



QUEENSLAND RACING
INTEGRITY COMMISSION

Engagement | Education | Enforcement

QRIC Reframing the Relationship – Plan

July 2023

QRIC Reframing the Relationship – Plan

QRIC is proud that Aboriginal and Torres Strait Islander peoples have continuing rights and responsibilities as the first peoples of Queensland, including traditional ownership and connection to land and waters.

In line with this sentiment and our legislative requirements under the *Public Sector Act 2022*, QRIC has developed a Reframing the Relationship Plan. This plan will support the Government's commitment to reframing its relationship with Aboriginal peoples and Torres Strait Islander peoples through recognising the role public sector entities play in supporting a reframed relationship and developing cultural capability.

This plan is an important next step for QRIC. It will be audited annually to measure our success in developing our cultural capability, and we will have the opportunity to amend and improve the plan at any time. We are committed to amending and adjusting this plan in alignment with any changes to our level of resourcing to ensure that we are balancing ambition with achievable outcomes.

This plan is an opportunity for QRIC to put our best foot forward in contributing to the journey that Aboriginal and Torres Strait Islander peoples and the Queensland Government are on; building a reframed relationship that acknowledges, embraces, and celebrates the humanity of Indigenous Australians.

QRIC provided opportunities for all staff to contribute to the development of this plan through a confidential and anonymous survey and further input from staff interested in being further involved was undertaken through a focus group. Consultation was also undertaken with our administering agency, the Department of Agriculture and Fisheries (DAF), to enable us to bring a first-nations perspective to this plan. This plan is reflective of the input provided during the consultation process.

#	Initiatives	Objective	Success Measure	Timeframe
1	<p>Cultural Competency, and Respectful Relationships Knowledge Uplift</p> <ul style="list-style-type: none"> We will deliver compulsory Cultural Competency online learning module to all staff, including the associated communications to managers required to support compliance, and reporting mechanisms to address noncompliance. <p><i>NB: opportunity for QRIC to engage with other agencies including The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) to acquire this training.</i></p> <ul style="list-style-type: none"> We will deliver compulsory <i>Human Rights Act 2019</i> training to all staff, including the associated communications to managers required to support compliance and reporting mechanisms to address noncompliance. We will require all QRIC leaders and managers to proactively undertake at least one meaningful activity to deepen cultural competency (in addition to the compulsory training) e.g attendance at a NAIDOC week celebration event on race days. We will continue to offer opportunities for all staff to engage in NAIDOC week celebrations with RQ. 	<ul style="list-style-type: none"> To promote cultural safety and cultural capability at all levels of the public sector. To promote a fair and inclusive public sector that supports a sense of dignity and belonging for Aboriginal peoples and Torres Strait Islander peoples. To support the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector. 	<ul style="list-style-type: none"> Compulsory culture competency training for all staff, and the associated communications, and reporting mechanisms are delivered. 90% compliance of all staff in completing the compulsory training. 90% compliance of all leaders and managers undertaking at least one activity to deepen their cultural competency. Completion of that activity recorded in the PDAs of all leaders and managers and reported on by those leaders and managers to enable the Commissioner’s performance audit of this plan. Opportunities for all staff to engage in NAIDOC week celebrations are offered. 	23/24 Financial Year
2	<p>Visual Symbols of Celebration</p> <ul style="list-style-type: none"> We will encourage all staff to display email banners that honour and celebrate Aboriginal people and Torres Strait Islander people and cultural events throughout the entire year. 	<ul style="list-style-type: none"> Recognise and honour Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland and bring attention to cultural events. 	<ul style="list-style-type: none"> The advice given to staff about their email banners invites them to honour and celebrate Aboriginal people and Torres Strait Islander people with 100% consistency throughout the year. 	23/24 Financial Year

	<ul style="list-style-type: none"> We will ensure that lanyards featuring First Nations artwork are made available to all staff. We will procure, deliver and ensure the display of Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) maps of Indigenous Australia at all QRIC offices. We will commission a piece of First Nations artwork to be used as part of QRIC communications (e.g website, powerpoint templates). 		<ul style="list-style-type: none"> Lanyards featuring First Nations artwork are made available to all existing staff across all QRIC offices, and to all new starters as part of their onboarding. AIATSIS Maps of Indigenous Australia are displayed at all QRIC offices. A First Nations artwork is commissioned by QRIC in line with Queensland Indigenous Procurement Policy, and features on the QRIC website, in the QRIC presentation templates, and other relevant places. 	
3	<p>Engage in truth telling</p> <ul style="list-style-type: none"> Research and produce a poster series to be displayed at each QRIC local office that tells the truth about under-told aspects of the shared history of all Australians at these local sites. This truth telling should have a tenor of affirmation around the strength and resilience of First Nations people. e.g illumination of the huge effort of First Nations peoples as serving officers in our defence forces and as critical workers in our industries during the Second World War in defence of our freedom. There are also opportunities to celebrate the role of First Nations jockeys and trainers in the racing industry (e.g Darby McCarthy, and Warren Pickwick) 	<ul style="list-style-type: none"> Engage in truth-telling about the shared history of all Australians. 	<ul style="list-style-type: none"> The poster series is displayed at all QRIC local offices. 	23/24 Financial Year
4	<p>Uplift acknowledgement of countries</p> <ul style="list-style-type: none"> We will develop guidance that provides advice to all staff on how to perform a meaningful acknowledgement of country. 	<ul style="list-style-type: none"> Recognise and honour Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland 	<ul style="list-style-type: none"> Guidance is developed that provides advice to staff about how to perform a meaningful acknowledgement of country. 	23/24 Financial Year

			<ul style="list-style-type: none"> The guidance will be disseminated to all staff, visible on the QRIC intranet, and embedded into the QRIC induction program. 	
5	<p>Engagement and relationship building</p> <ul style="list-style-type: none"> We will build relationships between QRIC and First Nations peoples through collaborative activities with Racing Queensland, and QRIC self-directed activities. 	<ul style="list-style-type: none"> Working in partnership with Aboriginal peoples and Torres Strait Islander peoples to actively promote, include and act in a way that aligns with their perspectives, when making decisions directly affecting them; 	<ul style="list-style-type: none"> Development of at least 3 meaningful relationships between QRIC and first nations people. 	23/24 Financial Year
6	<p>Recruitment & Employment:</p> <ul style="list-style-type: none"> We will develop and implement the policies and/ or procedures and/ or guidelines and associated record keeping practices to support QRIC compliance with the <i>Recruitment and selection (Directive 07/23)</i> and maintain the associated audit record. <p>Specifically, we will ensure compliance with section 7.5 of the directive that indicates that when a chief executive decides how to fill a vacancy:</p> <ul style="list-style-type: none"> consideration should be given to the responsibilities of QRIC for supporting a reframed relationship with Aboriginal peoples and Torres Strait Islander peoples. the way in which the chief executive's obligations relating to equity, diversity, respect and inclusion should be reflected in the recruitment and selection process, and the decision the eligible person best suited to the position. 	<ul style="list-style-type: none"> Ensure the workforce and leadership at QRIC is reflective of the community we serve. Supporting the aims, aspirations and employment needs of Aboriginal peoples and Torres Strait Islander peoples and the need for their greater involvement in the public sector. 	<ul style="list-style-type: none"> A trustworthy audit record reflects 100% compliance of QRIC with the Recruitment and Selection (Directive 07/23). 	23/24 Financial Year