

# Department of Energy and Climate Reframing the Relationship Plan 2024-2026



## ACKNOWLEDGEMENT

The Department of Energy and Climate acknowledges Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland and honours their deep and ongoing connection and custodianship of the land, the water and the sea. We also acknowledge their rich culture which has existed for more than 65,000 years and pay respect to their Elders both past and present. We recognise those whose ongoing effort to protect and promote Aboriginal and Torres Strait Islander cultures will leave a lasting legacy for future Elders and leaders.

Further to this, we acknowledge that Aboriginal and Torres Strait Islander self-determination is a human right as enshrined in the United Nations Declaration on the Rights of Indigenous Peoples. *The Queensland Human Rights Act 2019* also recognises the particular significance of the right to self-determination of Aboriginal peoples and Torres Strait Islander peoples.

## OUR OBJECTIVES

1. Recognising and honouring Aboriginal peoples and Torres Strait Islander peoples as the first peoples of Queensland.
2. Engaging in truth-telling about the shared history of all Australians.
3. Recognising the importance to Aboriginal peoples and Torres Strait Islander peoples of the right to self-determination.
4. Promoting cultural safety and cultural capability at all levels of the public sector.
5. 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, in particular when making decisions directly affecting them.
6. Ensuring our workforce and leadership are reflective of the community we serve.
7. Promoting a fair and inclusive public sector that supports a sense of dignity and belonging for Aboriginal peoples and Torres Strait Islander peoples.
8. 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.

## MESSAGE FROM THE DIRECTOR-GENERAL

The Department of Energy and Climate has an important role in supporting the Queensland Government's commitment to reframing the relationship with Aboriginal peoples and Torres Strait Islander peoples. It follows the commitment to move forward together with mutual respect, recognition and a willingness to speak the truth about our shared history and to support self-determination for the Aboriginal peoples and Torres Strait Islander peoples of Queensland.

Through our collective efforts as individuals and as a government agency we can achieve equity, recognition and advancement in a number of ways, through our:

- full participation in truth-telling, healing and reconciliation as we walk together on the Path to Treaty
- active contributions to the Queensland Reconciliation Action Plan 2023-2025 to bring about real change for all
- support of Queensland's commitments in implementing the National Agreement on Closing the Gap
- positive engagement with the decision-making bodies in the Local Thriving Communities program
- expertise to deliver improved outcomes of the Queensland Indigenous Procurement Policy through our agency and across the sector
- proactive approach to delivering on expectations under the *Public Sector Act 2022*.

We are firmly committed to building on our strong and enduring partnerships with First Nations people and their communities. We will enhance our cultural understanding and capability, create culturally safe workplaces and provide authentic leadership which is reflective of the community we serve. When these elements come together, we can be sure we are paving the way to a better future for everyone.

**Paul Martyn**  
Director-General  
Department of Energy and Climate

## OUR PRIORITY ACTIONS

Actions	Activity	Measure of success	Lead	Support
<b>Action 1</b> <i>Objectives 4 and 7</i>	<b>1.1 Promote the Respectful Workplaces program to all staff to improve workplace interactions, raise awareness of unconscious bias, encourage proactive inclusion and reduce the incidence of racism and discrimination</b>	Improved Working for Queensland Survey results	Human Resources	All business areas
<b>Action 2</b> <i>Objectives 6 and 8</i>	<b>2.1 Raise awareness and implement strategies to increase the representation of Aboriginal and Torres Strait Islander peoples at all levels within and across the department</b>	Vacant roles are advertised through multiple channels Improved annual workforce measure	All divisions	Human Resources
<b>Action 3</b> <i>Objectives 4 and 5</i>	<b>3.1 Provide culturally safe workplaces and services for Aboriginal peoples and Torres Strait Islander peoples by building the cultural capabilities of all staff, including leaders and managers, through:</b> • external training opportunities • promotion of the First Nations cultural capability mandatory online training	Number of training opportunities Number of attendees Mandatory training completion rate of >80%	Human Resources	All business areas
<b>Action 4</b> <i>Objective 3 and 8</i>	<b>4.1 Build an integrated approach to boosting Aboriginal and Torres Strait Islander business opportunity to support the department to meet the Queensland Indigenous Procurement Policy 3% spend target</b>	Departmental 3% spend target is met	Corporate Services	Procurement
<b>Action 5</b> <i>Objectives 1 and 4</i>	<b>5.1 Showcase and promote significant Aboriginal and Torres Strait Islander events, achievements and programs</b>	Significant events are acknowledged Significant staff achievements are acknowledged Significant programs of work are acknowledged	Strategic Communication and Engagement Human Resources	All business areas
	<b>5.2 Ensure inclusion and visibility of Aboriginal and Torres Strait Islander culture, language and art</b>	Welcome to country held for significant departmental events and departmental artwork is represented in appropriate resources and events	Strategic Communication and Engagement Human Resources	All business areas
<b>Action 6</b> <i>Objective 3 and 5</i>	<b>6.1 Develop guidance material to support divisions and business units to phase in a review process of legislation, strategy, policy and processes to ensure shared understanding and proactive and genuine consideration of the impacts on Aboriginal and Torres Strait Islander stakeholders and communities</b>	Guide developed Annual divisional implementation updates	Strategy, Performance and Digital	All business areas
	<b>6.2 Identify current First Nations programs of work underway and review related strategies, policies and processes to identify gaps in consideration of engagement and impact</b>	Lessons learnt from review process inform improved outcomes	Energy Climate Hydrogen and Future Fuels Procurement	Strategy, Performance and Digital
<b>Action 7</b> <i>Objectives 3 and 5</i>	<b>7.1 Develop and build genuine and productive partnerships with Aboriginal and Torres Strait Islander service users, councils, businesses, local and regional organisations and other government agencies</b>	Key stakeholder activity is captured New partnerships identified and developed, where gaps are identified (as per 7.2)	Energy Climate Hydrogen and Future Fuels Procurement	Strategy, Performance and Digital
<b>Action 8</b> <i>Objectives 7 and 8</i>	<b>8.1 Analyse feedback and implement strategies to improve the workplace experiences of Aboriginal and Torres Strait Islander employees</b>	Improved Working for Queensland Survey results	All business areas	Human Resources
<b>Action 9</b> <i>Objectives 1, 2, 3, 4, 5 and 7</i>	<b>9.1 Prepare for, participate in and communicate Path to Treaty and government readiness activities, including how to access appropriate support</b>	Government Treaty Readiness Progress updates	Strategy, Performance and Digital	All business areas Human Resources

