootwingee National Park was returned to traditional owners, will be jointly managed by National Parks & Wildlife Service & traditional owners. • The Aboriginal Housing Act 1998 established the Aboriginal Housing Office to direct & manage Aboriginal housing. | |
| NIL | | |

Australian Capital Territory

| Commitment | Response | Comments |
|---|----------|----------|
| Government is negotiating an Indigenous Housing Bilateral Agreement | NIL | |

| Commitment | Response | Comments |
|---|---|----------|
| with ATSIC & Indigenous community to provide an alternative to mainstream housing | | |
| The Aboriginal Justice Advisory Committee to provide a forum for liaison & consultation on Indigenous justice issues including over representation of Indigenous persons in the criminal justice system | NIL | |
| A long-term project is being developed to collate Aboriginal cultural info which will be used in considering Aboriginal places for inclusion in the ACT Heritage Places Register | <ul style="list-style-type: none"> Government quarantined \$10,000 to assist in the accelerated assessment of Aboriginal Heritage in 1998-99. The Government quarantined a further \$27,536 for Aboriginal Heritage Projects in 1999-2000. Research investigations & surveys of land containing Aboriginal heritage must include consultation with Aboriginal organisations. An Aboriginal Heritage Liaison Officer employed to liaise with Aboriginal community & heritage consultants on proposed development issues which may affect Aboriginal cultural heritage and to assist with consultation with Aboriginal community regarding park management matters that have relevance to Aboriginal tradition & history. An agreement between Ngannawal people & Government provides for joint management of Namadgi National Park. A register of sites of Aboriginal significance is being developed. The old Ainsley pre-school site 'handed back' to Aboriginal groups via a 99-year lease to Winnunga Nimmityjah Aboriginal Health Service. ATSIC Regional Council has strategies to re-establish the links between Indigenous people & their traditional lands as cultural, social & economic resources. | |
| NIL | <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> Consultations with ATSIC communities on establishing a cultural centre | |

Western Australia

| Commitment | Response | Comments |
|--|--|----------|
| Jurisdictional Justice Plan will form a broad framework of agreements between government & Aboriginal people to focus effort on practical outcomes in Aboriginal affairs | <ul style="list-style-type: none"> Addressed the needs of people directly affected by separation policies, including providing access to records & counselling, & acknowledges ongoing imperative to improve housing, health & education services. Addressed the components of reparation via acknowledgment & apology, guarantees against | |

| Commitment | Response | Comments |
|------------|--|----------|
| | <p>repetition, measures of restitution & rehabilitation & monetary compensation.</p> <ul style="list-style-type: none"> The approach taken by Government for restitution is broad & aims to address the social & economic disadvantage experienced by Indigenous peoples. To guarantee against repetition, Government implemented Aboriginal Child Placement Principles, increased participation of Aboriginal people in decision making & education & awareness-raising initiatives for schools & training institutions. To guarantee against repetition, Government implemented cross-cultural training highlighting the effects of forcible removal policies for professionals in government agencies, & continuing support for language, culture & history projects. The Aboriginal Lands Trust is finalising the return of Catholic Mission lands in the Kimberley regions. Lands in the Kimberley region to be returned will initially be handed to Aboriginal Lands Trust, after which negotiations will determine the parties that will have the land. Rehabilitation initiatives include establishment of a State Records Taskforce & Family Information Records Bureau & efforts to access Australian Government funding to increase support services for people seeking family links. Premier addressed Parliament to formally apologise to the Aboriginal people immediately subsequent to the release of the "Bringing Them Home" Report. <p><u>Other Initiatives Delivered but not Corresponding to a Commitment:</u></p> <ul style="list-style-type: none"> The WA Government has contributed \$800,000 through the Department of Health for the counselling and support for individuals affected by forcible separation and their families who may be at risk of self harm or suicide. This is a dollar for dollar commitment for the provision of intervention services for the intergeneration effects of past governments removal policies | |

South Australia

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> In 1997 members of all major & minor parties from both Houses of Parliament apologised to the Aboriginal community for mistakes of the past. The Minister of Aboriginal Affairs and Reconciliation has endorsed the concept of a reparations tribunal. DOSAA is currently developing a policy position. | |

Northern Territory

| Commitment | Response | Comments |
|------------|----------|----------|
| | | |

| | | |
|-----|--|--|
| NIL | <ul style="list-style-type: none"> Has funded and initiated dialogue with groups & individual that have been affected by removal policies. A grant of \$70 000 has been allocated for counselling for those people affected by forcible removal. "Mission Leases" in remote areas returned to Aboriginal ownership via the NT Aboriginal Land Rights Act, 1976. | |
|-----|--|--|

Queensland

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> The Queensland Government has allocated significant resources to providing access to personal and community history information to Aboriginal and Torres Strait Islander peoples. An estimated 8 million dollars has been spent on improving access to family history information since 1993 The Queensland Government has paid \$39.9M in compensation to address claims relating to non-payment of award wages to Indigenous people during the period 1975 – 1986. The Queensland Government has commenced a Reparations process to resolve issues arising from the historical administration of Indigenous people's financial affairs by previous Queensland governments. This Reparations Offer includes: <ul style="list-style-type: none"> \$55.4M in compensation an apology to each eligible applicant Parliamentary Acknowledgment involving a Statement in the House by the Premier on behalf of the Government and a Parliamentary Function to commemorate the occasion. Government Protocol to Acknowledge Traditional Owners The distribution of the Aborigines Welfare Fund (currently \$8.9M) to be progressed as a separate issue. The Queensland Government is actively pursuing practical reconciliation through partnerships with Aboriginal and Torres Strait Islander peoples in developing and delivering programs and services. In implementing this strategy, the QLD Government has committed to a range of initiatives including, Aboriginal and Torres Strait Islander Justice Agreement, Family Violence Agreement, Land, Cultural Heritage and Natural Resources agreement, Economic Development agreement and Meeting Challenges, Making Choices, the response of the QLD Government to the Cape York Justice Study. These initiatives are not directly related to issues arising from past practices of forcible removal. | |

Australian Government

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> The totality of the Australian Government's BTH package | |

Issues of Contemporary Separation

Victoria

| Commitment | Delivered | Comments |
|---|--|----------|
| Aboriginal Child Placement Principle, commitment of \$1.2M. | <ul style="list-style-type: none"> This policy was developed and implemented in Victoria. A guide to the Aboriginal Child Placement Principle has been prepared for Child Protection workers. VACCA has been provided lead agency status for contemporary child removals The Children & Young Person's Act requires the Department of Human Services to comply with the Aboriginal Child Placement Principle in any case planning decision which stipulates the hierarchy for determining out-of-home care or adoption of Koori children and has to be managed by the authorised agency. | |

Tasmania

| Commitment | Response | Comments |
|---|--|----------|
| The proposed Children, Young Persons & Their Families Bill identifies broad principles for establishing the best interests of the child, primarily the child is to remain within & maintain contact with his/her Indigenous family & community. | <ul style="list-style-type: none"> The Child Placement Principle is entrenched in the Children, Young People & Their Families Act 1997. The Children, YP & Their Families Act 1997 provides a framework for making decisions in relation to an Aboriginal child. There should be regard to any submissions made by an Aboriginal organisation & the principle that the child remain within his/her community. Child placement principles of Aboriginal children in Tasmania follow the national Aboriginal Child Placement Principle. Child Placement Principle is entrenched in the Children in the Youth Justice Act 1997, both commenced in 2000. Children needing out-of-home placement receive representation from Aboriginal Family Support Program or Aboriginal Legal Service. | |

New South Wales

| Commitment | Response | Comments |
|--|---|----------|
| The NSW government is committed to reducing the contact Aboriginal people have with the current child welfare and juvenile justice systems and has established principles of best practice to ensure that Government funded services further this objective. | <ul style="list-style-type: none"> The NSW Government has introduced the Children and Young Persons (Care and Protection) Act 1998, establishing a new system of protection and care for children at risk of neglect or abuse. The Act outlines principles of self determination and placement for working with Indigenous Australians and their communities | |

Australian Capital Territory

| Commitment | Response | Comments |
|------------|----------|----------|
|------------|----------|----------|

| | | |
|-----|--|--|
| NIL | <p><u>Children in Care:</u></p> <ul style="list-style-type: none"> The Children & Young People Act 1999 commenced in 2000 & is to be reviewed within 3 years. The Children & Young People Act incorporates the Aboriginal Child placement principle & requires the consultation of Indigenous Child Care Agencies before placing Indigenous children. The Dept of Education has incorporated the Indigenous Child Placement Principle into its formal child protection policy. The FACE to FACE network is developing a Children's Charter for children in care. The Indigenous Child Placement Principle has been incorporated in the ACT Standards for the provision of foster care. | |
|-----|--|--|

Northern Territory

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> NT Adoption of Children Act, 1994, has important provisions ensuring interests of child and the communities desire to maintain culture. Sections of the act are similar to recommendation 45A & also look at open adoption. | |

Western Australia

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> Adoptions Act 1994 is reviewed to consider matters relating to Aboriginal adoptions & importance of placing Aboriginal children with culturally appropriate adoptive families. | |

Queensland

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> The Child Protection Act includes the Indigenous Child Placement principles, addressing a need for consultation with the Indigenous Community in child protection decision making. A key strategic goal of the Department of Families is to address the over-representation of Aboriginal and Torres Strait Islander children on child protection orders. The Aboriginal and Torres Strait Islander Justice Agreement is addressing the over-representation of Aboriginal and Torres Strait Islander young people in custody and of them becoming involved in the juvenile justice system. | |

Australian Government

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> The totality of the Australian Government's BTH package | |

Consultations and Monitoring

Victoria

| Commitment | Response | Comments |
|---|--|--|
| Convene a working group to advise MCATSIA on implementation and monitoring of the BTH recommendations. | <ul style="list-style-type: none"> Government participated in Victorian Stolen Generations groups. Convened the Victoria Government BTH Working Group and coordinated the production of four BTH monitoring reports (November 1997, November 1998, October 2000 and October 2002). Australian Government responsibility | Highest number of monitoring reports of all jurisdictions. |
| Copies of the report will be provided to HREOC, ATSIC, Koori organisations and councils. | | |
| Government will report annually to parliament on initiatives and outcomes relating to aboriginal affairs. | <ul style="list-style-type: none"> Government has produced four BTH monitoring reports (November 1997, November 1998, October 2000 and October 2002) – has also prepared an annual report in 2002 on Aboriginal affairs, policy development, programs and expenditure. | |
| Links with other Victorian Government forums established. | <ul style="list-style-type: none"> A number of partnership arrangements have been formed addressing Bringing Them Home issues both within Government and together with the Victorian Koori community. These include the Victorian Koorie Records Taskforce, the proposed Stolen Generations Organisation, the VACCA Protocol, Purro Birik, the Koorie Family History Service and the Victorian Sorry Day Committee. | |
| Establishment of a Victorian Stolen Generations Organisation. | <ul style="list-style-type: none"> On National Sorry Day, 26 May 2002, the Victorian Government announced funding of \$2.1m over three years for the establishment of a Victorian Stolen Generations Organisation. In July 2002, a seven member, Indigenous, Stolen Generations Taskforce was appointed by the Minister for Aboriginal Affairs. On National Sorry Day, 26 May 2003, the Victorian Government launched the Taskforce Report on the establishment of the Organisation. In 2003 an interim board will be appointed to guide the establishment and incorporation of the new Organisation. | |
| Links with other ministerial councils will be established where necessary. | <ul style="list-style-type: none"> Australian Government responsibility | |

Tasmania

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> Review of the implementation of recommendations from the State Records Taskforce completed | |

New South Wales

| Commitment | Response | Comments |
|---|---|----------|
| <p>Monitoring Process</p> <p>The key mechanisms for monitoring the implementation of commitments will be the Cabinet Committee on Aboriginal Affairs and the Chief Executive Officers Group on Aboriginal Affairs.</p> <p>The Cabinet Committee will oversee the implementation of the Government's ongoing commitment to addressing the issues raised in the <i>Bringing them home</i> report and will provide a forum for consideration of further action on the thematic areas identified in the report, ensuring a whole of Government response.</p> | <p>The Cabinet Committee on Aboriginal Affairs and the CEO Group on Aboriginal Affairs monitor a number of initiatives developed in response to the <i>Bringing them home</i> report. These include:</p> <ul style="list-style-type: none"> • The draft NSW Aboriginal affairs plan <i>Two Ways Together</i>; • The Aboriginal Child, Youth and Family Strategy; and • Community Partnerships. <p>The Cabinet Committee ensures that a whole of Government approach is adopted when developing responses to <i>Bringing them home</i> and also ensures that effective partnerships with Commonwealth initiatives, such as the Community Care Trials, are supported and developed.</p> | |
| <p>The CEO Group will ensure coordinated responses to service delivery issues and coordination between key agencies. It will report to the Cabinet Committee on the implementation of the Actions in the NSW Government response.</p> <p>The Department of Aboriginal Affairs will monitor progress in key areas. The Minister for Aboriginal Affairs will oversee this process.</p> | <p>The Cabinet Committee on Aboriginal Affairs and the CEO Group on Aboriginal Affairs monitor a number of initiatives developed in response to the <i>Bringing them home</i> report. These include:</p> <ul style="list-style-type: none"> • The draft NSW Aboriginal affairs plan <i>Two Ways Together</i>; • The Aboriginal Child, Youth and Family Strategy; and • Community Partnerships. <p>The Department of Aboriginal Affairs has a key coordinating and monitoring roles through:</p> <ul style="list-style-type: none"> • The provision of Secretariat support to the CEO Group on Aboriginal Affairs; • The development of indicators and targets within the Aboriginal affairs plan, <i>Two Ways Together</i>; and • The monitoring of Government commitments in the area of Aboriginal affairs. | |

Australian Capital Territory

| Commitment | Response | Comments |
|--|---|---|
| NIL | <ul style="list-style-type: none"> • Establish interdepartmental committee on implementation of BTH recommendations. • Government reports annually on progress of initiatives and responses to recommendations. | Yearly progress reports changed to 6 monthly activity reports |
| Journey of Healing network has undertaken to monitor progress and report annually. | <p>Non Government:</p> <ul style="list-style-type: none"> • Have compiled monitoring reports for the years of 1997 to 1998, 1998 to 1999 and 1999 to 2000, 2001 to 2002. • Reconciliation Australia continues work on council of Aboriginal Reconciliation, promotes 'best practice' and community based approaches to economic and social | |

| | | |
|--|--------------------------------------|--|
| | development in Indigenous community. | |
|--|--------------------------------------|--|

Western Australia

| Commitment | Response | Comments |
|---|--|--------------------------------|
| ATSIC and government will assist communities with upgrades of facilities, provide essential services, manage fuel process and support families. | <ul style="list-style-type: none"> The Premier, Minister for Aboriginal affairs and ATSIC meet to strengthen commitment to jointly improve outcomes for Aboriginal people. | Not really BTH specific action |
| Implementation of BTH recommendations to be monitored through the Jurisdictional Justice plan. | <ul style="list-style-type: none"> MCATSIA agrees to consider framework suggested by WA for monitoring. WA uses existing committees of Aboriginal advisors as their consultation on implementation of BTH recommendations, while also consulting with other relevant agencies and communities. | |

South Australia

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> The Bringing Them Home Key Advisory Group is responsible for monitoring and reporting on progress made by state government agencies against commitments to recommendations in the Bringing Them Home Report. This process is also in accordance with the Partnering Agreement between the Government of SA and ATSIC, signed 14 December 2001. Membership of the Key Advisory Group comprises representatives from state government agencies, ATSIC, the churches and SA Link-Up. Specific tasks of the Key Advisory Group include identification of gaps and priorities leading to the development of solutions, options and recommendations for further progress. It is also responsible for collating and monitoring progress and reporting annually to Cabinet. | |

Northern Territory

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> Provide \$13,000 to people who had been forcibly removed so they could attend the official launch of the protocol in Parliament House | |

Queensland

| Commitment | Response | Comments |
|------------|---|----------|
| NIL | <ul style="list-style-type: none"> ATSI policy and development department has coordinated a response with ATSI Advisory board and relevant government agencies. Indigenous Advisory Council is established as the peak advisory body for all issues pertaining to ATSI peoples. Will have ongoing roles in advising and monitoring issues | |

| | | |
|--|--|--|
| | <p>relating to BTH.</p> <ul style="list-style-type: none"> Community and Personal Histories and the Queensland Joint Records Taskforce will continue to monitor the implementation of BTH recommendations relating to family history and records access and preservation. | |
|--|--|--|

Australian Government

| Commitment | Response | Comments |
|------------|--|----------|
| NIL | <ul style="list-style-type: none"> All mental health and wellbeing initiatives have been implemented and integrated with state/territory government parties. ATSIC continues to consult with stakeholders regarding Link-Up. National archives consulting with Aboriginal advisory groups about access to records. National Library established a reference group to guide its work in oral history projects. Australian Government programs are reported upon through such for a as COAG and MCATSIA as well as through the Annual Reports of specific agencies. | |

APPENDIX D AGGREGATED DATA FROM THE SURVEY RESPONSES

This Appendix presents and discusses the information and findings gleaned from the National mapping survey.

National Service Mapping

In an attempt to gain a clear picture of initiatives undertaken across the country, a total of 119 organisations were consulted via a mapping exercise. Eighty-four of the organisations (72%) said they undertook initiatives in relation to the '*Bringing Them Home*' Report. While a number of these organisations were funded to undertake these initiatives (46%), more than half of the organisations undertaking initiatives were not funded (54%).

The range of organisations, which participated in the mapping exercise, included eleven community/welfare services (10%), forty-five Indigenous services (39%), twenty-five government departments (22%), twenty-three Church/religious organisations (20%), three health services (3%), and eight other general services (7%). Those organisations that demonstrated best practice have been written up as case studies (see Chapter 6).

The aim of the mapping exercise was to identify current actions undertaken across the country and the key issues resulting from these initiatives. As there were consistent themes emerging from the survey/interview responses, in relation to key issues and support needs of both workers and those removed from their families/communities, responses have been integrated.

This section provides aggregate organisational data.

Organisational Initiatives

According to the organisations, the main aim of their BTH initiative/s was to directly assist those individuals who had been removed from their families/communities as a result of past government policies. They aimed to provide direct assistance to individuals by: 'tracing family history records', 'offering information to raise awareness', 'facilitating individuals' healing process', and 'supporting individuals/families to strengthen their culture'.

The most common reasons why organisations did not undertake the *Bringing Them Home* Initiatives were either that the initiatives were not relevant to their organisation or department, or that the organisations lacked the resources or capacity to undertake this work. Other common reasons for not undertaking any initiatives included organisations not being aware of the BTH initiatives, or preferring to take a low key approach.

Whether organisations were funded to undertake initiatives:

Just under half of the agencies were funded to undertake the Bringing Them Home initiatives (46%), while 54 percent were not funded. When asked who their funding sources were, agencies reported the following:

- ATSIC (21%)
- OATSIH (18%)
- The cultural minister's archive working group (3%)
- State Government (18%)
- Australian Government (18%)
- Personal donations/foundations/Churches/fundraising (12%)
- Office of Aboriginal Health (6%)
- ACT Grants (3%)
- Organisations that were not formally funded to support the BTH initiative/s, obtained funds in the following ways:
 - Costs absorbed in existing budget (32%)
 - Fundraising activities (18%)
 - Membership fees (14%)
 - Grants from other organisations (eg. churches) (14%)
 - Donations/bequests (11%)
 - Networking (3%)
 - Corporate sponsorships (3%)

Themes addressed by the initiatives

Organisations were provided with a list of themes and asked to indicate which of these themes were addressed by their initiative/s. Close to two thirds reported addressing Family Tracing and Reunion (63%), while more than half reported addressing Education and Training. The theme addressed by the least number of organisations was 'Guarantees against repetition' (8%). On average, two themes were addressed by each organisation. Results are presented in Table 3 below:

Table 2.: Themes addressed by the initiatives

| THEMES | % of Organisations |
|---|--------------------|
| Family Tracing and Reunion | 63 |
| Education and Training | 55 |
| Acknowledgment and Apology | 43 |
| Consultation, Monitoring and Coordination | 35 |
| Issues of Contemporary Separation | 20 |
| Rehabilitation | 20 |
| Reparation | 18 |
| Guarantees against Repetition | 8 |
| Other | 22 |

Organisational Models

Organisations were asked to comment on the model underpinning the work they undertook as part of the BTH initiatives. Across the organisations, there was a variety of models and service delivery options represented, based broadly on a common program rationale which was to 'help persons or communities affected by the separation of Indigenous children from their families'.

Common service models or service delivery options used by organisations to deliver the BTH initiatives, were 'education and training' (delivered by the largest number of organisations), followed by 'facilitating record searches'. Other service delivery models included a counselling focus, a community development model, a case management approach, and undertaking outreach. Three organisations that responded to this question were funding bodies, while a further three were peak organisations.

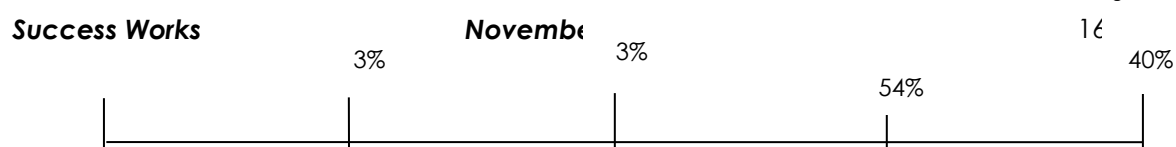
Organisational Philosophies

Key elements of the various philosophies across organisations undertaking BTH initiatives included the following:

- Acknowledge injustices of the past;
- Facilitate access to records to assist Indigenous People;
- Assist and consult Indigenous communities who have been affected by previous government policies;
- Education/training and increasing awareness;
- Cultural strengthening;
- Promote healthy communities;
- Promote partnerships between Indigenous and non-Indigenous groups.

Outcomes

Organisations were asked to rate on a scale of one to five the extent to which they believed the BTH initiatives were making a difference. The overwhelming majority



reported the initiatives were making 'some difference' (54%) or 'considerable difference' (40%). Results appear on the scale below:

Considerable
difference

Organisations were asked to describe the main outcomes of the BTH initiatives they were undertaking. The highest priority for organisations in undertaking the BTH initiatives was to facilitate positive and sustainable outcomes for the individuals, families and communities affected by the separations. Outcomes from the BTH initiatives are broad and unique. Thus, improving access to public records was an outcome for the largest number of organisations, while for other organisations outcomes included establishing support networks, running awareness raising workshops, or increasing the number of Indigenous persons involved in community affairs.

The outcomes illustrate substantial improvements in the lives of the individuals/families and their communities. All of the reported outcomes either directly or indirectly will better the lives of individuals/families affected by the separations. For instance, individuals/families are now able to access information about their family history from public records, attend awareness raising workshops, and receive counselling support from staff who are appropriately trained to deal with Indigenous issues and sensitivities surrounding these.

Strategies used by organisations to measure outcomes and success

Outcome measurement is considered complex and difficult. Organisations have been attempting to measure and document outcomes for many years. Strategies used have varied widely across the sector and over time. The majority of organisations consulted put strategies in place for measuring any outcomes or success of the BTH initiatives. Most commonly, organisations undertook client evaluations using a range of client satisfaction survey tools to ascertain satisfaction levels.

Other strategies used to measure outcomes included monitoring and recording progress and change, and recording the number of clients assisted. In monitoring progress, organisations recorded the number of individuals who sought or gained employment or training, the number of students who successfully completed the archival training, or the extent of media coverage. In recording the number of clients assisted, organisations recorded the number of link-ups made by families, the number of children placed with Indigenous carers, or the number of requests for service received.

Critical issues in relation to outcomes

Organisations were asked to describe the critical issues (as they relate to outcomes) identified throughout the life of the initiatives. Funding and resource issues, and

education, training and awareness-raising issues were the most commonly emerging issues. Another critical issue identified by organisations included the overwhelming need for clearer directions around accessing government records and information. Other critical issues identified included Indigenous people's difficulty in taking on leadership roles and managing personal issues as well as a lack of cultural pride.

Process issues identified during the establishment phase

The most common process issue identified by organisations during the establishment phase of the 'Bringing Them Home' initiatives was the difficulty in recruiting and training appropriately qualified workers. Employing Indigenous workers, who have a solid understanding of the issues involved, posed difficulties because many of these workers were themselves affected by the separations and were addressing personal issues.

Having to deal with local Aboriginal politics also proved challenging for many of the organisations, as was finding the resources to set up the infrastructure during the establishment phase. Table 4, below, illustrates the results:

Table 3.: Process issues identified during the establishment phase of the 'Bringing Them Home' initiatives:

| Process issue | Comments |
|---|---|
| Local Aboriginal politics | <ul style="list-style-type: none"> Accountability to the Indigenous community. ATSIC's role. Important not to try to be part of internal Koori issues. Program was generally not seen as a priority by Aboriginal community controlled primary health services and therefore the establishment of the program took some time. To involve Stolen Generations from the beginning (eg. the final format of the event changed significantly from the original idea). Total community involvement is essential. Widespread public promotion of the activity is critical. |
| Funding and resource issues | <ul style="list-style-type: none"> Short term funding cycles. To provide resources to address the infrastructure needs. Provisions of infrastructure to support positions (travel budget, accommodation, office space, office equipment). The wide and extensive consultation with the Catholic institutions involved required a huge commitment of resources. |
| Training and education issues for workers | <ul style="list-style-type: none"> It takes time to consult and learn, and workers need to be made aware of issues. Some educators are very aware of the issues and some not at all. Professional development needs to be flexible and adaptable, ongoing and delivered in non-threatening ways for the best possible outcomes. Initial need for considerable support for caseworkers. |
| Difficulties around staff recruitment | <ul style="list-style-type: none"> Difficulties in recruiting skilled Indigenous staff, who are skilled in project management. Employment of workers who are part of Stolen Generation. Recruitment of Counsellors. Recruitment of staff with appropriate skills. |
| Complex reporting requirements | <ul style="list-style-type: none"> Repetitive reporting requirements, reports that are convoluted. The Key Advisory Group was originally developed for State Govt. membership to enable reporting of Govt. departments' progress towards the recommendations. |

| | |
|---|--|
| | <ul style="list-style-type: none"> • Understanding the reporting requirements from the funding bodies. • Better guidelines being established or specific use of the general guidelines. |
| Difficulties around locating information and records | <ul style="list-style-type: none"> • In Tasmania access to Church agency records is easier and simpler than Govt. records. • Occasional tensions regarding restricted records (eg adoptions). • Apart from the current Access desktop database whose search strategies are somewhat limited, the main process issues related to: strategies for identifying records worth indexing; and establishing protocols for indexing strategies and standards. |
| Insufficient time allowed for new services or programs to be developed and accessed | <ul style="list-style-type: none"> • Many people are re-traumatised in giving evidence to the BTH enquiry. It is therefore important to allow sufficient time, in developing new services, to allow for these issues to be canvassed. • The value of involvement of members of Stolen Generation in a way that provides them recognition of their personal loss and dispossession. • Unwillingness to face severity of family distress and inter-generational outcomes. |
| Lack of coordinated information and process for sharing information | <ul style="list-style-type: none"> • The lack of coordinated information to enable the State Coordinator to function to her maximum capacity. • The work undertaken by the Queensland Joint Records Taskforce could have progressed more quickly if the group had met more often and had more of a focus on what it wanted to achieve. • Linking up with various organisations - Link-Up, Brisbane City Council. |

Proposed improvements to establishment phase

Suggestions for improving the establishment phase of the BTH initiatives mainly centre on funding and resource issues and support. Organisations wanted more funding and resources provided during the developmental phase, as well as more Government support to increase worker and community awareness. It was also believed that closer cooperation and coordination between Government and community services and groups would improve the establishment phase.

Proposed improvements to implementation phase

Suggestions for improving the implementation phase of the BTH initiatives again mainly centred on funding and resource issues and support. Organisations wanted an increase in funding and resources provided during the implementation phase, as well as regular monitoring and reporting processes in place.

Effective ways of working with persons or communities affected by the separation of Indigenous children from their families

According to the organisations, the most effective way of working with persons or communities affected by the separations was dependent on a number of variables, highlighting the complexity of this work and also the diversity of Indigenous families that organisations come into contact with. From an analysis of responses, a number of trends and patterns in the service system and experience of workers emerged.

Workers had a number of different approaches in working with individuals and families affected by the separations. Most commonly, workers listened to and respected clients' needs, and offered flexible support to meet these needs. Secondly, organisations demonstrated their knowledge and training on cultural issues by being sensitive to individuals and families. Other effective ways of working with individuals and families affected by the separations included creating good links with Indigenous

communities and organisations, and offering a wide range of quality services and programs to clients.

Elements of best practice incorporated into initiatives

In undertaking the BTH initiatives, organisations incorporated a number of best practice elements into their work. The most common practice used by half of the organisations included engaging Indigenous persons affected by the separation early on in the process via community consultations. Other less common practices included: collaborating with other agencies, attending forums, conferences and meetings, and participating in key advisory groups.

Good practices worth replicating in other organisations

Most of the organisations surveyed were able to nominate good practices worth replicating in other organisations. Some of these practices are outlined below:

- Effectively identify information that Indigenous people need to facilitate family reunion.
- Have reference and outreach services that encourage Indigenous people to seek information.
- Be prepared to focus on the 'process' of healing and truth-telling, rather than pressing too quickly to perceived 'outcomes'.
- Cultural education and listening by agency staff.
- Employment of a number of Indigenous staff, to make the service culturally safe.
- Each community should be encouraged to develop local solutions and activities for their own issues.
- Share stories and different national and international approaches with all funded organisations.
- Family wellbeing courses run by Aboriginal organisations.
- Locating services in an Aboriginal community controlled environment.
- Linkage and co-location of services under the one roof.
- Education, training and support for counsellors, including networking and debriefing.
- Producing record guides whether in hard copy or electronically is a good starting point for all agencies holding records relating to Indigenous peoples.
- Regional centres support and training for Bringing Them Home Counsellors.

Whether organisations have plans to continue undertaking these initiatives, once their funding concludes

More than half of the organisations (58%) planned to continue undertaking these initiatives after their funding concluded. When asked where they would obtain funding to continue running the initiatives, organisations reported the following sources:

- Own resources to continue the project at a reduced level.
- Corporate sponsors, membership fees and projects.

- Federal Government.
- Funding is continuing as part of operational budget.
- Local initiatives, corporate support, benefactors, commercial opportunities.
- Memberships, OHS applications.
- Will try to raise funds.
- OATSIH.
- Ongoing educational funding from State and Australian Governments.
- Public donations and grants etc as before.
- Self-funding ongoing.
- Hoping to attract external funding to produce a guide to records held by Queensland agencies.

Responses to the Bringing Them Home Report

When asked to comment about their responses to the BTH Report, most organisations felt they had been proactive, or as effective as possible in their responses to the BTH Report. For example, some organisations had developed new positions within their agencies to undertake specific work in this area, and/or had provided funds to Aboriginal groups to undertake the work, while other organisations were collaborating with more well funded and resourced organisations to provide a stronger joint response.

As can be seen in Table 5 below, there were a few agencies that felt they had responded at a basic level only because of lack of funding and resources, or lack of access to records and information. These organisations acknowledged that a lot more work in the area was needed.

Table 4.: Organisations responses to the Bringing Them Home Report:

| | NO. | COMMENTS |
|---|-----|--|
| Proactive positive response | 11 | <ul style="list-style-type: none"> The project has opened up a great deal of information that was previously accessible only by laborious manual searches. In a proactive manner by developing the position of State Coordinator. Our organisation has provided funds to Aboriginal community controlled organisations to undertake healing work within their communities. Supported this position overwhelmingly, are pushing for continued position, provide technical support. Have responded positively providing a real service to clients. Have also published and organised the Sorry Books people could sign. With great commitment but also with the recognition that further work is required. |
| As effectively as possible | 8 | <ul style="list-style-type: none"> Doing the best possible, given budget and staffing constraints. As effectively as possible and with the support of Link-Up and Brisbane City Council. As well as we can. Good relationship with Link-Up, Journey of Healing and particular people not involved in those services. It's a small but effective way we brought it before a whole sector at the Bi-annual State Conference. |
| Minimal/limited response at a basic level | 6 | <ul style="list-style-type: none"> Band-aid effect. Basic level - could have had a lot more input and impact into effective and appropriate service provisions as result of Report. In a limited way, have been able to make a useful response to help those helping individuals and communities. Too late and limited, due to funding and overall response to Report. Restricted access to personal and family records. Too many pockets of records not readily accessible. No funds for genealogy assistance or location of missing persons. More aware of the issues, but there are few demonstrable outcomes. |
| Could be improved | 2 | <ul style="list-style-type: none"> Could be improved with more resources. It is always possible to do more to support the process of reconciliation but the directory has been of assistance to people. |

Organisations' perceptions of other responses to the report to date

When organisations were asked to comment on other responses to date, more than half of their comments were negative as they felt other responses to the report have been inadequate. Organisations felt responses were disjointed, governments were not simplifying access to records, and the whole focus was limited to counselling only, so that other important issues such as intergenerational trauma were not being addressed.

APPENDIX E BEST PRACTICE CASE STUDIES

As part of the evaluation and consultation site visits were made to a number of organisations and projects funded by *Bringing Them Home*. The resultant case studies demonstrate good practice within the eight theme areas:

- Education and Training
- Coordination, Monitoring and Consultation
- Rehabilitation
- Records, Family Tracing and Reunion
- Guarantees
- Reparation
- Issues of contemporary separation
- Acknowledgment and Apology

Training

Danila Dilba - Darwin

Danila Dilba is an Aboriginal controlled Health Service, managed by Aboriginal people for Aboriginal people and their families. Some of the services delivered by Danila Dilba are provided through the Emotional and Social Well Being Centre. This Centre is situated in a different location from the medical service, but still in the city centre.

As an Aboriginal Medical Service and a Regional Centre, Danila Dilba was offered the opportunity of applying for funding under the *Bringing Them Home Responses*.

This funding enabled the service to increase the number of counsellors, offer a broader range of counselling options to members of the Darwin Aboriginal community and make provision for relevant training.

One of the more experienced counsellors at Danila Dilba works part time as a trainer, carrying out needs analyses, consultations about training design and facilitating workshops. This flexibility in work roles enables Danila Dilba to provide relevant and accessible training to its own employees as well as to health workers in the community. In addition to the certified training provided to health workers, the organisation is now considering ways in which trainees can be supported in the work situation, so that the training focus will not be solely academic.

Currently, two Aboriginal students are studying psychology and social work full-time at Northern Territory University and Royal Melbourne Institute of Technology. This is the result of bursaries made available through the Regional Centre located at Danila Dilba.

Danila Dilba also offered support to the community with the *Bringing Them Home* funding through the creation of three part-time Community Development Worker positions. Subsequently these positions were filled by people from the community

who themselves were separated from their families as children or were the children of displaced parents.

The first three months of the Community Development Workers' induction period concentrated on training and in this time they focused on topics of particular relevance to each of them. This included grief and loss, conflict management, relaxation, team building and microskills and many other topics which arose during knowledge exchange over that time.

Participants in this training say it helped them to talk about what had happened in their lives and thus be better able to deal with others who have had similar experiences of separation. In addition, one of the Community Development Workers felt confident enough to speak up about separation issues at a recent forum in Canberra.

Planning for future training at Danila Dilba will involve people who are disconnected and alienated from their land and culture and will take the form of training-the-trainer, so that people with life experience of separation and its impact will gain skills in training.

The following points of Indigenous good practice are illustrated in this case study:

- Integration of a range of relevant services available through the one organisation, which comprises an holistic approach
- Team work and consultation between the trainer and the staff trainees in devising an induction process appropriate to both individuals and culture
- Demonstration by the organisation of the value placed on a skilled workforce through the provision of specially tailored training
- Employment of people who themselves had been separated from their families
- Indigenous people owning and employed by the program, complemented by other skills among non-Indigenous employees

Community Awareness and Education

Goondir Health Service - Dalby

Goondir Health Service operates in three rural towns in southern Queensland - Dalby (head office), Toowoomba and St George.

Community education and awareness is an integral part of the work of the two *Bringing Them Home* counsellors, who spread their time between the three services. One of the counsellors is a local person from south-west Queensland and this, coupled with the small numbers of people in the towns, means that she is both familiar to people and also familiar with most people's history. This makes it possible

for her to approach those whom she knows have been separated from their families and offer services.

Many people in southwest Queensland, both Indigenous and non-Indigenous, were not aware of the Report on the National Enquiry into the Separation of Aboriginal and Torres Strait Islander Children from their Families. The Goondir counsellors ordered 300 copies of the guide to the findings and recommendations - *Bringing Them Home* - and distributed these in the communities. They gave the guide particularly to their clients, who reported that it helped them to feel better about talking of their ordeal and also let them see that others had been through similar experiences. Prior to this action, most Indigenous people had a vague idea about the Enquiry, but often did not link it to themselves and their own situation.

Goondir brought together people who were separated from their families or healing workshops. In these workshops, participants shared their stories and gained information, strength and support from each other. An important part of the healing process for participants was learning to keep a journal. Participants also completed evaluation forms which sought feedback about self-esteem and identity.

Goondir has organised two of these occasions in three years and would like to see them as yearly retreats, with new people coming in each time. The most recent was for people from Toowoomba and Dalby and follow-up visits in February 2003 will determine how they are progressing with their journals and if they want to come together for another workshop.

Working with Grades 8 and 9 at schools is another community awareness activity. Sessions are conducted yearly on Aboriginal identity and self-esteem, as well as Aboriginal history. Currently, school curricula pays no attention to building pride in the Aboriginality of their Indigenous students, so Goondir fills a needy gap for young people.

The school in Dalby also participates in National Sorry Day activities organised by Goondir counsellors. A morning tea is held at the school so the children can mix with older people who were separated from their families as children. Another feature of Sorry Day is an art exhibition held in the main street of town.

The community education and awareness work done by the *Bringing Them Home* counsellors in these towns is largely facilitated through the working contacts they have built with other service providers - e.g. school, prison, health workers.

The following points of Indigenous good practice are illustrated in this case study:

- Building trust through open sharing of information and individual stories
- Creating respect and understanding through awareness that others are in similar situations
- Providing support for those learning about the issues
- Creating good links into the Aboriginal community and working with the community to develop their own priorities and activities
- Local Indigenous people owning and employed by the program
- Recognition of cultural issues and the importance of traditional spiritual values
- Recognition of the ongoing impacts on children and young people through trans-generational effects
- Taking a proactive approach
- Use of a range of communication systems including oral stories, written journals and artwork

Co-ordination and Consultation

Queensland Aboriginal and Islander Health Forum (QAIHF)

QAIHF is a collective of Aboriginal and Islander community controlled health services located in Queensland. It plays an advocacy and support role to represent the interests and aspirations of its members. It provides a forum for information sharing to assist in processing individual and collective development, promotes the philosophy and approach of Aboriginal and Torres Strait Islander wellbeing and community controlled health services and works with the National Aboriginal Community Controlled Health Organisation (NACCHO) to increase the prevalence of Aboriginal community controlled health services.

QAIHF's purpose also includes a coordinating role to provide support and assistance to the *Bringing Them Home* counsellors as well as assistance in establishing and implementing appropriate processes that address the social and emotional wellbeing of Aboriginal and Torres Strait Islander people. A State Coordinator for *Bringing Them Home* counsellors is employed and provides support to 20 positions in 12 locations throughout Queensland.

The coordinating role includes:

- Providing back-up support to *Bringing Them Home* counsellors
- Undertaking a facilitating role to assess the effectiveness and appropriateness of counselling services

- Consulting, examining and engaging measures that adequately train, develop and expand the skills and experiences of the counsellors
- Collaboratively identifying high mental health concerns and employing measures to appropriately address them
- Advocating and liaising with peak health service providers and employers to ensure that adequate resources are available or obtainable to ensure that counsellors have flexible scope to improve their positions
- Empowering *Bringing Them Home* counsellors and Aboriginal and Torres Strait Islander people through recognition and involvement in consultation, negotiations and decision-making processes.

In practice this involves creating networks; providing support to counsellors in issues relating to clients or management of service where they are located; researching appropriate conferences and learning materials; gathering and distributing materials and resources.

Outcomes for the counsellors are that they feel less isolated and less stressed because they have someone to turn to when problems arise. This has led to a reduction in staff turnover. In addition, counsellors feel strengthened in the acknowledgment and application of Aboriginal and Torres Strait Islander ways of working.

A partnership between QAIHF, *Bringing Them Home* counsellors and Link-Up Queensland enabled a statewide consultation to be undertaken about establishing a memorial for those people who were separated as children from their families. The aim of the consultations was to find a broad base for the report which was presented at a recent seminar in Canberra.

The following points of Indigenous good practice are illustrated in this case study:

- Networking to support project staff
- Interactive levels of decision making with clear delineation of roles and responsibilities
- Knowledge of community development principles and their application
- Encouragement of each Indigenous community to develop local solutions and share successful outcomes
- Aiming to ensure sustainability and resilience

Counselling

Rhumbalara Aboriginal Cooperative Ltd

Bringing Them Home Coordinator

The Dreaming of this organisation at Maroopna, near Shepparton in Victoria, is to ensure that Aboriginal people in the Greater Goulburn Valley have economic, social and cultural independence and have certainty of access to community controlled services.

Rhumbalara has four service areas - Health, Aged Care and Disability, Youth and Family and Housing. The Stolen Generation Program is part of Health Services and focuses on three main service areas - Yarn Up (Listening Place), Family History and Community Awareness. Rhumbalara views the path to *Bringing Them Home* as comprising identity, family and culture. The definition of this work as a discrete program area, rather than just the employment of an isolated *Bringing Them Home* worker, demonstrates the importance Rhumbalara places on this work.

This Stolen Generation Program began four years ago with research of community needs. The two main areas highlighted were tracing family histories and the need for increased community awareness in relation to the history of people's removal from their families and the effects of these practices.

The *Bringing Them Home* Worker deals with all concerns of people who were removed from their families, because these clients do not want to be shunted from one service to another. In addition, because the reality is that those left behind when children were removed have also suffered consequences, the *Bringing Them Home* Worker works with these people in the community as well as those who were actually removed.

The model used by Rhumbalara involves elders in the community. Their support is sought in two different ways. Firstly, they pass on knowledge to the worker about families and removals and secondly, they provide support to people reentering the community after the BTH worker has assisted in tracing their family connections. The elders speak to the reentering people before they are reunited with their families, to assist with easing into this emotional situation. This preparation is considered an essential component of the reunification process.

Some elders themselves have been assisted through the program. They believe that the skills, integrity and credibility of the worker has made it possible for many in the community to talk up about things and bring out issues that would never have been talked about before. They greatly appreciate that the worker makes suggestions about what could be done and then assists them to do it.

The following points of Indigenous good practice are illustrated in this case study:

- Commitment from the auspice agency
- Trust. When trust is built people are willing to reveal personal information and pain, in the belief that something will change as a result
- Understanding of needs-based planning and community ownership of the program
- Demonstrated theoretical and conceptual framework which articulates the complexity of the program
- Commitment to inclusive processes
- Proactive approach
- The worker demonstrates the following skills and expertise:
 - Knowledge of community development principles and their application
 - Sound understanding of the needs of the specific community
 - Energetic, keen and enthusiastic
 - Well organised, systematic and thorough
 - Facilitative, not controlling
- Willingness to face the severity of family distress and intergenerational outcomes
- Clear directions, planning, leadership and vision

Tasmanian Aboriginal Centre (TAC) - LauncestonCounsellor

The Tasmanian Aboriginal Centre has three services, located in Hobart, Launceston and Burnie. These centres provide a range of health and social services from each location and in Launceston, the *Bringing Them Home* counsellor works across programs with both the aged and young people.

The counsellor is a Social Worker, who is herself a person removed from her family in earlier times. This means people in the community know she understands what it feels like to be a survivor and they expect an 'open door' response from her. However, in turn, this can add to the burden she already carries, because of her personal understanding of how clients feel. Accordingly, access to professional supervision (from an understanding non-Indigenous counsellor) on a weekly basis is crucial.

An Indigenous counselling model is evolving from the work in Launceston, which involves adaptation of the learnt Western counselling model to one more suited to Aboriginal people. This adjustment in practice is more in line with specific techniques which are Aboriginal in nature and is based on the counsellor's culture, experience and practice.

Examples of how this model might differ from Western counselling include the ratio of client/counsellor talking and listening, the use of comfort techniques and practical

illustrations. Combining these types of differences with cognitive, narrative or strengths-based approaches can produce positive outcomes.

The outcome-focused work at Launceston TAC is viewed as taking considerable time. Small steps towards change, coupled with long-term persistence from the client and maintenance of the presence of an Indigenous counsellor, make attainment of set goals possible.

Other Aboriginal counsellors may also be devising more appropriate ways to counsel people from their own culture and coming together as a group to discuss what is different about this Aboriginal counselling could have far-reaching outcomes for *Bringing Them Home* work.

The following points of Indigenous good practice are illustrated in this case study:

- Recognising cultural issues
- A holistic approach that recognises the links to other emotional and social wellbeing issues affecting the community- linking healing responses to *Bringing Them Home* with other social health programs
- Management support is evident from the outset, including formal supervision
- Recognising the ongoing impacts on children and young people through trans-generational effects and maintaining sufficient levels of effort for significant periods of time

Parenting

Magani Malu Kes - Townsville

Helping Our Kids

Magani Malu Kes is a Torres Strait Islander organisation in central Townsville. Its original focus was cultural promotion but it expanded its focus to childcare and is now moving to registration as a Training Organisation.

The Helping Our Kids project was established to help Indigenous parents or guardians develop the skills they identified they needed to assist their children's education. A Coordinator and a Community Liaison Worker were engaged with *Bringing Them Home* funding to work with community members and organise the educational program. This allowed for the skills of both the Indigenous and the non-Indigenous workers to complement each other.

The program ran for one year and comprised courses on managing finances, nutrition, computers, housing, self development, household management, use of a library and cultural activities. People were able to enter the course at any stage and as word of mouth spread and the course became well known, more people participated. Aboriginal people as well as Torres Strait Islanders were welcomed into the course.

Different outcomes matched participants' needs. One person is now working as a teacher's aide at a local school whilst another - an Anglican minister - is now able to type and print out his sermons on a computer. Convincing people that their children need access to computers was often difficult, but once they were taught it they could easily see the benefits, not to mention how it helped parents to relate to what their children were doing at school. For other younger women it offered a focus for their life and provided the opportunity to work from the level they were at. 'Graduates' were encouraged to support reading, writing or maths learners and one verbalised major outcome was the role model provided for children when the parent went back to learning.

The following points of Indigenous good practice are illustrated in this case study:

- A needs-based approach
- Commitment to processes which are inclusive
- Flexibility and responsiveness to clients
- Effective communication/teaching mechanisms using appropriate language and style
- Making a demonstrated difference in the lives of those being engaged in the process/project

South East Tasmanian Aboriginal Corporation - SETAC

Early Intervention and Family Support

SETAC is situated in the main street of Cygnet, a small town less than 100 kms south of Hobart. It services both the Indigenous and non-Indigenous communities in the area. The current funded programs are Community Aged Packages, Respite, Home Maintenance, Early Intervention and Family Support, licit Drug Diversion Initiative, Land Management, Sexual Health.

The Early Intervention and Family Support worker has developed ways of working with individuals and families who are stuck in a position and cannot see where they are heading. The approach encompasses work with body, mind, heart and spirit and uses visual models of perception and expanding cultural frameworks of thought. This model is proving effective for Aboriginal people who are carrying pain down through generations since the forced removal of children in earlier times in Tasmania.

Relationship issues to do with families - both Aboriginal and non-Aboriginal - are very complex in Tasmania, and what happened to their ancestors is still living in many people. Use of the "Full Circle" approach, coupled with Emotional Clearance and Personal Development has assisted 58 clients in south-east Tasmania in the last six months and during that time the numbers of teenagers and children under the age of ten seeking assistance has increased.

Reported outcomes include the repartnering of five clients - four of whom were single parents, retraining or employment for eleven clients and many reports of improved

relationships with children, spouses, parents, school or work colleagues. Decrease in use of alcohol, licit and illicit drugs is also reported, although the program does not work with substance abusers until they have been 'clean' for six months. A satisfaction survey is carried out before, during and after counselling and before- and after- photographs graphically tell the story of personal gain.

The following points of Indigenous good practice are illustrated in this case study:

- Trust-building. This means that people are willing to reveal personal information and pain, in the belief that something will change as a result
- Recognising cultural issues and the importance of traditional spiritual values. Ensuring that services provided are culturally secure and appropriate
- A holistic approach that recognises the links to other emotional and social wellbeing issues affecting the community- linking healing responses to *Bringing Them Home* with other social health programs
- Recognising the ongoing impacts on children and young people through trans-generational effects and maintaining sufficient levels of effort for significant periods of time
- Sensitivity, confidentiality and a warm friendly environment which is flexible and supportive of all physical and emotional experiences

APPENDIX F BIBLIOGRAPHY FOR MONITORING REPORTS

Progress on Australian Government initiatives in response to the Bringing Them Home report.

Department of the Prime Minister and Cabinet

Office of Indigenous Policy

Canberra

2000

Progress on Australian Government initiatives in response to the Bringing Them Home report.

Canberra

2001

The Victorian Government response to Bringing Them Home

Department of Natural Resources and Environment

Melbourne

October 2002.

Bringing Them Home – Progress of South Australian Commitments to Recommendations

Department of State Aboriginal Affairs

Adelaide

2003 – NOT PUBLISHED

Queensland Government Update on the implementation of the recommendations of the Bringing Them Home report.

Department of Aboriginal and Torres Strait Islander Policy and Development

October, 2000

Jurisdictional progress report to MCATSIA on implementation of Tasmania's recommendations/responses to the Bringing Them Home report

Office of Aboriginal Affairs

November, 2000

Progress on implementation of responses to the recommendations of the Bringing Them Home report: Western Australian Government Report 1999/2000

Department of Indigenous Affairs

Perth

November, 2000 – DRAFT

Northern Territory government 2000 progress report on responses to Bringing Them Home: national inquiry into the separation of Aboriginal and Torres Strait Islander Children from the Families.

Darwin

2000

Northern Territory Apology to the Stolen Generation

Transcripts from the state parliament

November, 2001

Journey of Healing Network (2002) *Are we Bringing Them Home in 2002? Third Community Progress Report on ACT action towards the 1997 Bringing Them Home recommendations.* Kingston ACT May 2002.

National Monitoring Report: Victorian Government to Bringing Them Home

Department of Natural Resources and Environment

Aboriginal Affairs Victoria

Melbourne October, 2000

Separation of Aboriginal and Torres Strait Islander Children from their families: Australian Government, state and territory responses to the recommendations of the Human Rights and Equal Opportunity Commission Report, 'Bringing Them Home'.

Ministerial Council for Aboriginal and Torres Strait Affairs.

2000

APPENDIX G BIBLIOGRAPHY

- A&TSI Education Unit – Policy & Guidelines, *Aboriginal and Torres Strait Islander Early Childhood Education Policy*
<http://education.qld.gov.au/tal/atsi/html/guide/ecep.htm>, (Accessed August 2002)
- Aboriginal Affairs Department (2001), *Annual Report 2000-2001, Heritage and Culture*
- Aboriginal Affairs Department (2001), *Annual Report 2000-2001-Performance Indicators*
- Aboriginal Healing Foundation, *Mission, Vision, Values*,
<http://www.ahf.ca/english/values.shtml>, (Accessed August 2002)
- Aboriginal Healing Foundation (2001), *Program Handbook – 3rd Edition*, www.ahf.ca,
 (Access date unknown)
- Aboriginal Healing Foundation (2001), *Annual Report 2001, Helping Aboriginal People Heal Themselves*
- Aboriginal Health Program/Centre for Aboriginal Studies Curtin University (2002), *Aboriginal Healing Arts*, Division of Humanities
- ACPR (2000), *The Role of Police in Supporting Illicit Drug Related Public Health Outcomes*, discussion paper for the Drug Policy Subcommittee of the Conference of Commissioners of Police of Australasia and the South West Pacific Region, prepared by the Australasian Centre for Policing Research
- ACT Government (2002), *Implementation of the Recommendations*,
<http://www.act.gov.au/services/information/publications/electronic/home/recomm.html>, (Access July 2002)
- AFN Resource Centre (2000), *Treaties with the Crown Fact Sheet*, <http://www.afn.ca>,
 (Access date unknown)
- AFN, *Socio-economic Exclusion of First Nations in Canada – Fact Sheet*,
http://www.afn.ca/Programs/Treaties%20and%20Lands%20Unit/factsheets/s ee_fact.htm (Accessed August 2002)
- Agreements on Aboriginal and Torres Strait Islander Health (Framework Agreements), Mannsh, 10 December 2002
- Anderson et al (2001), *Aboriginal Primary Health Care in Victoria: Issues for Policy and Regional Planning*, Vic Health Koori Health Research and Community Development Unit
- Assembly of First Nations, National Indian Brotherhood (2001), *Aboriginal Youths to Talk to Residential School Survivors*,
<http://www.afn.ca/Assembly%20of%20First%20Nations.htm>, (Access date unknown)
- ATSIC, *UN sceptical about government's claims*, Press release,
http://www.atsic.gov.au/media/media_release/intranet/display.asp?id=466, (Accessed August 2000)

- ATSIC (2001), 'Historic Agreement to help retrieve past for Stolen Generation', *ATSIC News*, vol. 97 (April), 20-21, http://www.atsic.gov.au/News.Room/ATSIC_News/April_1997/pages_20-21.asp, (Accessed September 2002)
- ATSIC, *About link-up services*, http://www.atsic.gov.au/issues/law_and_justice/bringing_them_home/about_linkup.as (Accessed June 2002)
- ATSIC, *Bringing Them Home*, (map and lists of Bringing Them Home Counsellors and Language Access Centres), mary.guthrie@health.gov.au (Access date unknown)
- ATSIC (1999), *Bringing Them Home Taskforce, ATSIC Development Plan for a National Link-Up Network* (Living document based on the KPMG Evaluation of Indigenous Family Reunion)
- ATSIC (1998), *As a Matter of Fact, Answering the myths and misconceptions about Indigenous Australians*, Office of Public Affairs, Canberra, http://www.atsic.gov.au/fact_v_myth, (Accessed July 2002)
- ATSIC, (Contact link-up), http://www.atsic.gov.au/issues/law_and_justice/bringing_them_home_report/task_force, (Access date unknown)
- ATSIC, *Statement of Commitment to a New and Just Relationship between the Government of Western Australia and Aboriginal Western Australians*, Government of Western Australia, (publication date unknown)
- ATSIC (2000), *Indigenous Peoples' Organisations' Forum Meeting*, Agenda Papers, 16 October
- ATSIC, *Issues, Policy Advocacy, The Stolen Generation: Bringing Them Home – ATSIC Submission to the Senate Legal and Constitutional Reference Committee, Inquiry into the Stolen Generation*, ATSIC
- ATSIC, *Output Group, Access to Effective Family Trading and Reunion Services (Link-Up) Output Funding Statements 2001/2002 Link-Up*.
- Attorney General's Department (1999), *Australia's Second and Third Report under the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment September 1991 – June 1997*, Australian Government of Australia, Barton
- Australian Human Rights & Equal Opportunity Commission (1997), *Positive initiatives welcomed, but regret expressed for lack of understanding of core recommendation – A National Apology*, Aboriginal & Torres Strait Islander Social Justice Commissioner, 16 December
- Australian Human Rights & Equal Opportunity Commission, *Media releases and opinion pieces*, Aboriginal & Torres Strait Islander Social Justice Commissioner
- Australian Human Rights & Equal Opportunity Commission (2002), *Reconciliation – Where to Now?* Perth and Broome Launches of the Social Justice Report 2001 and Native Title Report 2001, Speech delivered by Dr William Jonas AM,

- Aboriginal and Torres Strait Islander Social Justice Commissioner, 1 July (Perth) and 4 July (Broome), http://www.humanrights.gov.au/speeches/social_justice/launch_perth.html, (Accessed August 2002)
- Australian Human Rights and Equal Opportunity Commission, *Who spoke out at the time*, Aboriginal & Torres Strait Islander Social Justice Commissioner, http://www.hreoc.gov.au/social_justice/stolen_children/whospoke_out.html, (Accessed July 2002)
- Australian Human Rights and Equal Opportunity Commission (2001), *Commission urges Government to make amends to the Stolen Children, Release of Bringing Them Home 27 May 1997*, Aboriginal and Torres Strait Islander Social Justice Commissioner, http://www.hreoc.gov.au/social_justice/stolen_children/media/comm_urges_govt.html, (Accessed July 2002)
- Australian Human Rights and Equal Opportunity Commission, *Indigenous children as victims of racism*, Native Title, Aboriginal & Torres Strait Islander Social Justice Commissioner, (Accessed July 2002)
- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), *About the Family History Unit – Fact Sheets 1 – 18*, http://www.aiatsis.gov.au/lbry/fmly_hstry/fmly_hstry_factsheet.htm, (Accessed 19 June 2002)
- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), *AIATSIS history and structure* <http://www.aiatsis.gov.au/corp/identity.htm>, (Accessed December 2002)
- Australian Institute of Criminology (2000), *Winners of the 2000 Violence Prevention Awards*, <http://www.aic.gov.au/avpa/2000.html>, (Accessed August 2002)
- Australian Institute of Criminology (2001), *Best Practice Intervention in Corrections for Indigenous People*, <http://www.aic.gov.au/conferences/indigenous2/program.html>, (Accessed July 2002)
- Australian Local Government Association, <http://www.reconciliation.org.au/walktalk/localgovassn.html>, (Accessed July 2002)
- Baigrie, N. (2001), *Address to Showcasing Excellence*, extract from presentation by Noela Baigrie and Suzanne Leavesley, 14th National Aged & Community Care Conference, 30 September - 03 October
- Ball, J. & Pence, A. (2001), *Constructing Knowledge and Training Curricula, About Early Childhood Care and Development in Canadian Aboriginal Communities*, First Nations Partnership Programs, School of Child and Youth Care, University of Victoria, Canada
- Banks, T. L. (2001), *Dream Deferred or Fantasy: Reflections on the Current Black Reparations Movement in the United States*, paper to "Moving Forward" Conference, 15 & 16 August, Human Resources and Equal Opportunities Commission,

- http://www.hreoc.gov.au/movingforward/speech_williams.html, (Accessed July 2002)
- Best Practice Summary Sheet, www.supreme.state.qz.us, (Access date unknown)
- Bleakley, J.W. (1929), *The Aboriginals and Half-Castes of Central Australia and North Australia*, Melbourne, Government Printer, <http://www.usyd.edu.au/su/social/robert/arc/notes/bleakley.htm>, (Accessed June 2002)
- Borrows et al. (2002), *Peace, Friendship and Respect, Understanding Indigenous Treaties in Canada*, Assembly of First Nations, Toronto, 2002
- Brierley, Janice (2002), 'The Kinchela Boys: The Journey Home', *Indigenous Leadership: A Journal for Aboriginal and Islander People*, no. 33 (November)
- CAC, National Connecting Aboriginal Canadians Forum <http://www.aboriginalcanada.gc.ca/abdt/interface/cacwebsite.nsf/engdocBasic/7.html> (Access date unknown)
- Canada Indian and Northern Affairs, *How Population Data can Benefit Your First Nation*, Minister of Indian Affairs and Northern Development, Ottawa, <http://www.imac.gc.ca>, (Access date unknown)
- Canadian News, 'Australia should apologise to Aboriginal, says head of Canadian foundation', http://canoe.ca/CNEWSanadiana01/0815_australia-cp.html, (Accessed June 2002)
- Cardinal, H. & Ors (2002), *Presenting the issues-discussing the options*, Discussion Paper, Assembly of First Nations, Ottawa
- Central Australian Stolen Generations and Families Aboriginal Corporation (2002), *Funds Misdirected: Discussion Paper – Issues Relevant to the Stolen Generations People of the Northern Territory*, Stolen Generations Funding Summit
- Central Australian Stolen Generations and Families Aboriginal Corporation (2002), *A New Direction*
- Central Australian Stolen Generations and Families Aboriginal Corporation (2002), *Where is the \$63 million?*, Discussion Paper
- Centre of Applied Research, *Aboriginal Healing and Wellness Initiatives*, Faculty of Social Work, University of Toronto
- Chlanda, E., *Stolen Children Discord*, <http://www.alicespringsnews.com.au/0831.html>, (Access date unknown)
- Clark, Geoff, ATSI, *Aboriginal and Torres Strait Islander Commission Budget*, Media Backgrounder
- Coleman, Dylan (2001), *Draft Report: A Time for Healing*, South Australian Department of Human Services and the Drug and Alcohol Services Council, South Australia

- Australian Government of Australia (1997), *Report of the National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from Their Families*, Human Rights and Equal Opportunity Commission, Sydney
- Cornwall, Amanda (2002), *Restoring Identity*, Final Report of the 'Moving Forward' Consultation Project, Public Interest Advocacy Centre Ltd, NSW
- Cranney, M. & Edwards, D. (1998), *Concept Study into an Indigenous Leadership Development Program*, research project conducted by Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)
- Cunneen, C. & McDonald, D. (1999), *Diversion and Best Practice for Indigenous People: A none-indigenous view*, paper presented at the Best Practice Intervention in Corrections for Indigenous People Conference convened by the Australian Institute of Criminology in conjunction with Department for Correctional Services SA, Adelaide
- De Costa, R. (2002), *Treaty Now? First, a Closer Look at the British Colombia Treaty Process*, Working Papers, Institute for Social Research, Swinburne University of Technology, Hawthorn, Victoria
- DeGagne, M., *Implementing reparations: International Perspectives*, Human Rights and Equal Opportunity Commission, http://www.hreoc.gov.au/movingforward/speech_degagne.html, (Accessed July 2002)
- Deiter, C., *From Our Mothers' Arms: The Intergenerational Impact of Residential Schools in Saskatchewan*, United Church Publishing House, <http://www.united-church.ca/ucph/155134095x.htm>, (Access date unknown)
- Department of Family and Community Services, *Indigenous parenting and family wellbeing*, http://www.facs.gov.au/internet/facsinternet.nsf/family/parenting-parenting_early_childhood_intervention.htm#indigcc
- Department of Foreign Affairs and Trade (2000), *Australia Now: Separated indigenous children*, http://www.dfat.gov.au/facts/separated_children.html, (Accessed July 2002)
- Department of Human Services Victoria (2001), *Towards an Aboriginal Services Plan – A Statement of Intent for Consultation*
- Department of Immigration and Multicultural and Indigenous Affairs (2002), *Budget Builds on Commitment to Indigenous Australians*, <http://www.atsia.gov.au/atsia/media/media02/r02018.htm>, (Accessed July 2002)
- Department of Immigration and Multicultural and Indigenous Affairs (2002), *Budget Fact Sheet 1 – Making headway*, http://www.minister.immi.gov.au/atsia/media/media02/r02018_fact1.htm, (Accessed September 2002)
- Department of Immigration and Multicultural and Indigenous Affairs (2002), *Budget Fact Sheet 2 - Record of expenditure and breakdown of expenditure on*

- Indigenous Affairs,
www.minister.immi.gov.au/atsia/media/media02/r02018_fact2.htm,
 (Accessed September 2002)
- Department of Immigration and Multicultural and Indigenous Affairs (2002), *Indigenous Affairs*, statement by the honourable Philip Ruddock, Minister for Immigration and Multicultural and Indigenous Affairs, Minister assisting the Prime Minister for reconciliation, 14 May
- Department of Justice, Canada, *The Aboriginal Justice Strategy*, <http://canada.justice.gc.ca/en/ps/ajln/strat.html>, (Accessed August 2002)
- Department of Justice Canada (1997), Transcript of Presentation by Associate Chief Judge Murray Sinclair Elders-Policy Makers-Academics Constituency Group Meeting, Aboriginal Justice Learning Network, Aylmer, Quebec, April 16-18
- Department of Prime Minister & Cabinet (2000), *The Future Together, Indigenous-specific measures in the 2000-01 Budget*, statement by senator the Honourable John Herron Minister for Aboriginal and Torres Strait Islander Affairs, 9 May
- Department of State Aboriginal Affairs (2002), *Bringing Them Home – Progress of South Australian Commitments to Recommendations*, South Australia
- Des Rosiers, N. (2001), *Moving Forward with Dignity – The Report of the Law Commission of Canada and its aftermath*, Human Rights and Equal Opportunity Commission, http://www.hreoc.gov.au/movingforward/speech_desrosiers.html, (Accessed July 2002)
- Discover Tasmania, *Tiagarra Aboriginal Culture Centre and Museum*, <http://www.discovertasmania.com/home/index.cfm?siteid=215&display=product&produce>, (Accessed September 2002)
- Dodson, M. (1997), 'An Indigenous Home for Indigenous Children', *Aboriginal and Islander Health Worker Journal*, vol. 21, no. 4 (July/August)
- Dodson, M. (1997), 'We all bear the cost if apology is not paid', *The Age*, 18 December, in *Aboriginal & Torres Strait Islander Social Justice*, Australian Human Rights & Equal Opportunity Commission website, http://www.hreoc.gov.au/social_justice/stolen_children/media/cost_no_apology.html, (Accessed July 2002)
- Dr Keliher, L. (1999), *Working with the Community: Street-level Strategies for Difficult Issues*, paper presented for the Best Practice Intervention in Corrections for Indigenous People Conference convened by the Australian Institute of Criminology in conjunction with Department for Correctional Services SA, Adelaide
- Dumisa, N. (2001), *The unfinished business*, speech at 'Moving Forward' conference, 15 - 16 August, Human Rights and Equal Opportunities Commission, http://www.hreoc.gov.au/movingforward/speech_ntsebeza.html, (Accessed July 2002)

- EKOS Research Associates Inc. (2002), *Winter 2002 Survey of First Nations People Living On-Reserve*, final report, Indian and Northern Affairs, Quebec
- Ellis, R. (1998), 'Telling the Past – Healing the Future', *Aboriginal And Islander Health Worker Journal*, vol. 20, no. 4 (July/August), 4-8
- European Network for Indigenous Australian Rights (2001), *The Stolen Generations*, <http://www.enirar.org/stolen.html>, (Accessed July 2002)
- Eversden, Stella (2001), *The Aboriginal (and Torres Strait Islander) Indigenous Child Placement Principle: Its place in Western Australian Child Welfare History*, Western Australian Indigenous Child Care Agencies Council (WAICCAC), Perth
- Felicity's Aboriginal Reconciliation Pages – Why was it Genocide?, <http://www.flea.org/reconcile/genocide.html>, (Accessed July 2002)
- Foundation for Aboriginal and Islander Research Action (2000), *Welcome responses to Stolen Generations Senate report*, http://www.faira.org.au/lrq/archives/200101/stories/stole_gen.story.html, (Accessed August 2002)
- Friebe, G. (1999), *Improving the Accuracy and Availability of Information About Aboriginal and Torres Strait Islander Peoples*, National Centre for Aboriginal and Torres Strait Islander Statistics, Australian Bureau of Statistics, paper presented at the 'Restoration for Victims of Crime Conference' convened by the Australian Institute of Criminology in conjunction with Victims Referral and Assistance Service, Melbourne
- Gill, David (2001), *Reparations and Reconciliation – A Perspective from the Churches*, speech at 'Moving Forward' conference, 15 - 16 August, Human Rights Equal Opportunity Commission, http://www.hreoc.gov.au/movingforward/speech_gill.html, (Accessed October 2002)
- Gould, Janet and Associates Pty Ltd (1992), "Local Council Belong to Aboriginal People 2" Review Project – June 2000
- Government of South Australia (2002), Budget paper 1: Budget at a Glance
- Graycar, R. (1998), 'Compensation for the Stolen Children: Political Judgments and Community Values', *University of NSW Law Journal*, <http://www.austlii.edu.au/au/other/unswlj/forum/1998/vol4no3/graycar.html>, (Accessed June 2002)
- Healing the Pain 2001 National Stolen Generations Conference, Adelaide, http://www.healthinfonet.ecu.edu.au/html/html_bulletin/bull_11/stolengen.pdf
- Health Canada, *Reaching Out: A guide to Communicating with Aboriginal Seniors*, Minister of Health, Division of Aging and Seniors, Ottawa, http://www.hc-sc.gc.ca/seniors-aines/pubs/communicating-aboriginal-seniors/reach_e.html, (Access date unknown)
- Hope, A. (1999), *Coronial Best Practice*, paper presented at the Best Practice Intervention in Corrections for Indigenous People Conference convened by

- the Australian Institute of Criminology in conjunction with Department for Correctional Services, Adelaide
- http://www.hreoc.gov.au/social_justice/stolen_children/media.html, (Accessed July 2002)
- http://www.hreoc.gov.au/social_justice/stolen_children/media/positive_welcomed.html, (Accessed July 2002)
- HUD Best Practices and Technical Assistance, *BP 2000 Best of the Best Winners Arizona*, http://www.hud.gov.bestpractices/2000/best_az.html, (Accessed July 2002)
- Human Rights & Equal Opportunity Commission (2001), *A step in the right direction, MCATSI's proposed Bringing them home evaluation*, media release, http://www.hreoc.gov.au/media_releases/2001/01_43.html, (Accessed June 2002)
- Human Rights & Equal Opportunity Commission, *Statistics: Aboriginal and Torres Strait Islander peoples*, Aboriginal & Torres Strait Islander Social Justice Commissioner, http://www.humanrights.gov.au/social_justice/statistics/index.html, (Accessed September 2002)
- Human Rights & Equal Opportunity Commission, *Bringing them home: The 'Stolen Children' report*, Aboriginal & Torres Strait Islander Social Justice Commission, http://www.hreoc.gov.au/social_justice/stolen_children/index.html, (Accessed July 2002)
- Human Rights and Equal Opportunities Commission (1997), *HREOC response to Attorney's statement on 'Separated Children' Report*, Aboriginal & Torres Strait Islander Social Justice Commission, http://www.hreoc.gov.au/social_justice/stolen_children/media/hreoc_response.html, (Accessed July 2002)
- Human Rights and Equal opportunity Commission (1997), *NSW Parliamentary Apology*, http://www.hreoc.gov.au/social_justice/stolen_generation/media/nsw/nsw.html, (Accessed July 2002)
- Human Rights and Equal Opportunity Commission (2002), *Victorian Parliamentary Apology*, http://www.hreoc.gov.au/social_justice/stolen_children/media/victoria/html (Access date unknown)
- Human Rights and Equal Opportunity Commission (1997), *Bringing them home: A guide to the findings and recommendations of the National Inquiry into the separation of Aboriginal and Torres Strait Islander children from their families*, Canberra
- Human Rights and Equal Opportunity Commission (2001), *Moving Forward achieving reparations for the stolen generations*, Sydney, <http://www.humanrights.gov.au/movingforward>, (Access date unknown)

- Human Rights and Equal Opportunity Commission, *Canada's Indigenous partnership sets an example for Australia*, Aboriginal & Torres Strait Islander Social Justice Commissioner,
http://www.hreoc.gov.au/social_justice/stolen_children/media/canada.html, (Accessed June 2002)
- Human Rights and Equal Opportunity Commission, *Social Justice Report 2000 – Report 2/2001*, Aboriginal and Torres Strait Islander Social Justice Commissioner,
http://www.hreoc.gov.au/social_justice/social_justice/2000_report.html,
 (Accessed August 2002)
- Human Rights and Equal Opportunity Commission (2002), *Changes to juvenile justice system in Northern Territory off to a good start but urgent reform needed in Western Australia*, media release,
http://www.humanrights.gov.au/media_releases/2002/26_02.html, (Access date unknown)
- Human Rights and Equal Opportunity Commission, *Social Justice Report 2/2001, Chapter 5, Reparations*,
http://www.hreoc.gov.au/social_justice/sj_report/chap5.html, (Accessed July 2002)
- Human Rights Equal Opportunity Commission (2001), *Achieving Reparations*, issues paper at 'Moving Forward' Conference, 15 - 16 August,
<http://www.humanrights.gov.au/movingforward/issues.html>, (Accessed October 2002)
- Hunter, B.H. (2001), *Indigenous Australian arrest rates: Economic and Social factors underlying the incidence and number of arrests*, CAEPR working paper No. 10/2001, Centre for Aboriginal Economic Policy Research: The Australian National University, Canberra
- Hunter, E. (1998), 'Considering Trauma in an Indigenous Context', *Aboriginal & Islander Health Worker Journal*, vol. 22, no. 5 (Sept/Oct), 9-18
- Indian and Northern Affairs Canada, *Canada's Aboriginal Action Plan*,
http://www.inac.gc.ca/gs/index_e.html, (Accessed July 2002)
- Indian and Northern Affairs Canada, *Indian Affairs in Canada and the United States*,
http://www.ainc-inac.gc.ca/pr/info/info122_e.html, (Accessed July 2002)
- Indian and Northern Affairs Canada, *Indian and Inuit Services: Programs and Services Guide*
- Indian and Northern Affairs Canada, *The Path to Healing*, http://www.ainc-inac.gc.ca/gs/pth_e.html, (Accessed July 2002)
- Indian and Northern Affairs Canada, *Communities First, First Nations Governance, Consultation Methodology*, http://www.fng-gpn.gc.ca/CRPL_mthdology_e.asp, (Accessed October 2002)
- Indigenous and Public Health Media Unit, *The Aboriginal & Torres Strait Islander Coordinated Care Trials National Evaluation Summary*, Australian Government Department of Health and Aged Care, Australian Government of Australia, Canberra

- Indigenous Leadership, A journal for Aboriginal and Islander People, no. 30 (February) 2002
- Jonas, William (2000), *Restoring identity – achieving justice for the stolen generations*, remarks at the launch of Restoring Identity report, Human Rights Equal Opportunity Commission, 27 September, http://www.hreoc.gov.au/speeches/social_justice/restoring_identity.html, (Accessed October 2002)
- Jonas, William (2000), *Submission to the Senate Legal and Constitutional References Committee's Inquiry into the stolen generation*, Human Rights and Equal Opportunity Commission
- Journey of Healing (2002), <http://www.alphalink.com.au/~rez/Journey/index.htm> (Accessed July 2002)
- Journey of Healing (2002), *Sorry Day 2002, plan*, 26 May, <http://www.alphalink.com.au/~rez/Journey/2002plans.html>, (Accessed July 2002)
- Karu, *Aboriginal & Islander Child Care Agency, Alternate Care Program*, booklet
- Kassen, M. (1999), *Aboriginal Healing Programs An Administrative Perspective*, paper presented for the Best Practice Intervention in Corrections for Indigenous People Conference convened by the Australian Institute of Criminology in conjunction with Department for Correctional Services SA, Adelaide
- Kilroy, D. (1999), *The White Wall Syndrome: an Indigenous Framework for Practice Operating Within the Women's Prison*, paper presented for the Best Practice Intervention in Corrections for Indigenous People Conference convened by the Australian Institute of Criminology in conjunction with Department for Correctional Services SA, Adelaide
- Kimberley Link-Up Service, *Kimberley Stolen Generation Aboriginal Corporation*, flier
- Kirkpatrick & Jerome (2000), 'The Assimilation of My Family : 1863 to the Present', *Quilnik*, <http://members.shaw.ca/janinekirk/quilnik.htm>, (Accessed July 2002)
- Koorie Heritage Trust Inc (2003) *Koori Family History Service and Recorded Testimonies Project – Progress Report*
- Law Commission of Canada (1998), *Executive Summary: The Needs of Victims of Institutional Child Abuse: A review by the Institute for Human Resource Development for the Law Commission of Canada*
- Law Commission of Canada, *Institutional Child Abuse*, http://www.lcc.gc.ca/en/themes/mr/ica/2000/ica00_main.asp, (Accessed August 2002)
- Law Commission of Canada (2000), *Restoring Dignity: Responding to Child Abuse in Canadian Institutions*, Minister of Public Works and Government Services, Ottawa, <http://www.lcc.gc.ca>, (Access date unknown)

- Link-Up (NSW) Aboriginal Corporation and Tikka Jan Wilson (1997), *In the Best Interest of the Child?: Stolen children: Aboriginal pain/White shame*, Link-Up Aboriginal Corporation and Aboriginal History Inc.
- Link-Up Aboriginal Corporation Link-Up, linkup@nsw.link-up.org.au (Access date unknown)
- Louis, Anne on behalf of the Queensland Steering Committee and Link-Up (QLD) Aboriginal Corporation, 'Reconciliation Place Community Consultations Queensland', gillian.brannigan@qld.link-up.org.au (Access date unknown)
- Malatest, R.A. & Ors, *Best Practices in Enhancing Aboriginal Participation in Post-Secondary Education: Canadian & International Perspectives*, <http://www.cprn.org/work/files/pzbpie%5Fe.pdf>, (Access date unknown)
- Manitoba, *Students at Risk Innovations Project Summary 2000-2001*, SAR Report 00-01, West Kildonan Collegiate http://www.edu.gov.mb.ca/ks4sdds/sar/stash_00_01/west_kildonan_collegiate_01.html, (Accessed June 2002)
- McCallum, Sharon (2000), Review: Port Augusta Aboriginal Families Project, South Australia Department of Human Services, South Australia
- McDonald, Jackson (2001), The Bringing Them Home Trust Fund-To aid Members of the Stolen Generation
- McMullan, Bob (2001), *Reparations for the stolen generations – Government responds*, speech at 'Moving Forward' conference, 15 - 16 August 2001, Human Rights and Equal Opportunities Commission, http://www.hreoc.gov.au/moving_forward/speech_mcmullan.html, (Accessed August 2002)
- Meehan, D. (2001), 'It is no Secret, the story of a stolen child', *Indigenous Leadership, A Journal for Aboriginal and Islander People*, no. 26 (February)
- Mheccu, Mheccu's Aboriginal Mental Health Advisory Committee, <http://www.mheccu.ubc.ca/community/amb.cfm>, (Accessed June 2002)
- Ministerial Council for Aboriginal and Torres Strait Islander Affairs (2000), *Separation of Aboriginal and Torres Strait Islander Children from their Families: Australian Government, State and Territory Government Responses to the Recommendations of the Human Rights and Equal Opportunity Commission Report, Bringing Them Home*
- Minniecon, R. (2001), 'Stolen Generation Appeal Fails in Melbourne' *Indigenous Leadership, A Journal for Aboriginal and Islander People*, no. 29 (November)
- National Aboriginal Health Organisation (2001), *Aboriginal Research*, <http://www.nahowe>, (Accessed June 2002)
- National Association for Loss and Grief (1999), *Indigenous Grief*, <http://www.grieflink.asn.au/indigenous.html>, (Accessed August 2002)
- National Association of Friendship Centre, *History and Background*, <http://www.nafc-aboriginal.com/pages/history.html>, (Accessed October 2002)

- National Centre for Chronic Disease Prevention and Health Promotion, *Research Synthesis and Application*, <http://www.cdc.gov/nccdphp//dash/violence/synthesisandapplication.htm> (Accessed July 2002)
- National Council of Churches (2000), *Bringing Them Home report and the Churches*, <http://www.ncca.org.au/mediarelease/20010521-ncca-bringingthemhome.asp>, (Accessed July 2002)
- National Directory of Records of Catholic Organisations Caring for Children Separated from Families (1999), *A piece of the Story*, Australian Catholic Social Welfare Commission and Australian Conferences of Leaders of Religious Institutes, ACT
- National Library of Australia (1999), *Bringing Them Home: Introducing the Project*, <http://www.nla.gov.au/oh/bth/bthintro.html>, (Accessed June 2002)
- National Library of Australia (1999), *Bringing Them Home Oral History Project*, <http://www.nla.gov.au/oh/bth/>, (Accessed June 2002)
- National Library of Australia (1999), *Bringing Them Home: Principles Guiding the Project*, <http://www.nla.gov.au/oh/bth/bthprinciples.html>, (Accessed June 2002)
- National Library of Australia (1999), *Bringing Them Home – Steering Committee*, <http://www.nla.gov.au/oh/bth/steering.html>, (Accessed June 2002)
- National Library of Australia (1999), *Talking to the Nation*, <http://www.nla.gov.au/oh/bth/bthnews1.html>, (Accessed June 2002)
- National Library of Australia (1999), 'Pilot Project Nears Completion', *Bringing Them Home Oral History Project Newsletter No. 2*, May 1999, <http://www.nla.gov.au/oh/bth/bthnews2.html>, (Accessed June 2002)
- National Library of Australia (1999), *Bringing Them Home Oral History Project Newsletter No. 3*, <http://www.nla.gov.au/oh/bth/bthnews3.html>, (Accessed June 2002)
- National Library of Australia (2000), *Bringing Them Home Oral History Project Newsletter No. 4*, November, <http://www.nla.gov.au/oh/bth/bthnews4.html>, (Accessed June 2002)
- National Library of Australia (2002), *The Bringing Them Home Publication: A Journey in Progress*, June, <http://www.nla.gov.au/ntwkpubs/gw/57/p12a01.html> (Accessed June 2002)
- National Sorry Day Committee (2002), *Are we Helping Them Home?*, surveys of progress in the Implementation of the Bringing Them Home recommendations 1997-2002
- New South Wales Department of Aboriginal Affairs (2002), *The Stolen Generations*, http://www.daa.nsw.gov.au/daa/media_6.html, (Accessed July 2002)
- New South Wales Government Response, Report of the National Inquiry into the Separation of Aboriginal and Torres Strait islander Children from their Families

- New South Wales Treasury (2002), *Social Justice Budget Statement 2002-03*, <http://www.treasury.nsw.gov.au/bp02-03/social/word/social.doc> (Access date unknown)
- Northern Territory (publication date unknown), 'Building our Community'
- Note to Readers, highlights from the Report of the Royal Commission on Aboriginal People, http://www.ainc-inac.gc.ca/ch/rcap/rpt/nte_e.html, (Accessed July 2002)
- NSW Department of Aboriginal Affairs, *A Summary of the Bringing Them Home Report*, http://www.austlii.edu.au/au/special/rsiproject/rslibrary/hreoc/stolen_summary/stolen.rtf, (Access date unknown)
- Nunkuwarri Yunti of South Australia Inc. 'SA Link-Up Program' (flier), nunku@nunku.org.au (Access date unknown)
- Nunkuwarri Yunti of South Australia Inc. (2001), *National Link-Up News*, October, ATSIC
- NZGO, *The Treaty of Waitangi*, summary of the Treaty's history and images at the National Archives, <http://www.govt.nz/aboutnz/treaty.php3>, (Accessed July 2002)
- O'Shane, P. (1995), 'The Psychological Impact of white settlement on Aboriginal people', *Aboriginal & Islander Health Worker Journal*, vol. 19, no. 3, 24-29
- Office of Aboriginal and Torres Strait Island Health (2003), *Bringing Them Home Program Performance Report 2001-2002*, April
- Office of International Law, Attorney-General's Department (2000), *Suggestions to Improve the Effective Operation of the Human Rights Treaty Bodies That Could be Implemented in the Short- to Medium Term, conclusions from Cross-Regional Group of Countries, Treaty & International Issues – IPO Forum Meeting, October, policy papers, file 2001/279*
- Office of Justice Programs (2001), *Rural Domestic Violence and Child Victimization Enforcement Grant Programs, Implementation Grant Award*, Minnesota, <http://www.ojp.usdoj.gov/vawo/map/rural/2001/mnproj.htm>, (Accessed July 2002)
- Office of Juvenile Justice and Delinquency Prevention (1993), *Best Practice: Families and Schools Together (FAST)*, CSAP, http://www.secapt.org/science6_bp_FAST.html, (Accessed July 2002)
- Parliament of Australia, Department of the Parliamentary Library Online Publications, Social Policy Group (2001), *Indigenous Socioeconomic Indicators*, http://www.aph.gov.au/library/pubs/online/ab_indicators.htm, (Accessed September 2002)
- Parliament of Australia, Senate Committees, *Healing A Legacy of Generations*, http://www.aph.gov.au/senate/committee/legcon_ctte/stolen/contents.htm, (Accessed July 2002)

- Peeters, L. (1995), 'Stories for Sharing and Caring, the years that never were', *Aboriginal and Islander Health Worker Journal*, vol. 19, no. 3 (May/June), 16-19
- Perry, M. (1997), 'A Stolen Generation Cries Out', *Reuters*, Infoseek Corporation, <http://www.hartford.hwp.com/archives/24/oss.html>. (Accessed June 2002)
- Pugh, Roy (2002), *ya pulingina kani – Good to See You Talk*, Office of Aboriginal Affairs, Department of Premier and Cabinet, Tasmania
- Queensland Government (2001), Department of Aboriginal and Torres Strait Islander Policy Annual Report 2000-2001
- Queensland Government (2002), *Meeting Challenges, Making Choices: The Queensland Government's response to the Cape York Justice Study*
- Read, Peter (ANU) (1996), *The Stolen Generations: The Removal of Aboriginal Children in New South Wales 1883 To 1969*, NSW Department of Aboriginal Affairs
- Reconciliation and Social Justice Library, *Bringing Them Home – The Report*, <http://www.austlii.edu.au/au/special/rsjproject/rsjlibrary/hreoc/stolen/stolen04.html>, (Accessed July 2002)
- Reconciliation Australia, *Indigenous Governance Conference*, speech, <http://www.reconciliationaustralia.org/graphics/info/publication>, (Accessed January 2003)
- Regroupement des Families Wendat, *The Healing Foundation for Natives*, http://www.publiccite.com/site_rfw/fondation_ang.html, (Accessed July 2002)
- RMIT, *Stolen Generation Memorials: A National Design Competition*, <http://users.tee.rmit.edu.au/sgmemorials/dbrief/sghist.htm>, (Accessed July 2002)
- Sacred Site Within Healing Centre, 'Cultural Healing, Tangka Manninendi "to alter the mind for the better", Loss and Grief Counselling', Semaphore, SA
- Sanders, W. (2002), *Towards an Indigenous order of Australian government: Rethinking self-determination as Indigenous affairs policy*, discussion paper no. 230/2002, Centre for Aboriginal Economic Policy Research, The Australian National University, Canberra
- Senate Legal and Constitutional References Committee, *Dissenting Report of Government Senators to the Inquiry into the Stolen Generation*, http://www.atsic.gov.au/issues/Law_and_Justice/bringing_them_home_report/Dissenting_Report/GovtReport.doc
- South Australian Government (1998), *Response to the Human Rights and Equal Opportunity Commission Report Bringing Them Home*
- Standing Committee on Aboriginal and Torres Strait Islander Health (2002), *Aboriginal and Torres Strait Islander Health Workforce National Strategic Framework*, AHMAC, Canberra

- State Library of South Australia (2002), *Aboriginal Family History: Tracing the families of the Stolen Generation at the State Library of South Australia*, http://www.slsa.sa.gov.au/lib_guide/fh/afh/htm (Access date unknown)
- Stewart, J. (1998), 'Canada's Statement of Reconciliation with Aboriginal Peoples', *Justice as Healing: A Newsletter on aboriginal Concepts of Justice*, vol. 3, no. 1
- Stokes, Jim (2002), *The National Archives 'Bringing Them Home' Database Project*, <http://www.aussi.org/conferences/conferencepapers/Conference2001/bringingthemhome.htm>, (Accessed June 2002)
- Stolen Generations Taskforce (2002), *A component of the Victorian Government's Stolen Generations Initiative 2002-2005*
- Stuart, B. (1997), *Building Community Justice Partnerships: Community Peacemaking Circles*, Department of Justice, Canada, Aboriginal Justice Learning Network, Minister of Justice and Attorney General of Canada, Communications and Executive Services Branch, Ontario
- Substance Misuse, Mental Health and Suicide: Priorities for the Federal Election and Beyond Federal Election Statement*, September 2001, <http://www.adca.org.au/Publications/Health%20alliance/Whole%20alliance.htm#Holistic>, (Access date unknown)
- Sumner, Polly, 'Nunkuwarrin Yunti of SA Ltd. SA Link-Up Program, Strategic Plan 2001-2004,(draft), kaygd@nunku.org.au, (Access date unknown)
- Tasmanian Aboriginal Health Forum (2001), *Aboriginal Health Regional Plan 2001-2003*
- Tatz, C. (1999), *Genocide in Australia*, AIATSIS research discussion papers, no. 8, Canberra, http://www.aiatsis.gov.au/rsrch/rsrch_dp/genocide.htm, (Accessed June 2002)
- Taylor et al (2001), *Grief, Shame and Pride: a study of the impact of family violence and the strengths of the Ceduna community to act against it*, Weena Mooga Gu Gudba Inc., South Australia
- The Aboriginal and Islander Commission of the National Council of Churches in Australia (2001), *Continuing the Journey: Report of the member of Churches responses to the Reconciliation process and Bringing Them Home'*
- The Australian Institute of Aboriginal and Torres Strait Islander Studies (2000), *Guidelines for Ethical Research in Indigenous Studies – May 2000*, <http://www.aiatsis.gov.au/corp/docs/EthicsGuideA4.pdf>, (Access date unknown)
- The Australian Institute of Aboriginal and Torres Strait Islander Studies (2002), 'The Queensland Connection', *The Glue*, no. 7, http://www.aiatsis.gov.au/lbry/fmly_hstry/glue/glue7.pdf (Access date unknown)
- The National Indian Youth Leadership Project, *2001 Exemplary Substance Abuse Prevention Program*

- The United Church of Canada Healing Fund Resources, *The Healing Fund, Residential Schools and Healing Fund Reference Resources*, <http://www.united-church.ca/HFResources.htm>, (Accessed August 2002)
- The United Church of Canada Healing Fund Resources, *The Healing Fund, Apology to First Nations*, <http://www.united-church.ca/HFApology.htm>, (Accessed August 2002)
- The United Church of Canada Healing Fund Resources, *The Healing Fund, Report of the United Church of Canada's Healing Fund 2002 Grants*, <http://www.united-church.ca/HFCReport.htm>, (Accessed August 2002)
- Thompson, E., (2001), 'Keeping the Show Together, The 'Federalism Forums' 2001' Centenary of Federation
- United Nations High Commissioner for Human Rights (2000), *Concluding Observations of the Committee: Australia*, <http://www.unhchr.ch/tbs/doc>, (Accessed September 2000)
- United Nations High Commissioner for Human Rights (2000), *Concluding Observations of the Committee on Economic, Social and Cultural Rights: Australia*, <http://www.unhchr.ch/tbs/doc>, (Accessed September 2000)
- United Nations High Commissioner for Human Rights (2000), *Note on the eighteenth Session of the Working Group on Indigenous Populations, 24-28 July*, <http://www.unhchr.ch/html/menu2/10/c/ind/indnote.htm>, (Accessed October 2000)
- United Nations International Convention on the Elimination of all Forms of Racial Discrimination (2000), *Concluding Observations by the Committee on the Elimination of Racial Discrimination: Australia, fifty-sixth session, 6-24 March*, <http://www.unhchr.ch/tbs/doc>, (Accessed September 2000)
- United Nations, *South Africa 2001, World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance*, <http://www.unhchr.ch/html/racism/home.htm>, (Accessed October 2000)
- United Nations Economic and Social Council (1999), *Indigenous Issues, Commission on Human Rights, fifty-sixth session, item 15 of the provisional agenda, report of the working group established in accordance with Commission on Human Rights resolution, 6 December*, <http://www.unhchr.ch/huridoc>, (Accessed October 2000)
- United Nations Economic and Social Council (2000), *Indigenous Issues, report of the open-ended, inter-sessional ad hoc working group on a permanent forum for indigenous people, Geneva, 28 March*
- United Nations Economic and Social Council (2000), *Establishment of a Permanent Forum on Indigenous Issues, 28 April*, <http://www.unhchr.ch/Huridoc>, (Accessed October 2000)
- United Nations Economic and Social Council (2000), *Human Rights of Indigenous Peoples, report of the seminar on the draft principles and guidelines for the protection of the heritage of indigenous people, Geneva, 19 June*, <http://www.unhchr.ch/huridocd>, (Accessed October 2000)

- United Nations Economic and Social Council (2000), *Working Group on Indigenous Populations*, Sub-Commission on Human Rights resolution 2000/14, <http://www.unhchr.ch/huridocd>, (Accessed October 2000)
- United Nations (2000), *UN Establishes Permanent Forum for Indigenous Issues*, press release, 31 July, <http://www.un.org/News/Press/docs/2000/>, (Accessed October 2000)
- UNSW Medicine, National Drug and Alcohol Research Centre (2002), *Detention rates, diversion and treatment options for Aboriginal and Torres Strait Island youth arrested for alcohol and other drug-related crimes*, <http://nottes.med.unsw.edu.au/ndarc.nsf/website/Research.current.cpl>, (Access date unknown)
- Victorian Koori Records Taskforce (2001), *Finding Your Story: Community Forums Summary Report*
- Victorian Koori Records Taskforce (2002), Release of 2001 'Community Forums Summary Report', <http://www.prov.vic.gov.au/vkrt/news/html>, (Access date unknown)
- Wanganeen, R. (2001), 'Spiritual Healing Using Loss and Grief', *Aboriginal and Islander Health Worker Journal*, vol. 25, no. 5 (Sept/Oct), 12-13
- Wattenberg, E. (2000), *Sovereignty: The Heart of the Matter: Critical Considerations on the interface between ICWA and ASFA*, University of Minnesota, Centre for Urban and Regional Affairs, Minneapolis
- Welcome Responses to Stolen Generations Senate Report, January 2000 http://www.faira.org.au/lrq/archives/200101/stories/stolen_gen_story.html, (Access date unknown)
- Western Australian Government (2000), *Progress Report on Implementation of Responses to the Recommendations of the Bringing Them Home Report*
- Williams, J. V (2001), *Reparations and the Waitangi Tribunal*, paper presented at the 'Moving Forward' Conference, 15 - 16 August, Human Resources and Equal Opportunities Commission, http://www.hreoc.gov.au/movingforward/speech_williams.html, (Accessed July 2002)
- Woongi Cultural Healing Group (2001) Report of the Rhumbalara Aboriginal Mental Health Research Project, Rhumbalara Aboriginal Cooperative and the Department of Psychiatry, University of Melbourne, Melbourne