



# Our Commitment

© Copyright Josiah Omeenyo 2011

## Our Commitment to Aboriginal Peoples and Torres Strait Islander Peoples

**We,** the Department of Education, make this commitment, in the spirit of reconciliation, to deliver aspirational educational, economic and social outcomes for Aboriginal peoples and Torres Strait Islander peoples. As public servants, we have a responsibility to develop a genuine understanding of our history and its lasting impact on Aboriginal peoples and Torres Strait Islander peoples.

This document commits our entire workforce to deliver this commitment statement and to place Aboriginal peoples and Torres Strait Islander peoples at the forefront of our decision making. Creating supportive environments where stakeholders feel empowered to act, allows our agency to move collectively in the same direction.

### This document commits our department to:

- value Aboriginal and Torres Strait Islander peoples' cultures and histories
- provide opportunities for Aboriginal people and Torres Strait Islander people to thrive in their early years and achieve success in our schools
- value, include and support Aboriginal employees and Torres Strait Islander employees in our workplaces
- understand transgenerational trauma and its impact on social and emotional wellbeing
- work with each community to understand their unique knowledge and interests

### We will achieve this by:

- acknowledging traditional custodians of land, waterways and sea country
- ensuring our workplaces value the culture, skills and knowledge of staff
- providing person-centred support and resources
- preserving and promoting culture and language through early years services
- creating economic benefits through procurement activities
- providing career pathways and professional development within the department
- challenging inequities in our policies and practices


### Our approach will:

- actively listen and engage with stakeholders and demonstrate the value we place on self-determination
- develop relationships with, and connections to, community to foster local decision making and co-design
- recognise that everyone has a role in ensuring cultural safety
- celebrate and draw upon the diversity that exists within Aboriginal peoples and Torres Strait Islander peoples and communities

### Measure and Review:

Activities designed to achieve these commitments and aspirations will be embedded throughout the department's action plans, including the Cultural Capability Action Plan, Reconciliation Action Plan, the Aboriginal and Torres Strait Islander Workforce Strategy and our Advancing Education Action Plan. We will report on the activities within these action plans and ensure they are captured in role descriptions, performance plans and agreements.

Signed



**Tony Cook**  
Director-General  
Department of Education





# Definitions

© Copyright Josiah Omeenyo 2011

## Stakeholders

Students, parents, employees, elders, community, business and industry sectors.

## Co-design

An agreement on a range of activities and processes used in the design of services and products that involve the people who use, or, who are directly or indirectly affected by, that product or service.

## Cultural safety

A way of working with someone of different cultural backgrounds that does not diminish, demean or disempower someone (Nursing Council of New Zealand, 2009).

## Transgenerational trauma

Actions that pass from generation to generation due to historical collective events which continue to negatively affect people's behaviour, social and economic wellbeing (Human Rights Commission, 2018).

## Self-determination

All peoples have the right of self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.

Self-determination is an 'ongoing process of choice' to ensure that Indigenous communities are able to meet their social, cultural and economic needs. (Article 1 and 3, International Covenant on Civil and Political Rights (ICCPR), 2019)

## Cultural capability

The integration of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal peoples and Torres Strait Islander peoples (DATSIP, 2018).

## Coral Beds Down Under Artwork

Artist biography



© Copyright Josiah Omeenyo 2011

## Artist biography - Josiah Omeenyo

Josiah Omeenyo is from Lockhart River Queensland Australia and is a member of the Lockhart River Artists group. Josiah is well known for his coral reef themed paintings using spectacular colour combinations.

He is not the only artist in his family, his mother and aunty are also involved with the Lockhart River artists. He uses paint on canvas and linen to share his stories with the world.

Aboriginal flag designed by Harold Thomas.

Torres Strait Islander flag designed by Bernard Namok.



**Queensland**  
Government