

FIRST NATIONS ACTION PLAN 2025-2028 	
Key Focus Area 1: Relationships Supporting our First Nations workforce and having truthful and meaningful relationships with First Nations individuals, communities and organisations	
Truthful Relationships	
Fair and truthful relationship between First Nations and non-Indigenous Queenslanders	
Laws, systems, policies and practices promote self-determination for First Nations Queenslanders	
First Nations Individuals, Communities and Organisations	
Strong and impactful relationships with Aboriginal and Torres Strait Islander stakeholders and organisations for the benefit of community and mutual clients	
Our People	
Employment environment supports the recruitment, retention and professional development of Aboriginal and Torres Strait Islander peoples	
Non-Indigenous Reconciliation Partners	
Strong and impactful relationships with non-Indigenous stakeholders and organisations for the benefit of First Nations people and mutual aims	
Use of Indigenous Suppliers	
Improved economic inclusion for Aboriginal and Torres Strait Islander suppliers	
Key Focus Area 2: Respect Improving our knowledge of First Nations cultures, developing greater self-awareness, and in our behaviours and actions demonstrating respect for First Nations peoples	
Cultural Responsiveness	
Improved cultural awareness and competency	
Decreased racism, bias and discrimination	
Improved understanding of Traditional Owners/Custodians of lands and waters of Queensland	
Increased understanding of Traditional languages	
Demonstrate Respect	
Strengthened Acknowledgement of Country and Welcome to Country protocols	
Culturally safe and appropriate resources	
Increased cultural symbols in the office.	
Increased engagement with issues that impact Aboriginal and Torres Strait Islander peoples	
Observe Culturally Important Dates	
The survival of First Nations peoples and their cultures despite colonisation is meaningfully and respectfully acknowledged	
Sustained participation in important events that recognise, celebrate and respect the unique cultural heritage of Queensland's Aboriginal and Torres Strait Islander peoples	
Raised community awareness of Indigenous human rights breaches and inequality	
Culture is celebrated	
Key Focus Area 3: Advocacy Promoting and protecting the human rights of First Nations peoples and advocating against unjust laws, policies, and practices	
Fairer Laws and Systems	
Laws and systems are fairer for Aboriginal and Torres Strait Islander people	
Increased Access to Justice	
Prioritise service delivery to Aboriginal and Torres Strait Islander peoples	
Increased Knowledge of Laws & Respect for Human Rights	
Prioritise the provisions of legal information to Indigenous communities and organisations	
Promote an understanding of and respect for 'lore' alongside an understanding of the mainstream Australian legal framework.	
First Nations people have a strong voice about to how promote and protect their human rights	
Effective Service Interventions	
Services delivered by non-Indigenous staff and volunteers are culturally safe and responsive	
Written service collateral is culturally safe and lowers accessibility barriers into Caxton as a non-Indigenous organisation	
Key Focus Area 4: Closing the Gap Progressing our contributions towards Closing the Gap priority reforms and socio-economic targets	
Closing the Gap Priority Reforms	
7A. Priority Reform Target Two - increased amount of government funding for Aboriginal and Torres Strait Islander programs and services going to community-controlled organisations	
7A. Priority Reform Three - decreased proportion of Aboriginal and Torres Strait Islander people who have experiences of racism	
Closing the Gap Socio-Economic Targets	
7B. Socio-Economic Target 1 - increased life expectancy	
7B. Socio-Economic Target 5 - increased rate of Yr 12 completion	
7B. Socio-Economic Target 6 - increased rate of tertiary qualifications, particularly in law and social work	
7B. Socio-Economic Target 7 - increased rate of youth (15-24yrs) employment, education or training	
7B. Socio-Economic Target 8 - increased rate of employment (25-64yrs)	
7B. Socio-Economic Target 9 - increased rate of appropriate sized housing	
7B. Socio-Economic Target 10 - reduced rate of incarceration	
7B. Socio-Economic Target 10 - reduced rate of overrepresentation of young people in the criminal justice system	
7B. Socio-Economic Target 13 - reduced rate of family violence and abuse against women and children	
Key Focus Area 5: Governance & Impact Having a whole of organisation approach to resourcing, implementing, measuring and being accountable to our Plan	
Organisation Support	
The Plan is properly resourced and implemented	
Integrity	
The Strategy and Plan is transparent and accountable at appropriate levels of engagement and responsibility	