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# Transforming Government Organisations

The National Agreement on Closing the Gap is built around four new Priority Reforms that will change the way governments work with Aboriginal and Torres Strait Islander people and communities.

Priority Reform Three is about transforming government institutions and organisations.

As part of this Priority Reform, parties commit to systemic and structural transformation of mainstream government organisations to improve accountability, and to respond to the needs of Aboriginal and Torres Strait Islander people.

## TRANSFORMATION ELEMENTS

Governments commit to the following transformation elements in mainstream organisations:

1. Identify and eliminate racism
2. Embed and practice meaningful cultural safety
3. Deliver services in partnership with Aboriginal and Torres Strait Islander organisations, communities and people
4. Increase accountability through transparent funding allocations
5. Support Aboriginal and Torres Strait Islander cultures
6. Improve engagement with Aboriginal and Torres Strait Islander people

*"To be effective, mainstream organisations need to spend time understanding what is happening in our communities and need to recognise and understand the skills that Aboriginal and Torres Strait Islander people hold."*

Engagement participant at Coalition of Peaks membership meeting in the Torres Strait

## GOVERNMENT ACTIONS UNDER THE NATIONAL AGREEMENT

Governments commit to challenge unconscious biases that result in decisions based on stereotypes.

Addressing institutional racism and promoting cultural safety is essential.

Governments commit to share and publish their engagement approaches that give effect to the transformation elements.

Government commit to engaging with Aboriginal and Torres Strait Islander representatives before, during and after emergencies.

## PARTNERSHIP ACTIONS UNDER THE NATIONAL AGREEMENT

Governments will identify, develop or strengthen an independent mechanism, or mechanisms, that will support, monitor and report on the transformation of mainstream agencies and institutions. The mechanism, or mechanisms, will:

• Support mainstream agencies and institutions to embed transformation elements, and monitor their progress
• Be recognisable for Aboriginal and Torres Strait Islander people and culturally safe
• Engage with Aboriginal and Torres Strait Islander people to listen and respond to concerns about mainstream organisations
• Report publicly on the transformation of mainstream organisations.