

2019

**THE LEGISLATIVE ASSEMBLY FOR THE
AUSTRALIAN CAPITAL TERRITORY**

ACT Government Response to the 2018 ACT Youth Assembly Report

**Presented by
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YOUTH MENTAL HEALTH FORUM		
Number	Recommendation	ACT Government response
1	<p>All ACT schools implement a compulsory Mental Health Unit from kindergarten through to year 12 that provides age appropriate support for young people.</p> <p>The Mental Health Unit to provide a minimum of two classes per week throughout the term (8-10 weeks).</p>	<p>Agreed in Principle</p> <p>The ACT Government supports the intent of the recommendation to ensure students receive age appropriate information to understand and support their mental health and wellbeing throughout their schooling years.</p> <p>The Education Directorate notes that the emotional, social and neurological development of children and young people occurs in the context of all of their relationships. A primary consideration should be the need for the adults caring and supporting children and young people to have the skills to support and strengthen their ongoing development.</p> <p>The Education Directorate has a strong commitment to supporting the mental health and wellbeing of all students in ACT public schools. All ACT public schools deliver the Australian Curriculum (the Curriculum) which considers students' personal and social capabilities, as foundation for learning across all curriculum areas and during every stage of a student's education experience.</p> <p>The Education Directorate has provided feedback from the 2018 ACT Youth Assembly to those leading the development of the curriculum to identify opportunities to strengthen supports for mental health for children and young people in ACT public schools.</p>
2	<p>All staff within the Education Directorate and front line staff / teachers to complete compulsory Youth Mental Health First Aid Training. This training also involves a yearly refresher course.</p>	<p>Agreed in Principle</p> <p>The Education Directorate is committed to ensuring all school staff have the knowledge and skills required to provide mental health first aid and engage in appropriate referrals as required.</p> <p>The Education Directorate recently reviewed the suite of training modules related to mental health which are available to front line and school-based staff. These training modules are delivered include:</p> <ul style="list-style-type: none"> • STORM (Skills based Training on Suicide Risk Management); • ASIST (Applied Suicide Intervention Skills Training) delivered by Lifeline and offered to staff in schools;

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		<ul style="list-style-type: none"> • Question, Persuade, Refer (QPR) is a free on-line training program provided by Capital Health Network teaching parents and teachers to recognise and respond positively to someone exhibiting early suicide warning signs; • Youth in Distress specialist training for school psychologists focuses on working with youth in distress and addressing the topics of anxiety, depression, self-harm and suicide prevention; and • participation in the Be You National Education initiative provides educators with knowledge, resources and strategies to support students from pre-school to year 12 to achieve optimum mental health and well-being outcomes. <p>The ACT Government continues to support the Education Directorate to deliver a range of training packages to encourage awareness of the support available so students in ACT public schools receive appropriate care throughout their schooling years. This contributes to supporting young Canberrans in developing strategies and building resilience to overcome mental health and well-being challenges in their lives.</p>
3	Increased community awareness and educational programs on mental health	<p>Agreed</p> <p>ACT Health plays a key role in raising awareness of mental health and wellbeing in our community for all Canberrans including young people. ACT Health works closely with a number of networks and organisations to promote access to appropriate mental health treatment, education and care for ACT children and adolescents.</p> <p>The ACT Government, through the ACT Health Directorate, funds and supports the delivery of a range of government and non-government programs and services to promote mental health and resilience of children and young people across different age groups and level of needs:</p> <ul style="list-style-type: none"> • Mental Illness Education ACT (MIEACT) delivers the School Education Program in the ACT to provide students and teachers with evidence-based information to broaden the student’s knowledge about mental illness. MIEACT also offers multiple education programs facilitated by people with lived experience themselves or as a carer of someone with a mental illness; • The ACT Health Directorate has received funding through the Commonwealth Government to commence a Youth Mental Health and Suicide Prevention Project from 2018/19, through the first

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payment from the Commonwealth Community Health and Hospitals Program Grants. This project has two distinct pathways:

- an Online Youth Navigation Portal, providing individualised online and phone services for young people; and
 - the schools-based Youth Aware of Mental Health (YAM) Program.
- Youth Aware of Mental Health (YAM) is an innovative mental health and suicide prevention program for 14- to 16-year-olds that builds students' knowledge of mental health through role-play and interactive discussion. YAM will be delivered as part of the Black Dog Institute's Lifespan Integrated Suicide Prevention Framework in the ACT, to promote importance of suicide intervention in schools; and
 - the Black Dog Institute recently visited the ACT to conduct a two-hour YAM Introductory Workshop for all interested stakeholders, including the Education Directorate, Catholic Education, the Association of Independent Schools, MIEACT, Beyond Blue, headspace and others.

The ACT Government acknowledges that young people who experience mental health issues are at a higher risk of poor health and wellbeing outcomes, including increased prevalence of substance use disorders such as harmful dependence on alcohol or other drugs. The ACT Government will continue to support campaigns that raise awareness of the suite of available services and programs that assist young Canberrans who are on a journey of healing. The Office for Mental Health and Wellbeing will play an important role in achieving cross sectoral collaboration and service integration to promote mental health and wellbeing in the ACT.

As part of the establishment of the Office for Mental Health and Wellbeing and development of the joint ACT Mental Health and Suicide Prevention Plan (ACT MH and SP Plan), initial mapping of the mental health service system was undertaken to better understand the range of mental health and suicide prevention programs and services available and identify system gaps. This mapping formed the basis of an information resource of mental health programs, services, and referral pathways for school aged children and young people that was collated in collaboration with Education Directorate staff. This work supports a coordinated effort to address the social circumstances that influences young people's mental health and well-being.

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The resource, titled *Mental Health Programs, Services and Referral Pathways for Children and Young People in the ACT*, has been developed to provide easy access to information on programs and services for teachers and other staff in the Education Directorate.

The *ACT Aboriginal and Torres Strait Islander Agreement 2019-2028* (the Agreement) focuses on the health and wellbeing of Aboriginal and Torres Strait Islander people to ensure they have equity in health and wellbeing outcomes. A target of the Agreement's Health and Wellbeing Action Plan includes providing information to support and enable early and informed decision making. Other priority actions of the Agreement's Health and Wellbeing Action Plan include implementing the *National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017-2023*, which will provide increased leadership opportunities for Aboriginal and Torres Strait Islander people in the mental health sector.

The *Children and Young People Action Plan* supports an ongoing commitment to fund Aboriginal and Torres Strait Islander service providers to deliver specific health programs and increase access to target programs within the mainstream systems for Aboriginal and Torres Strait Islander children and young people.

The Education Directorate supports the need to increase community awareness of mental health and wellbeing of young Canberrans; acknowledging this requires a whole of community response. Additionally, the directorate supports and is implementing of a range of Commonwealth Government funded initiatives that promote increased community awareness and training such as the Emerging Minds, National Workforce Centre for Child Mental Health Initiative.

The Education Directorate continues to explore other opportunities to strengthen community awareness about, and education on, mental health issues for young people in our community, including:

- promoting on-line resources such as the Emerging Minds web hub that supports the range of relevant training and programs;
- supporting the roll out of several professional learning programs delivered by headspace to assist ACT schools in their implementation of the *Be You* initiative which has integrated multiple initiatives into one single, education-based program to support the mental health of children and young people from the day they enter the education system to the end of year 12; and

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		<ul style="list-style-type: none"> encouraging and supporting all Canberrans to participate in the evidence-based Question, Persuade, Refer Training (QPR) as part of ACT LifeSpan initiative. <p>The ACT Government is committed to supporting all directorates to raise awareness of mental health and wellbeing initiatives, programs and services that support young Canberrans to address challenges in their lives.</p>
<p>4</p>	<p>Ongoing comprehensive training for all ACT Police Officers on Youth Mental Health First Aid and appropriate community response.</p>	<p>Agreed</p> <p>The ACT Government acknowledges the work of ACT Policing within our community, particularly its role in supporting and assisting young people who may be experiencing mental challenges and/or barriers to accessing services.</p> <p>ACT Policing has implemented several training initiatives on mental health with a specific focus on youth mental health. In 2011, ACT Policing formed a partnership with Mental Health, Justice Health and Alcohol and Drug Services (MHJHADS), The Canberra Hospital, Calvary Public Hospital and the ACT Ambulance Service to form the Mental Health Community Policing Initiative (MHCPI). A function of the MHCPI is to deliver mental health training to all ACT Policing police officers.</p> <p>For professional staff deployed in an operational context, the Enhanced Mental Health Training Program (EMHTP) was developed to provide members with:</p> <ul style="list-style-type: none"> an increased insight into mental illness; tools to make better informed decisions to support people experiencing mental health challenges in the community with better clinical outcomes for the individual; an increased knowledge of legislation and current procedures; and an increased understanding of their responsibilities and powers when apprehending people with mental health challenges. <p>The course is delivered by staff drawn from MHJHADS within their field of expertise and includes a session specifically addressing mental health of children and young people.</p>

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		<p>The training also covers mental illness / disorder developments that typically onset in adolescence, together with general cognitive development during puberty and behavioural dysregulation. This is often a consequence of exposure to trauma during childhood.</p> <p>Through the Justice and Community Safety Directorate, the ACT Government will continue to support ACT Policing to ensure youth specific mental health training programs are regularly delivered to a high standard by experts in their fields.</p>
5	<p>Counsellors and Teaching staff to recognise their primary obligation regarding confidentiality is to the student first and prior to any disclosures required under the Mandatory Reporting ACT (duty of care) to guardians or other parties, Counsellors must discuss directly with the student the disclosure process, what information will be provided and to whom.</p>	<p>Agreed in Principle</p> <p>The ACT Government provides funding support to the Education Directorate to deliver the School Psychology Service practices across all ACT public schools. The Education Directorate acknowledges that School Psychology Service practices are consistent with this recommendation. ACT School Psychologists continue to:</p> <ul style="list-style-type: none"> • advise students that the service being provided is confidential and discuss the disclosure process with the student; and • meet their legal and ethical obligations in respecting the confidentiality of information obtained within the counselling relationship, noting there may be exceptions to this such as a situation involving danger to the student or others. <p>The Education Directorate continues to explore options for future work to support increased awareness and understanding of the legal and ethical obligations of psychologists such as:</p> <ul style="list-style-type: none"> • developing a brochure for students that outlines responsibilities and rights of school psychologists and students in a counselling relationship, including information about mandatory reporting versus disclosures about potential safety risks to an individual; • implementing recommendations from the review of the School Psychology Service to refine practice guidelines for psychologists in ACT public schools; and • developing targeted professional training for ACT school psychologists to assist them in understanding their role and responsibility in decision making around informed consent, confidentiality and release of information.

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		<p>The ACT Government supports the Education Directorate to identify and implement initiatives that encourage raising awareness of mandatory reporting requirements for teachers and students across ACT public schools.</p>
<p>6</p>	<p>Students to have increased autonomy over what personal information is shared and to whom, within a counselling relationship.</p>	<p>Agreed in Principle</p> <p>The ACT Government acknowledges the importance of providing transparent information to ACT students who access psychological services about when, how and why their personal information may be shared. The ACT Government provides support and funding to the Education Directorate’s School Psychology Service practices which are consistent with this recommendation.</p> <p>The ACT Government will continue to support and monitor student experiences and psychological support services provided in ACT public schools, ensuring their mental health and wellbeing needs are met. The ACT Government notes that informed consent to access School Psychology Service may be a barrier to some young people. The ACT Government supports the ‘Gillick competence’ under the <i>Human Rights Act 2004</i> where young people are supported to make informed and voluntary decisions and the views of the child or young person is the primary determining ground and the requirement of the parental consent does not apply.</p> <p>There is an existing procedure supporting secondary school students who are seeking to engage a school psychologist prior to obtaining parental consent.</p>

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<p>7</p>	<p>Counsellors and teaching staff to ensure young people have a clear understanding of their roles, responsibilities and moral or legal obligation regarding their duty of care and mandatory reporting.</p>	<p>Agreed</p> <p>The ACT Government agrees that it is important for students across the ACT to understand the roles, responsibilities, and moral or legal obligations of ACT public school staff in relation to their duty of care and mandatory reporting requirements.</p> <p>Support is provided to the Education Directorate to inform students of frameworks that underpin the practises and requirements of ACT Government school teachers and psychologists. For example, all school staff, including psychologists, are required to participate in annual training on Mandatory Reporting and associated reporting processes and procedures. Additionally, this year professional training for school psychologists will focus on note taking, report writing, consent and release of information.</p> <p>The Education Directorate will continue to explore ways to improve students’ understanding of responsibilities and rights of school psychologists and students when participating in a counselling relationship, including when, why, how and to whom personal information may need to be disclosed.</p>
<p>8</p>	<p>Develop quality standards for youth-friendly health services in the ACT, standards to include availability, accessibility, affordability, acceptability and equity of health services.</p>	<p>Agreed in Principle</p> <p>The ACT Government supports the development and implementation of youth specific quality standards for health care services, to ensure service provision reflects the requirements of this community. The Canberra Health Service (CHS) adheres to and is accredited against the <i>National Safety and Quality Health Service Standards</i> (NSQHSS), which provides minimum safety and quality health service standards designed to protect the public and improve quality of health care.</p> <p>The release of the NSQHSS second edition strengthened delivery of person-centred care and includes new actions to advance outcomes for health literacy and people with mental illness or disorder.</p> <p>The ACT Government remains committed to ensuring the progressivity and inclusivity of health services, including aligning service delivery with the unique needs and circumstances of young people.</p> <p>The ACT Government in partnership with all ACT Directorates welcomes youth-friendly standards for services in the ACT to complement current standards and improve the responsiveness of services to young people.</p>

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<p>9</p>	<p>Youth Health Services are geographically accessible to meet the needs of young people in the ACT.</p>	<p>Agreed</p> <p>The ACT Government is committed to improving the accessibility of information on services and programs for all members of our community. Discoverability of and ease of access to services is a priority. There is currently work underway by the Office for Mental Health and Wellbeing to support this priority.</p> <p>To foster geographical accessibility, the ACT Government through ACT Health funds several mental health services that operate across multiple locations and service entry points in Canberra, including:</p> <ul style="list-style-type: none"> • the Child and Adolescent Mental Health Services (CAMHS) provides assessment and treatment for children and young people experiencing mental illness or disorder. CAMHS Community Teams operate in both North Canberra and South Canberra to improve access for residents across Canberra Regions; • the CAMHS Adolescent Mobile Outreach Service and Specialist Youth Mental Health Outreach Teams provide assessment and treatment at home and within the community for young people experiencing intensive health issues and psychosis where office-based services do not meet their complex needs; • the CAMHS Childhood Early Intervention Team run programs within ACT primary schools across Canberra and provides early identification and treatment for primary school children at risk of developing mental illness; and • the CAMHS Consultation Liaison Team provides mental health assessment and referral for young people presenting to the Canberra Hospital Emergency Department, improving accessibility between inpatient and outpatient health services across the ACT. <p>There is also a range of youth mental health programs and services, offered through collaborative partnerships, established throughout the ACT which can be accessed through self-referral, referral by a General Practitioner or through ACT public school psychologists.</p> <p>The ACT Health Directorate provides funding to Catholic Care for the provision of high and low intensity individual and group therapy options. These programs are aimed at young people with mild to severe mental health presentations, primarily for anxiety and depression, who may be experiencing comorbidities issues.</p>
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Catholic Care and CHS are supporting young people through Early intervention and Prevention Strategies (STEPS). This voluntary mental health residential program provides up to three months support for young people in the ACT.

Catholic Care's Youth and Wellbeing Mental Health Outreach Program supports young people to develop skills to better manage their mental health and wellbeing.

The Gugan Gulwan Youth Aboriginal Corporation works with young people through a range of programs that go well beyond the services provided by most Youth Centres. The service includes a Drug and Alcohol program, a Child, Youth and Family Support Program, National Disability Insurance Scheme (NDIS) Outreach Program and a Reconnect Program to support young Aboriginal and Torres Strait Islander people.

Youth Step Up Step Down (YSUSD) managed in partnership with Wellways provides a residential psychosocial support program for young people aged 18-25 years with a mental illness. The program aims to prevent relapse and assist in a young person's recovery from an acute episode of illness. Young people 'step up' from the community into a highly supportive environment to prevent further illness and 'step down' from the hospital setting to provide a more graduated return to their home.

The St Joseph the Carpenter Youth Program facilitated by St Vincent De Paul (SVDP) has been providing respite and recreation for vulnerable Canberra children since 1978. Holiday camps and weekend activities provide children experiencing financial or social disadvantage with experiences that other families take for granted. SVDP's Nicholas Young Carers Program offers respite and recreation to young carers, providing weekend activities and camps that focus on building self-esteem and resilience.

headspace Canberra is a free or low-cost confidential service where young people aged between 12-25 years can access mental health professionals, for concerns relating to drug and alcohol use, mental, physical and sexual wellbeing. headspace has recently relocated from the University of Canberra Campus in Bruce to the city allowing for improved engagement and access for young people. The Capital Health Network is expected to receive funding directly from the Commonwealth Government to explore options to establish a second headspace for South Canberra.

The 2018-19 ACT Budget committed \$1.3 million of additional funding to headspace for the next three years. This funding will increase headspace's ability to offer additional initial assessments and reduced waiting

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times. Initial assessments are important to triage young people who present requiring mental health treatment plans.

The Canberra Health Service's Women, Youth and Children Community Health Programs is looking to expand the School Youth Health Nurse program with a view to all ACT public high schools having access to this program. The School Youth Health Nurse provides developmentally appropriate, inclusive, trauma informed and holistic care that is focused on the health and wellbeing of young people. Each consultation is approached with respect and sensitivity, with a strong focus on supporting young people to make healthy life choices.

In 2020, the Preventive and Population Health (PPH) Branch, ACT Health Directorate will oversee the commencement of the Year 7 Health Check (Y7HC). The Y7HC will be comprised of an online health survey covering youth health priorities, general health and emotional wellbeing. In 2019, a short Y7HC survey will be piloted in government schools in the ACT. Findings from the pilot survey and further engagement with government and non-government stakeholders, including the public, will inform the final Y7HC model in preparation for implementation in 2020.

The Education Directorate supports young people to access health a range of health services and/or programs within schools, including:

- psychologists available in every school to provide mental health support;
- School Youth Health Nurses in ACT high schools;
- Healthcare Access at School to provide students with complex or invasive health care needs, access to nurse-led care; and
- Pastoral Care and Student well-being teams in schools.

Accessible health services are vital to meeting the health and wellbeing needs of our children and young people. The ACT Government continues to support and fund a range of programs and services to meet the diverse needs of young people in our community.

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10	Develop a central online Triage Hub specific to the ACT that provides triage information and confidential online support and counselling to young people, their family and friends.	Agreed in Principle The Office for Mental Health and Wellbeing (the Office) is leading the process of co-design and innovation across the ACT Government, developing a Territory-wide vision to reflect how the ACT will foster the mental health and wellbeing of its people. The Office is dedicated to improving service access through online mediums. Through the Commonwealth Government’s Community Health and Hospitals Program Grants the ACT Government has secured funding for the implementation of an Online Youth Navigation Portal. This Portal will be part of the ACT’s Youth Mental Health and Suicide Prevention Project and will provide individualised online and phone services for young people. The Office will have an important role in championing this work. The ACT Government currently provides several online platforms such as the Health Website Portal and remains committed to continuous improvements to support young Canberrans and their family and friends in accessing the information about support and counselling services they may require.
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YOUTH HOMELESSNESS FORUM		
Number	Recommendation	ACT Government response
1	Increase the opening hours of OneLink (centralised information and support hotline for homelessness in the ACT) at a minimum to include evenings, weekends and public holidays. This will assist young people to access support at times when family conflict is likely to occur.	<p>Agreed in Principle</p> <p>The ACT Government is committed to addressing the systemic issues that drive and exacerbate youth homelessness. Part of this commitment includes encouraging further growth and investment in quality outreach and front-line service providers such as OneLink.</p> <p>The ACT Government welcomes the results of OneLink’s current pilot service that is offering weekend services for the first time. Increasing the hours of operation, particularly for Canberra’s young people, is essential to addressing issues young people face in terms of being able to access safe, affordable and sustainable housing options.</p>
2	Establish an outreach service to provide essential items for young people who are unable to access short term accommodation through OneLink, this may include emergency shelter such as a tent, a sleeping bag, food, water and/or a health assessment.	<p>Agreed in Principle</p> <p>The ACT Government has a range of services and programs to respond to the emergency needs of young people experiencing homelessness or at risk of homelessness. The ACT Government will continue to further develop and promote these services and programs to organisations that assist young people who find themselves at risk. These programs include the Early Morning Centre, Street to Home, the Road House, the Blue Door, the Soup Kitchen, and Hare Krishna Food for Life.</p> <p>Collectively, these programs provide individuals, including young people, with information, advice, support services, emergency materials and basic assistance such as a sleeping bag, food vouchers, and free food. In addition, OneLink works with these services to connect young people with information and referral programs to meet their needs when clients are ready to engage with the wider homelessness system.</p> <p>In addition, the ACT Government has recently announced a joint project with the Youth Coalition of the ACT and three Youth Services (Conflict Resolution Services, Woden Community Services and Northside Community Services) with a focus on defining service needs and design for future models required to operate an optimal youth at risk service system.</p>

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		<p>This work seeks to develop and provide a service to support children and young people who are at risk of homelessness, youth justice or child protection intervention. The Community Services Directorate will work jointly with the Youth Coalition of the ACT to further scope the work and develop a project plan to achieve the deliverables.</p> <p>Under this funding there is provision for the delivery of therapeutic supports and services to young people and families and to undertake casework and case co-ordination with young people who remain on waiting lists and have not yet received assistance.</p>
3	Integration of family crisis and homelessness response training into existing domestic and family violence training for first responders, health staff and other frontline staff	<p>Agreed</p> <p>The ACT Government recognises that family crisis, domestic and family violence and homelessness impact adversely on a person’s physical health and mental wellbeing and can have added negative impact on young people who identify as vulnerable in our community.</p> <p>Research has emphasised the relationship between social disadvantage and chronic exposure to stress and the subsequent impacts. Recognising this, a range of tailored training modules are provided for those health care related roles across government including:</p> <ul style="list-style-type: none"> • Child Protection Training; and • Family Violence Training. <p>The ACT Government will continue to work with directorates to encourage staff in health care roles to undertake these and other training opportunities that are available through Whole-of-Government training programs. The ACT Government recognises the importance of providing opportunities for all staff to attend these types of training modules as it educates all employees on the role of health professionals, associated risks factors and health impacts that are currently affecting our community.</p>
4	Investment in preventing youth homelessness, by increased funding for services such as Family Treehouse, which provides family mediation and conflict resolution support.	<p>Agreed in Principle</p> <p>The Family Tree House Program receives annual recurrent funding from the ACT Government of \$284,382 to deliver this program.</p> <p>The Youth at Risk Project auspiced through the ACT Youth Coalition will also collaborate with the Family Treehouse program to address the current waiting times for the Program. Within the broader initiative, there is funding</p>

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		<p>to work on establishing a range of options to support young people with crisis and short-term care arrangements. This work will assist in informing the models that are needed within the ACT to address for the accommodation needs of young people who are unable to remain at home for periods of time.</p> <p>Housing is a significant focus area of the <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> (the Agreement) which supports Aboriginal and Torres Strait Islander people, including young people aged 12 to 25, by having equitable access to affordable, secure and appropriate housing suitable to their needs.</p> <p>This outcome will be achieved by:</p> <ul style="list-style-type: none"> • supporting culturally appropriate public and community housing accommodation options and support programs for Aboriginal and Torres Strait Islander people; and • improving access for Aboriginal and Torres Strait Islander people to housing support and assistance that meets individual and family needs. <p>The ACT Government is committed to addressing the systemic issues that drive and exacerbate youth homelessness by investing in services and programs that support our young people who need homelessness support.</p>
5	<p>Establish respite home services aimed at 9-15-year-olds (an age group currently excluded from homelessness response services) to mirror a family unit and provides safety and stability until the young person can be reunited with the family or other options can be arranged.</p>	<p>Agreed in Principle</p> <p>The ACT Government recognises the importance of an integrated approach to developing strategies to address the current gap in respite services available to Canberra’s younger demographic. Ease of access to services is also part of the ACT Government’s focus when looking at strategies to address this specific issue.</p> <p>The Youth at Risk Project in collaboration with the Youth Coalition will consider a range of options to support young people with crisis and short-term care arrangements. This work will assist in informing the models that are needed within the ACT to address for the accommodation needs of young people who are unable to remain at home for periods of time.</p>
6	<p>Provide and improve partially independent homes for</p>	<p>Agreed</p>

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	<p>16-25-year-olds, as opposed to the largely unsupported approach which is currently taken for this age group. This would bridge the gap between childhood, youth and independence, aiming to keep the young people in education or traineeships as they transition to independence.</p>	<p>In 2018-19, the ACT Government allocated \$4.79 million (excluding GST, ERO) for eight programs within the ACT Specialist Homelessness Sector (the Sector) to support young people. Programs cover crisis accommodation, transitional housing, counselling, and living skills. Youth services in the sector have extensive experience and expertise in supporting the unique needs of young people aged 16 to 25 years. The breath of this type of service is demonstrated by two examples:</p> <ul style="list-style-type: none">• Our Place: a youth integrated education and accommodation service, operated by Barnardos, provides shared accommodation for young people through a drop-in like model including mentoring and life skills. Service users must be engaged in study to be eligible for the program; and• the Youth Emergency Accommodation Network (YEAN) delivered by the Salvation Army, provides supported emergency accommodation within a case management framework through four housing clusters (each with three houses) with 24/7 staffing for crisis support.
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YOUTH CIVIC PARTICIPATION FORUM		
Number	Recommendation	ACT Government response
1	Implement a range of consultation methods: a mixture of in-person and online consultation to engage young people on pertinent issues, and to overcome digital literacy/access barriers to better collect authentic feedback from young people.	<p>Agreed</p> <p>The ACT Government is committed to strengthening engagement and building partnerships with community, utilising a range of established representatives' groups such as Ministerial Advisory Councils. The ACT Government is also committed to investing in staff engagement skills and capabilities to ensure all Canberrans can participate in consultative processes.</p> <p>As part of this work, the ACT Government has a range of initiatives to strengthen engagement and consultation with young people both on-line and in-person including:</p> <ul style="list-style-type: none"> • engagement via the online platform YourSay; and • development of an online Community Panel. The community panel will enable residents 16 years and older to nominate to be on a panel, supporting more Canberrans to express their views <p>ACT Policing has continued its strong commitment to working in partnership with its stakeholders to support Whole-of-Government initiatives and strategies to protect vulnerable members of our community and assist in diverting at-risk persons, including Aboriginal and Torres Strait Islander people from the criminal justice system. As part of this commitment, ACT Policing has initiated a range of engagement strategies to improve prevention, intervention and diversion strategies that seek to reduce the proportion of youth participation in antisocial behaviour, crime and violence. Some of these include:</p> <ul style="list-style-type: none"> • In 2017, ACT Policing engaged Noetic Group (Noetic) to develop an evidence-based understanding of perceptions of ACT youth and police toward each other and, based on the findings develop a series of initiatives that lead to more effective engagement with young people across the ACT. An extensive study was undertaken which engaged a broad cross-section of young people, police and relevant community organisations across the ACT. • Delivery of 145 "ThinkUKnow" Cyber Safety presentations to 7,922 children in both primary and secondary schools. An evaluation study by the Australian Federal Police, in conjunction with the

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		<p>Education Directorate, will be undertaken during mid-2019 to determine the effectiveness of the 'ThinkUKnow' program http://www.thinkuknow.org.au/our-program.</p> <ul style="list-style-type: none"> • During 2017–18, ACT Policing officers referred 360 individuals to drug diversion programs and 6,070 individuals to SupportLink. ACT Policing will continue to explore alternatives to criminal prosecution, particularly for vulnerable members of our community including young Canberrans. These alternatives, which have been developed in consultation with the community, include enhanced culturally appropriate diversion options and reforming internal thresholds for cautioning. • Aboriginal and Torres Strait Islander liaison members represent ACT Policing on the Warrumbul Circle Sentencing Court. Their role is to meet with other panel members for meaningful information exchange about defendants before court to refer to either Warrumbul or Galambany, provide meaningful outcomes to reduce recidivism and assist in addressing the other issues in their lives that may be contributing to their offending behaviour. <p>The Transport Canberra and City Services Directorate designs community engagement activities to reach a wide range of stakeholders that may be interested or impacted by a project or initiative including young people.</p> <p>The directorate use a range of channels including online, video, social media and face-to-face workshops, so young people are aware of the current community engagement activities underway, for example:</p> <ul style="list-style-type: none"> • citizen's Forum on the topic of Better Suburbs which included a representation of community members aged 15 to 24 years; • a range of weekday, night and weekend events including pop-ups at the National Multicultural Festival and Enlighten aimed at engaging a younger demographic; and • Libraries ACT provides all members of our community with free access to computers with internet access and Wi-Fi, as well as offering technology training for all ages. <p>The Education Directorate continues to utilise a range of consultation methodologies including in-person and online to engage students. For example, during the extensive Future of Education consultation program the</p>
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		<p>Directorate utilised innovative consultation strategies to engage with those who might not normally participate, such as the use of a video booth, drawing or other creative formats.</p> <p>The ACT Government continues to develop initiatives to address the needs of young people in our community.</p>
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<p>2</p>	<p>Commit to an ongoing and collaborative approach to consultation for young people that clarifies the purpose of collating feedback and includes reporting back mechanisms on how the feedback has been incorporated into decision-making.</p>	<p>Agreed</p> <p>The ACT Government is committed to improving its ongoing and collaborative approaches to consultation and engagements with members of our community. As part of this commitment the ACT Government is working to make the information on our engagements clear and easy to follow, including how to participate, when and how feedback will be used, and who we engage with.</p> <p>Collaborative approaches, including co-design, have been successfully used in the ACT. These approaches have enabled a strong focus on the voice and participation of people with lived experience, including young people, in the design and solutions of a range of community focussed initiatives.</p> <p>Examples of these approaches include:</p> <ul style="list-style-type: none"> • Publication of <i>What We Heard</i> reports within one month of closing an engagement on Your Say. These reports provide information back to the community about the feedback received. • ACT Policing developing a network of contacts between police, local non-government youth organisations and communities through direct engagement to strengthen cooperation and communication with a focus on social welfare, health, family violence, education and crime prevention issues. • Embedding an ACT Policing officer at Canberra Police Citizens Youth Club (PCYC) to facilitate the ‘Project Booyah’ program alongside PCYC youth workers and educators. This allows for positive engagement opportunities to meet with young people who have questions about topics such as policing or criminal offences and an opportunity to encourage open communication and feedback between ACT Policing and young people. • The Transport and City Services Directorate designs consultations to identify relevant stakeholder groups and the engagement is modified to include them. Where a specific targeting of youth is required, steps are taken to reach them. To facilitate feedback, the directorate ensures consultation with children and young people is age and developmentally appropriate. <p>Through the Future of Education consultation process, the Education Directorate received feedback from over 2,000 students which supported the identifications of key themes such as importance of student voices and</p>
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student agency. This was translated in to the ten-year *Future of Education Strategy* (the Strategy), while the *Education Directorate's Strategic Plan 2018-2021* includes a focus on Student Voice and Student Agency.

The Education Directorate coordinates the Minister's Student Congress (MSC), which occurs bi-annually as a mechanism for students to discuss issues that are important to them. MSC is planned and run by Student Executive Teams (the Executive) who are elected by their peers to represent their school on issues that are important to them. The Executive is committed to engaging students of all ages and tailors communication to suit the purpose of the consultation so that all ACT students' views are considered in decision making processes.

ACT Policing directly engages with young people through open communication in both public/group settings such as 'Ask A Cop' or Open Days at ACT Policing facilities including the Traffic Operations Centre, led by Youth Liaison Officers, and targeted, referral-based responses to young persons' needs.

The ACT Government continues to look at ways to improve consultation and engagement with young people living in our community to ensure appropriate feedback informs Canberra's young people of upcoming initiatives and or strategies that directly or indirectly affect them.

This recommendation will be drawn to the attention of all communications and engagement teams across the ACT Government to consider how reporting back mechanisms can be improved to ensure that young people who participate in consultations can see how their feedback has influenced outcomes.

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<p>3</p>	<p>Provide genuine opportunities to engage with and involve young people in consultation and government decision-making.</p>	<p>Agreed</p> <p>All Canberrans have a role to play in shaping our future and the ACT Government wants to ensure the voices of all Canberrans are heard. The ACT Government is committed to ensuring that the opinions of our young people are heard, supported and valued and in doing so, contribute to the future success of Canberra as an inclusive and welcoming city.</p> <p>The Youth Advisory Council plays an important role in facilitating this engagement, and directorates greatly value Council members’ commitment to ensuring the voices of their peers are heard in a wide range of consultations.</p> <p>The ACT Government will continue to encourage and support youth-led opportunities for young people to set the agenda and engage in deliberate conversations about issues that are important to them, such as the Youth Assembly.</p> <p>Examples of the ACT Government’s commitment include:</p> <ul style="list-style-type: none"> • ACT Government’s Whole-of-Government Communications and Engagement Plan which encourages an open and transparent government and strengthens community engagement. • The upcoming 2019 Importance of Belonging Youth Forum will explore what gives young Canberrans sense of belonging. The Forum will take young people through a participatory process of workshops and presentations to identify what is important and what they would like to see changed for Canberra to be a place that fully recognises and value today’s youth. • The Transport and City Services Directorate collects demographic statistics from most community engagement activities. This allows the directorate to identify if young people are participating and, if not, increase efforts to ensure they are reached. • In March 2019, the Transport and City Services Directorate held an interactive Youth Workshop on the draft <i>Moving Canberra Integrated Transport Strategy</i>. Thirteen young people aged 25 years and under attended the workshop including representatives from the ACT Youth Advisory Council, local schools and universities.
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		<ul style="list-style-type: none"> The Community Services Directorate is committed to providing genuine opportunities for engagement and involvement in consultation and government decision making. The <i>Empowering People CSD Strategic Plan 2018 – 2028</i> is underpinned by the commitment to involve members of the community, including young people, in decision making about service planning, policy and program development. <p>Building on the success of the Future of Education consultation process, the Education Directorate will continue to provide opportunities for students of all ages to participate and engage in consultation processes to contribute to ACT public schools into future.</p> <p>In 2018, the Education Directorate, along with the Catholic Education and the Association of Independent Schools ACT, partnered with the Youth Coalition of the ACT to run a project on Student Voice. This project led to the development of a Student Voice Toolkit (Toolkit) to supports teachers with strategies to engage with and capture opinions of children and young people. The Education Directorate continues to promote this Toolkit as a professional learning resource for ACT teachers.</p> <p>The ACT Government is committed to capitalising on the experiences and achievements of young people and how their experiences can positively contribute to the ACT Government’s priority to increase the social inclusion and participation of young Canberrans.</p>
4	<p>Implement a comprehensive Civic Education unit to provide greater in-depth understanding of government and policy-making processes, education on current affairs (particularly on issues pertinent to young people), as well as providing students with optional time off every week to engage in civic activities (such as</p>	<p>Agreed in Principle</p> <p>The ACT Government is committed to supporting young Canberrans with opportunities to increase their understanding of mechanisms that contribute to ACT policy, and /or program development. This will ensure the experiences of young people are integrated into future engagements and are developed to meet their needs.</p>

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	volunteering for community organisations.)	
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EQUALITY AND EQUITY FOR ABORIGINAL AND TORRES STRAIT ISLANDER YOUNG PEOPLE FORUM

The *ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 (the Agreement)* was signed on 26 February 2019 and sets the long-term direction in Aboriginal and Torres Strait Islander affairs in the ACT. It outlines how the ACT Government, the Aboriginal and Torres Strait Islander community and our community partners will work together to meet the social, cultural and economic needs of all Aboriginal and Torres Strait Islander people.

The Agreement includes self-determination as the underlying principle that Aboriginal and Torres Strait Islander peoples have distinct cultural rights embedded in legislation and that the ACT will support the exercising of those rights.

The Agreement is designed to ensure that directorates work together to achieve holistic program and service delivery, rather than delivering services to the Aboriginal and Torres Strait Islander community in functional silos.

The Agreement is accompanied by Focus Area Action Plans describing how we will deliver on the core and significant focus areas of the Agreement. The four core focus areas are: Children and Young People, Inclusive Community, Community Leadership, and Cultural Integrity. The six significant focus areas are: Connecting the Community, Life Long Learning, Economic Participation, Health and Wellbeing, Housing, and Justice.

Number	Recommendation	ACT Government Response
1	Embrace Ngunnawal and Ngambri Elders and community members in relation to language, culture and history to share knowledge, teach and build community relations in a culturally safe space that encompasses their rights to ownership from a community development framework.	<p>Agreed</p> <p>Cultural Integrity is a core area of the ACT Government’s <i>ACT Aboriginal and Torres Strait Islander Agreement 2019–2028 (the Agreement)</i> and focuses on a society that supports the aspirations of all Aboriginal and Torres Strait Islander people and contributes to the building of respectful, fair and sustainable communities.</p> <p>Priority actions under the Cultural Integrity focus area that government will work with traditional custodians including the United Ngunnawal Elders Council (UNEC) to progress include:</p> <ul style="list-style-type: none"> • Work with traditional owners to hear their thoughts on Treaty and support a joint understanding of the opportunity for and implications of a Treaty process for the ACT. • Establish a Traditional Custodian Caring for Country Council that will guide and support on country practices, investigations into joint co-management (of country) arrangements and mentoring of ACT Government employees. • Embed Traditional Custodian and the broader Aboriginal and Torres Strait Islander community’s aspirations into legislation and policy development.

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- Raise awareness of Ngunnawal cultural values through the delivery of training on cultural site/values/assets identification, in partnership with community and representative Aboriginal organisations.

The Office for Aboriginal and Torres Strait Islander Affairs continues to provide support to UNEC, an important representative group of traditional custodians of the Canberra region. UNEC provides advice to the ACT Government in relation to heritage and connection to land matters for the Ngunnawal people. UNEC is made up of representatives nominated by each of the Ngunnawal family groups. The Council meets up to four times a year in Canberra at various locations, including community-based organisations.

Libraries ACT employs an Aboriginal and Torres Strait Islander Coordinator who works with the community to connect them with the library and to develop library services to meet the needs of all Aboriginal and Torres Strait Islander communities living in Canberra. Libraries ACT work actively with Elders and representatives from the local Aboriginal and Torres Strait Islander community to celebrate and share language and culture. This includes:

- annual tracks to Reconciliation and International Mother Language Day events;
- delivery of programs about Aboriginal painting, artefact making, scar trees and their significance; and
- an online [Aboriginal and Torres Strait Islander Resources](#) page dedicated to local resources, stories, subjects and experiences from around the country and Ngunnawal specific resources.

Further examples of the ACT Government's commitment to supporting the aspirations of all Aboriginal and Torres Strait Islander people is through the Environment, Planning and Sustainable Development Directorate's Aboriginal and Torres Strait Islander Action Plan and their *Innovate Reconciliation Action Plan* which currently provides:

- A *Traditional Custodian caring for Country Committee* to manage Country together in relation to language, culture and history to share knowledge, teach and build community relations in a culturally safe space that encompasses their rights to ownership;
- a program of Traditional Custodian and Aboriginal youth engagement and mentoring to develop capacity to engage and deliver natural resource Management; and

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		<ul style="list-style-type: none"> • a program to develop the cultural competencies of staff to ensure a culturally safe work environment through the delivery of cross-cultural training and mentoring with Traditional Custodians. <p>The Education Directorate values and acknowledges the knowledge of the traditional owners and custodians of the ACT and respects their ongoing contributions to our community. The Directorate is committed to strengthening the inclusion of Ngunnawal history, culture and knowledge in ACT public schools as a key part of its Cultural Integrity Strategy.</p> <p>The ACT Government will continue to work with all directorates to ensure the outcomes and actions of the <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> meet the social, cultural and economic needs of all Aboriginal and Torres Strait Islander people in our community.</p>
2	Cultural competency to be compulsory for all students enrolled into all ACT Public, Private and Independent Schools.	<p>Agreed</p> <p>Lifelong learning is a significant focus area of the <i>ACT Aboriginal and Torres Strait Islander Agreement 2019–2028</i> (the Agreement). It focuses on preserving the world’s oldest living cultures, thus enhancing social inclusion and empowering Canberra’s Aboriginal and Torres Strait Islander peoples to fully engage in lifelong learning and positive generational experiences.</p> <p>Priority actions of Lifelong learning include:</p> <ul style="list-style-type: none"> • embedding Aboriginal and Torres Strait Islander perspectives into learning programs, with a focus on local history, culture and knowledge; • keeping the Aboriginal and Torres Strait Islander cultural heritage alive and current; and • assisting teachers in becoming confident and capable to teach Aboriginal and Torres Strait Islander students, with their histories, cultures and languages visible throughout school communities and learning programs. <p>As part of the <i>ACT Multicultural Framework Second Action Plan (2019-20)</i> the ACT Government has committed to continuing to work with local Aboriginal and Torres Strait Islander communities on the development of languages and culture curriculum. Part of this commitment will include consultation to develop best practice initiatives to engage younger Canberrans as part of their journey through the ACT public school system.</p>

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		<p>All schools in the ACT are using the Australian Curriculum (the Curriculum) to build students’ knowledge and understanding of Aboriginal and Torres Strait Islander histories, languages, cultures and traditions. Aboriginal and Torres Strait Islander Histories and Culture is a cross curriculum priority designed for all students to engage in reconciliation, respect and recognition of the world’s oldest continuous living culture. It also allows for Aboriginal and Torres Strait Islander students to see themselves, their identities and their cultures reflected in the curriculum of each of the learning areas.</p> <p>Building Cultural Integrity in ACT public schools is about creating richer, more engaging learning environments for all Aboriginal and Torres Strait Islander students and whole school communities. To do this, teachers must have knowledge of Aboriginal and Torres Strait Islander histories and cultures and feel confident to incorporate this knowledge in their teaching. Professional learning programs provided by the Education Directorate are designed to develop individual and school capability to embed Aboriginal and Torres Strait Islander perspectives in teaching. This includes working with individuals and teams on curriculum resources to assist teachers to embed the Aboriginal and Torres Strait Islander cross-curriculum priority into their planning, teaching and assessment.</p>
<p>3</p>	<p>A more consistent and universal approach to cultural competency across ACT Schools that is age-appropriate and links to local Indigenous history along with Australia-wide Indigenous history, current and relevant issues.</p>	<p>Agreed</p> <p>Children and young people are a core focus of <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> (the Agreement) focusing on Aboriginal and Torres Strait Islander children and young people growing up safely in their families and communities.</p> <p>In addition to the Agreement’s <i>Life Long Learning Action Plan</i>, the <i>Cultural Integrity Action Plan</i> will focus on:</p> <ul style="list-style-type: none"> • listening to the voices of Aboriginal and Torres Strait Islander people in the design of ACT Government policy and reform; • embedding cultural integrity into policy and practice of the ACT Government; and • committing to the creation of a culturally proficient ACT Government. <p>The <i>Children and Young People Action Plan</i> identifies strategies to support training for Early Childhood Education Services workforce.</p>

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		<p>The Education Directorate supports all ACT public schools to build their cultural integrity by strengthening their relationships with members of the local Aboriginal and Torres Strait Islander community. Schools are also encouraged to develop their physical learning environments to reflect and celebrate the ongoing contributions of Aboriginal and Torres Strait Islander people within our community.</p> <p>The ACT Government will continue to support embedding the respect and appreciation of Aboriginal and Torres Strait Islander culture, history and contemporary issues affecting Aboriginal and Torres Strait Islander people across ACT public schools through a range of initiatives.</p>
<p>4</p>	<p>Establish an Aboriginal and Torres Strait Islander Children Commissioner who will oversee and implement the Our Booris, Our Way recommendations and on an ongoing basis, provide comprehensive review and advice to the child protection system on issues of culture and equity.</p>	<p>Noted</p> <p>A priority action of the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028 (the Agreement) Children and Young People Action Plan is to continue to support the Our Booris, Our Way Review of the experiences of Aboriginal and Torres Strait Islander children and families in the ACT child protection system, and implement initiatives that address the Our Booris, Our Way Review recommendations.</p> <p>Funding was provided through the 2018-19 Budget Review and 2019-20 Budget to commence implementation of initial recommendations from the Our Booris, Our Way Interim Report.</p> <p>The ACT Government will consider Recommendation 7 of the Our Booris, Our Way Review to appoint an Aboriginal and Torres Strait Islander Children’s Commissioner with a review and advocacy role and additional capacity to specifically intervene and engage in child protection processes. The establishment of an Aboriginal and Torres Strait Islander Children Commissioner (including any additional funding requirements) will be considered by the ACT Government as part of the response to the Our Booris, Our Way Full Report.</p> <p>This recommendation will also be considered in the (current) statutory review of the ACT Human Rights Commission. Work is being undertaken to settle the terms of reference for the review, and the Government anticipates formally commencing the review in the coming months. Once commenced, the review report must be completed and presented to the Assembly within 12 months.</p> <p>It is important that any proposal for the introduction of a new review and advocacy statutory office holder be considered through the lens of the review of the existing framework. This is necessary to ensure that there is no undue overlap between the responsibilities of statutory office holders, and that the community is receiving the most value that it can out of the Government’s investment in this space.</p>

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<p>5</p>	<p>Ensure that the ACT Public Service reflect its clientele by establishing workforce representation targets that reflect client representation (for example: nearly 30 per cent of children in out of home care are indigenous, this number should be reflected in the responsible public service area).</p>	<p>Agreed in Principle</p> <p>On 14 September 2017, the ACT Government’s <i>Aboriginal and Torres Strait Islander Employment Framework</i> (the Framework) was launched. The Framework is a high-level document providing overarching direction on inclusion activities, which directorates can implement, or participate in at a whole of government level.</p> <p>The <i>Economic Participation Action Plan</i> of the ACT Government’s <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> (the Agreement) focuses on maximising opportunities for employment of Aboriginal and Torres Strait Islander people. This will be achieved through an increase in the number of Aboriginal and Torres Strait Islander employees across the ACT Public Service and non-government services. The Agreement’s <i>Health and Wellbeing Action Plan</i> includes a priority action to develop the ACT Health Aboriginal and Torres Strait Islander Workforce Action Plan.</p> <p>Additionally, the <i>ACT Multicultural Framework Second Action Plan (2019-20)</i> identifies actions that will contribute to the ACT Government’s commitment to ensuring recruitment activities encourage greater representation of Aboriginal and Torres Strait Islander people in the ACT Public Service by developing and promoting information on unconscious bias and the benefits of diversity in recruitment to the ACT Public Sector.</p> <p>CSD has committed through the response to the <i>Our Booris Our Way</i> recommendations to ensure that staff who work with Aboriginal and Torres Strait Islander children and families are culturally competent. This is also a requirement of the funded services through <i>A Step up for Our Kids</i>. CSD will continue to undertake policy and development work to create a staffing profile that is more reflective of the clientele.</p> <p>ACT Policing remains committed to increasing its Aboriginal and Torres Strait Islander workforce to achieve greater workforce diversity, reflecting the community they serve and to build and maintain community trust. ACT Policing is continuing to increase its representation of Aboriginal and Torres Strait Islander members through initiatives such as the <i>Australian Federal Police (AFP) Directions Program Traineeship</i>.</p> <p>Additionally, the <i>Australian Federal Police Cultural Reform: Diversity and Inclusion Strategy 2016-2026</i> aims to promote the recruitment of priority diversity groups into the Australian Federal Police that better reflects the community. The Australian Federal Police has five priority diversity groups which encompass people of all ages but specifically target women, Aboriginal and or Torres Strait Islander people, lesbian, gay, bisexual, trans and intersex people, people living with a disability and people from a culturally and linguistically diverse background.</p>
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		<p>Currently in the Justice and Community Safety Directorate, 59 employees self-identify as being Aboriginal and/or Torres Strait Islander, which is a three per cent representation of the total workforce.</p> <p>The Education Directorate is committed to creating employment, career and leadership opportunities for Aboriginal and Torres Strait islander staff. The directorate is reviewing and refreshing its <i>Connection, Collaboration, Careers, Leadership: Aboriginal and Torres Strait Islander Employment Action Plan 2014-17</i> to guide its future employment engagement strategies to improve representation of Aboriginal and Torres Strait Islander staff within the directorate.</p> <p>The Transport and City Services Directorate continues to support Aboriginal and Torres Strait Islander staff through its Aboriginal and Torres Strait Islander Peer to Peer Network (the Network). The purpose of the Network is to:</p> <ul style="list-style-type: none"> • support all employees, including Australian School Based Apprenticeship participants and volunteers within the directorate who identify as Aboriginal or Torres Strait Islander; • gain greater representation and affirmative action for Aboriginal and Torres Strait Islander people within the Directorate; and • acknowledge and celebrate the work of the Aboriginal and Torres Strait Islander people within the Directorate and enable employees to be involved. <p>The ACT Government continues to support strategies to encourage participation and contribution of Aboriginal and Torres Strait Islander people within the ACT Public Sector to ensure the workforce is representative of the community.</p>
6	Commit to funding the capability building of Aboriginal Controlled Organisations to service.	<p>Agreed in Principle</p> <p>Under the <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> (the Agreement) the ACT Government will focus on supporting growth in Aboriginal and Torres Strait Islander businesses and community services organisations.</p> <p>In the first 18 months of the Agreement the ACT Government will develop an Aboriginal and Torres Strait Islander Community Organisation Capacity and Capability Building Policy, to guide the development of models for new and emerging organisations, and link Aboriginal and Torres Strait Islander businesses and entrepreneurs to</p>

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		<p>programs and activities that support existing and new businesses. The ACT Government has commenced the initial policy work gathering information from other jurisdictions regarding capability building initiatives in place to support organisations.</p> <p>In recognition of the important role that Aboriginal and Torres Strait Islander controlled organisations have in delivering positive outcomes for Aboriginal and Torres Strait Islander people, funding totalling \$100,000 over four years will provide ‘seed funding’ grants for new and emerging Aboriginal and Torres Strait Islander controlled organisations. This funding supports local Aboriginal and Torres Strait Islander organisations to provide effective community-managed programs and businesses that will:</p> <ul style="list-style-type: none">• facilitate community ownership and control;• meet all regulatory and legislative requirements as required;• embed culture;• employ local Aboriginal and Torres Strait Islander people;• harness existing community capacity and its leaders;• implement robust governance;• establish trusting partnerships with the community and other agencies; and• use a community development approach. <p>The Aboriginal and Torres Strait Islander Elected Body has instigated work that will look at future options for Aboriginal and Torres Strait Islander organisational management and governance including for Boomanulla Oval and the Cultural Centre.</p> <p>As part of the <i>ACT Multicultural Framework Second Action Plan (2019-2020)</i> the ACT Government has committed to strengthening ACT Government’s procurement processes to increase cultural competency, cultural awareness and diversity in all ACT Government contracts.</p>
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		<p>The ACT Government will continue to support local Aboriginal and Torres Strait Islander Controlled Organisations to build their capacity and capability to achieve successful outcomes for employers and employees within the sector.</p>
<p>7</p>	<p>Mandate Cultural Awareness training for all ACT Public Servants which includes local history, including specific education on issues relevant to their line of work to gain a better understanding of their clients. For example, Care and Protection workers to learn about the history and impact of the removal of Aboriginal children from their families and the generational trauma caused.</p>	<p>Agreed in Principle</p> <p>The ACT Government is committed to engaging employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements. This includes making Cultural Awareness Training available to all staff, including executives, and delivering this training a minimum of three times a year. Participants in the ACT Public Service Graduate Program must also complete Cultural Awareness Training.</p> <p>The ACT Government is committed to engaging employees in cultural learning opportunities by promoting their attendance at internal and external Aboriginal and Torres Strait Islander events and celebrations, through a range of communication channels, including:</p> <ul style="list-style-type: none"> • Executive sponsored messages; • e-mail links; • the development of a calendar of events; and • the Reconciliation page on the intranet. <p>The Community Services Directorate engaged Associate Professor Richard Frankland to deliver Cultural Safety Masterclasses to approximately 300 staff in 2018 and 2019. A total of 12 Masterclass sessions were delivered over six days. Each Masterclass session begins with an introduction to cross cultural awareness, involving general discussion and insight into pre-contact, contact and post-contact Aboriginal and Torres Strait Islander Australia. The Masterclass then moved on to examine issues of cultural safety, cultural loads and cultural foundations. Feedback from the Masterclasses is that they provide an excellent opportunity to deepen our working understanding of Aboriginal and Torres Strait Islander Culture and contemporary issues.</p> <p>Child Youth Protection Services (CYPS) continue to support staff to undertake the CYPS Cultural Development Program. The Cultural Development Program is core training combining face to face activities and utilising an online training program developed by the Australian Institute for Aboriginal and Torres Strait Islander Studies.</p>

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		<p>The Cultural Development Program (the Program) is designed to provide staff with an understanding of Aboriginal and Torres Strait Islander cultures and has a strong focus on collaboration and the establishment of positive working relationships. This Program has been specifically designed for CYPs staff to assist them to develop a better understanding of the history, spirituality and importance of the land for Aboriginal people. The Program is run over a three-month period. Participants engage in a range of face to face activities including:</p> <ul style="list-style-type: none">• A half day on Ngunnawal Country with interpretation of cultural sites of significance, storytelling, bush plants and their uses.• Viewing of the Kanyini Documentary and Babakieuria “A Current Affair Racism” video clip. Mr Bob Randall tells the history of Australia’s Indigenous people. He explains how they have been dispossessed of the five central aspects of life essential for people to thrive, and indeed, survive. These five things – Beliefs, System, Spirituality, Land and Family – are central to his explanation.• A visit to the Australian Institute of Aboriginal and Torres Strait Islander Studies in order to explore their resources. The visit specifically looks at archives of images and the language of the time related to the history of child removals. <p>Developing our knowledge and understanding of our shared history helps us all to make informed decisions and strengthens the positive work being progressed in the Community Services Directorate. Over 500 Directorate staff were provided the opportunity to watch the Larissa Behrendt documentary, ‘After the Apology’. The film allowed staff to join together and take time to reflect on how we can continue to improve the way we serve members of our Aboriginal and Torres Strait Islander community.</p> <p>In the ACT Health Directorate, staff are provided access to culturally appropriate and accessible services that contribute to improving the health outcomes for Aboriginal and Torres Strait Islander people. ACT Health Directorate and Canberra Hospital staff are guided by the Protocols for working with Aboriginal and or Torres Strait Islander people developed by the ACT Aboriginal and Torres Strait Islander Elected Body (the Elected Body).</p> <p>The ACT Health Directorate remains committed to:</p> <ul style="list-style-type: none">• providing protocols that are designed to guide public, private, and not-for-profit agencies and organisations to effectively engage, communicate, and work with the ACT Aboriginal and Torres Strait Islander communities;
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- ensuring staff complete the *Working with Aboriginal and Torres Strait Islander patients and clients* eLearning module facilitated through the Service Development Unit as part of their induction; and
- the Mental Health, Justice Health and Alcohol and Drug Services (MHJHADS) Cultural Protocol Implementation Strategy in which nine actions are currently being implemented to improve Aboriginal and Torres Strait Islander cultural awareness, visibility and accessibility within the service. This commitment is reinforced by the development of the Aboriginal and Torres Strait Islander workforce and establishment of the MHJHADS Aboriginal and Torres Strait Islander Liaison Service (ALO).

ACT Policing consistently educates its members about appropriate customer service, attitudes towards all members of the community, and cultural sensitivities including those relating to Aboriginal and Torres Strait Islander people.

The principles and practice of inclusion and diversity are also integrated into many learning and development programs within the Australian Federal Police and ACT Policing. These programs include Cultural awareness training delivered through an online training portal which is open to all Australian Federal Police members and provided during recruit training at the Australian Federal Police College. This training is delivered by members of the Australian Federal Police's Malunggang Indigenous Officers Network (MION).

ACT Policing Aboriginal Liaison Officers have designed a training package to be rolled out to front line ACT Policing members. This training will improve their understanding of Aboriginal and Torres Strait Islander culture.

The Justice and Community Safety Directorate offers Aboriginal and Torres Strait Islander Cultural Awareness through various mechanisms. Directorate staff can participate in training offered by various providers which cover local history on issues that impact ACT Aboriginal and Torres Strait Islander people.

It is mandatory for all supervisors and managers, especially those who supervise Aboriginal and Torres Strait Islander staff to undertake Cultural Awareness Training prior to this supervision and the directorate's executive team have embarked on a full program for all executives to undertake this training.

In the Transport Canberra and City Services Directorate (TCCS), Aboriginal and Torres Strait Islander Cultural Awareness Training presented by Curijo continues to be delivered and made available to all employees with approximately 60 employees having attended during 2017-18 and approximately 300 employees since 2012 when first introduced to the directorate. This training is now core training for all directorate employees.

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		<p>In November 2017, TCCS offered to all staff a half-day On-Country Cultural Appreciation Tour provided by Dharwa Aboriginal Cultural Tours. The tour offered an introduction to Ngannawal Country, the Traditional Owners of the lands and waters in Canberra and region, Ngannawal language, local bush tucker and the impact of non-Indigenous land management practices over the centuries. The tour was open to all directorate employees and was a deliverable of the 2016-18 Reconciliation Action Plan. TCCS is investigating continuing this tour to increase educational opportunities concerning local heritage sites for TCCS employees, in alignment with the 2019-22 RAP.</p> <p>During 2018-19, TCCS successfully delivered all 82 actions in its first Innovate Reconciliation Action Plan (RAP). In March 2019, Reconciliation Australia endorsed the directorate's second RAP. The Stretch RAP continues to support our workforce's cultural learning through several key deliverables:</p> <ul style="list-style-type: none">• Develop a directorate Aboriginal and Torres Strait Islander Cultural Proficiency Strategy that will be implemented, reviewed and promoted across the directorate. The strategy will define continuous cultural learning needs of employees in all areas of our business and consider sustainable ways cultural learning can be provided to meet business unit's needs. In response to the diversity of our workforce the strategies will include online, face-to-face and or cultural immersion.• Continue to mandate attendance of Senior Officer Grade C, equivalent and above, including executives at the Aboriginal and Torres Strait Islander Cultural Awareness Training with a target of 95 per cent attendance.• Continue to ensure Aboriginal and Torres Strait Islander Cultural Awareness Training is available for all employees with a target of four per cent attendance.• Explore the opportunity to mandate Aboriginal and Torres Strait Islander Cultural Awareness Training for employees that have regular contact with the public, and if feasible, target approximately 5 per cent in the first mandated year, then with a review to improve the success rate.• Executives and RAP Advisory Committee to undertake Aboriginal and Torres Strait Islander online cultural competency training in addition to general awareness training.
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- All Libraries ACT employees to complete an online Aboriginal and Torres Strait Islander online Cultural Competency foundation course.

The Environment, Planning and Sustainable Development Directorate has implemented Cultural Awareness Training for all its people as part of our Essentials Learning and Development Framework. The Essentials Cultural Awareness Training requires all staff to attend. EPSDD's Cultural Awareness Training provides:

- An introduction to learning about Aboriginal and Torres Strait Islander people by providing factual information about Aboriginal history and culture as well as an understanding of basic strategies for communication and relationship development.
- An overview of some of the challenges and/or barriers for Aboriginal or Torres Strait Islander people participating in workplaces and within community.
- An understanding of the ACT Government strategies for improving Aboriginal and Torres Strait Islander engagement and representation within our workforce.

In addition to Cultural Awareness Training, EPSDD managers are also required to participate in specific training Supporting Aboriginal and Torres Strait Islander Employees in the workplace. This program provides all EPSDD Managers with the knowledge and practical strategies to assist in providing culturally safe, meaningful and strengths-based support to their Aboriginal and Torres Strait Islander employees.

The Education Directorate continues to support and promote cultural awareness for all staff. The directorate delivers a variety of professional learning programs including On Country for school leaders and Engoori workshops for eligible staff.

The ACT Government will continue to work with all directorates to encourage the delivery of Cultural Awareness Training to all staff. The ACT Government recognises the importance of providing all staff with this training as it encourages awareness and understanding of Aboriginal and Torres Strait Islander history and culture which can benefit the quality of our engagement with our diverse community.

ACT Government response to the 2018 ACT Youth Assembly Report

<p>8</p>	<p>Commit to implementing the recommendations from the <i>Our Booris, Our Way</i> Interim Report and the Aboriginal and Torres Strait Islander Consultation Report.</p>	<p>Agreed</p> <p>The ACT Government has committed to implement initiatives that address the <i>Our Booris, Our Way</i> review recommendations and looks forward to receiving the full report and providing a Government response.</p> <p>A priority action of the <i>ACT Aboriginal and Torres Strait Islander Agreement 2019-2028</i> (the Agreement) <i>Children and Young People Action Plan</i> is to continue to support the <i>Our Booris, Our Way</i> Review of the experiences of Aboriginal and Torres Strait Islander children and families in the ACT child protection system, and implement initiatives that address the Our Booris, Our Way Review recommendations.</p> <p>Work has commenced to address the interim recommendations made to Child and Youth Protection Services. The immediate initiatives include:</p> <ul style="list-style-type: none"> • The development of a designated Aboriginal and Torres Strait Islander Practice Leader position within Child and Youth Protection Services. The Aboriginal and Torres Strait Islander Practice Leader has a key role in supporting the embedding of the Aboriginal and Torres Strait Islander Child Placement Principle. • Continued support for staff to undertake the Child and Youth Protection Services Cultural Development Program which is designed to provide staff with an understanding of Aboriginal and Torres Strait Islander cultures and has a strong focus on collaboration and the establishment of positive working relationships. • Engagement of the Secretariat of National Aboriginal and Islander Child Care (SNAICC) to undertake training for staff on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle in practice. • The development of a practice guide for staff on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle in practice. <p>Funding was provided through the 2018-19 Budget Review and 2019-20 Budget to commence implementation of initial recommendations from the <i>Our Booris, Our Way</i> Interim Report.</p>
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ACT Government response to the 2018 ACT Youth Assembly Report

9	<p>Increase information available regarding days of cultural significance such as NAIDOC Week and Reconciliation Day.</p>	<p>Agreed</p> <p>One of the ACT Government’s priorities is to recognise and respond to the needs of Aboriginal and Torres Strait Islander people living in the ACT. Our goal is to continue making Canberra more inclusive, progressive and connected by supporting initiatives that bring community together to celebrate our diversity.</p> <p>There are many ways in which the government supports the community in promoting cultural events such as Reconciliation Day and NAIDOC week activities. Events of cultural significance are actively promoted via digital and non-digital platforms.</p> <p>An example of this is the Office of Aboriginal and Torres Strait Islander Affairs working collaboratively with the Chief Minister, Treasury and Economic Development Directorate to communicate the importance of Reconciliation Day while promoting the first Reconciliation Day event held in Canberra.</p> <p>To assist our key stakeholders including the Aboriginal and Torres Strait Islander Elected Body, the ACT Government has produced the second <u>2019 Whole of Government Communications & Engagement Plan</u> which gives a clear forecast of the significant conversations we need to have with the community over the coming year Reconciliation Day is one of the priority campaigns listed in the Plan and there is a whole of government approach to promoting Reconciliation Day and its importance to our whole community.</p> <p>Under new ACT Public Sector Enterprise Agreements, eligibility to apply for paid leave to attend and participate in NAIDOC week activities has been extended to all employees, to better allow the whole community to participate together in activities.</p> <p>A commitment under the Chief Minister, Treasury and Economic Development Directorate’s Reconciliation Action Plan is to engage employees in cultural learning opportunities by promoting their attendance at internal and external Aboriginal and Torres Strait Islander events and celebrations, through a range of communication channels, including: Executive Sponsor messages; e-mail links; the development of a calendar of events; and the Reconciliation page on the intranet.</p> <p>ACT public schools celebrate and acknowledge events such as NAIDOC week and Reconciliation Day encouraging awareness and engagement of cultural days of significance.</p>
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ACT Government response to the 2018 ACT Youth Assembly Report

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