

Wirnalung Ganai— Aboriginal Inclusion Plan

2015–17



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Secretary's foreword

I am proud to present Wirnalung Ganai, the Department of Education and Training's (DET) Aboriginal Inclusion Plan. Wirnalung Ganai aims to catalyse positive change in the culture and employment profile of the Department, leading to improved opportunities for Aboriginal people, in particular:

- The Department is an employer of choice for Aboriginal people.
- The Department supports Aboriginal people to develop and progress into managerial and senior leadership positions.
- The Department provides a safe and welcoming environment for Aboriginal people to work in and interact with colleagues and the community.

The Education State is about more than just traditional education. It includes skills and learning, health and wellbeing, citizenship and social inclusion, creativity and innovation, jobs and prosperity. It's about maximising the potential of all Victorians, regardless of their background or where they live. This focus will ensure Victoria remains one of the world's most successful and liveable places in the decades ahead.

The provision of high-quality education, training, development, wellbeing and child health services (i.e. our learning and development services) is fundamental in building a society that has strong economic growth, productivity and employment, better health outcomes and greater social cohesiveness. The goals we set, the changes we implement, the systems we support and the services we offer all must lead to improved learning and development outcomes.

The Department acknowledges and respects Aboriginal culture, its values and practices, and is committed to take actions to provide better support to Aboriginal people employed by the Department. These actions will develop a more inclusive culture through leadership, workforce practices and communication. These actions contribute to the outcomes identified in the Victorian Aboriginal Affairs Framework.

The Department's refreshed Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 has a greater emphasis on fostering transparency and accountability for realising the vision of the Victorian Aboriginal Inclusion Framework and is focused on four key action areas:

- Systemic inclusion — ensuring that inclusion is at the core of every level of the Department, its structure and plans to embed inclusion in our everyday practices.
- Data improvement — improving the quality of collection and analysis of Koorie related data, to assist with enhancing the access to participate in and the effectiveness of services to the Koorie community.
- Employment and economic participation — developing strategies and approaches to support the attraction, development and retention of Koorie staff, the promotion of DET as an employer of choice, and shift to actively prioritising Aboriginal services through all purchasing process.
- Community engagement — foster stronger, more transparent relationships with Aboriginal community through timely and appropriate communication channels.

I am confident that Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 will solidify accountability and shared responsibility for inclusion of Aboriginal and/or Torres Strait Islander people with the Department of Education and Training.



Gill Callister
Secretary

Acknowledgements

About the name: Wirnalung Ganai – ‘Our People’

Language Group: Gunai–Kurnai

About the artist

Brent Watkins is a proud Ganai (Vic) and Yamaji (WA) man.

Brent plays the Didjeridoo, paints and participates in cultural dance. Brent has provided art for the North Metropolitan RAJAC and designed the mural for the Robinsons Reserve Neighbourhood House in Coburg.

Highlights so far:

- Dancing / meeting the ex-Vice President of America Al Gore
- Playing Didjeridoo – World Peace Event
- Performing cultural dance — Dreamtime at the G and Moomba Parade

Artwork meaning

- The middle: Spirit of elder — cultural teacher/mentor to young people — supporting cultural connectedness and identity
- The outside: Children and young people pursuing their dreams and becoming strong leaders
- White ochre: Represents — spirit and land — white is throughout the painting as spirit is everywhere
- White Circles: Represents – people and communities coming together

Circles: Joining circles represent people and communities coming together

White curvy lines: Joining each other represents no thinking in a straight line, not giving kids false hopes-and having high aspirations for them and with them

Acknowledgement of Traditional Owners

The Department of Education and Training acknowledges and pays respect to Elders and all Victorian Aboriginal communities.

In the spirit of reconciliation we honour and respect the custodians past and present and we are grateful for the opportunity to join with them in continuing to nurture this land.

Explanation of the use of terms

This document uses the term Aboriginal, except where an existing document or name (e.g. of an organisation or position) has been included that uses other terms.

These other terms include Koorie, Indigenous, and Aboriginal and Torres Strait Islanders.

References to existing uses of these alternative terms in other documents or by other organisations have not been changed.

Executive summary

Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 has been developed in accordance with the Victorian Government Aboriginal Affairs Framework 2013–2018 (Building for the future: a plan for ‘Closing the Gap’ in Victoria by 2031)

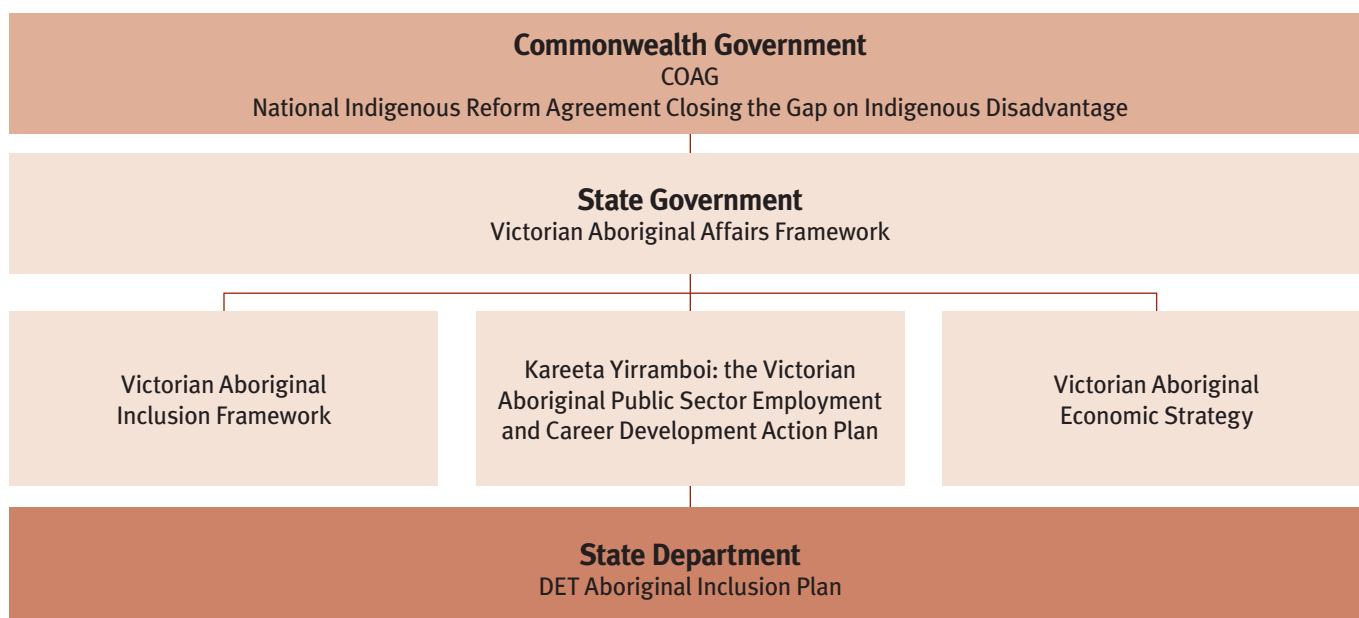
In March 2011 the Premier committed the Victorian Government to the Council of Australian Governments (COAG) National Indigenous Reform Agreement (Closing the Gap on Indigenous disadvantage) bipartisan agreement that aims to close the gap in key health, social and economic outcomes between Aboriginal and non-Aboriginal Australians.

In November 2012, the Victorian Government released its overarching Aboriginal policy framework, the Victorian Aboriginal Affairs Framework 2013–18 (VAAF). The VAAF aligns with Commonwealth Government commitments and has the primary goal of improving whole-of-life outcomes for Aboriginal Victorians through priority government action.

The Department of Education and Training Aboriginal Inclusion Plan (AIC), alongside other departmental Aboriginal inclusion plans, commits to undertaking actions to develop its leadership, workforce, practice and communication to support a more inclusive culture and provide better support to Aboriginal people employed by the Department. These actions contribute towards the outcomes identified in the Victorian Aboriginal Affairs Framework.

The DET Aboriginal Inclusion Plan has been developed in alignment with broader state level strategies, including, the Victorian Economic Strategy 2013–20, the Victorian Aboriginal Inclusion Framework and the Kareeta Yirramboi-Aboriginal Public Sector Employment and Career Development Action Plan 2010–15.

The relationship between these strategic documents is outlined below

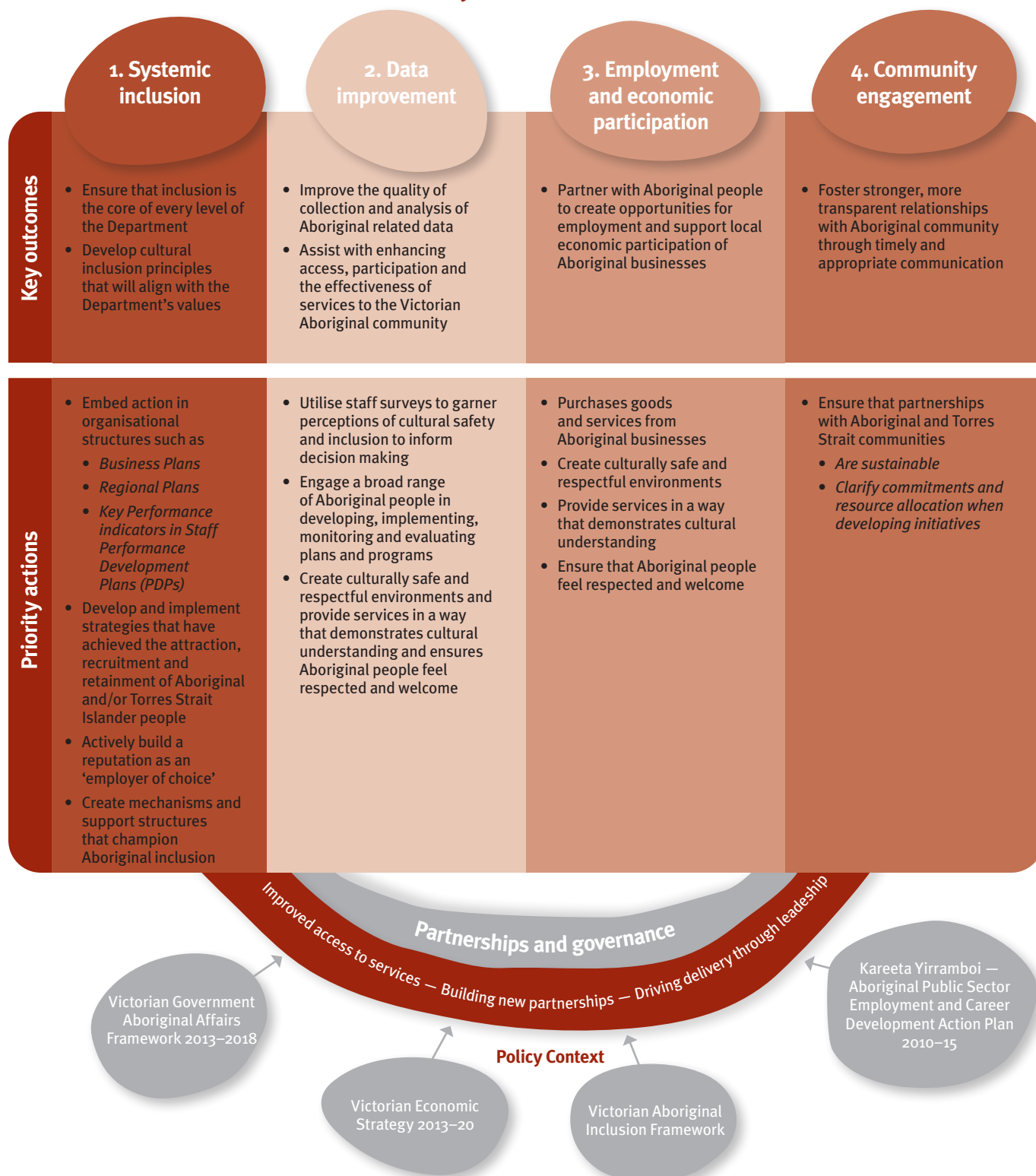


At a glance

Vision

Developing deeper relationships with the Victorian Aboriginal Community; one where children, young people and families' needs are met more fully and interactions are efficient.

Key action areas



Department of Education and Training

Our mission

The Department of Education and Training exists to support Victorians to build prosperous, socially engaged, happy and healthy lives. We do this by supporting lifelong learning, through strengthening families and helping people to gain the skills and knowledge they need to thrive and participate in a complex and challenging economy and society.

The provision of high-quality education, training, development, wellbeing and child health services (i.e. our learning and development services) is fundamental to building a society that has strong economic growth, productivity and employment, better health outcomes and greater social cohesiveness. The goals we set, the changes we implement, the systems we support, and the services we offer all must lead to improved learning and development outcomes.



Background

Wirnalung Ganai was originally launched in 2012, following extensive consultation. Over the past two years the Department has made some progress against the actions contained within the Wirnalung Ganai — Aboriginal Inclusion Plan 2015—17, particularly at the local level where much positive work has been delivered. From these solid foundations the Department is committed to accelerate progress and drive the delivery of positive change at a more systemic level.

We know we must do more

The purpose of Wirnalung Ganai is to catalyse positive change in the culture and employment profile of the Department, leading to improved opportunities for Aboriginal people within the Department. In particular:

- The Department is an employer of choice for Aboriginal people
- The Department supports Aboriginal people to develop and progress into senior leadership positions
- The Department provides a safe and welcoming environment for Aboriginal people to work in as well as, interacting with colleagues and the broader community.

The refreshed Aboriginal Inclusion Plan has a greater emphasis on fostering transparency and accountability for realising this vision. The plan is focused on four Key Action Areas:

1. Systemic inclusion
2. Data improvement
3. Employment and economic participation
4. Community engagement.

These actions outline the commitment the Department will make to develop its leadership, workforce, practice and communication to support a more inclusive culture and provide better support to Aboriginal people employed by the Department.

Implementation of this action plan will commence in 2015. Progress will be reported quarterly to the Executive Board through the People and Culture Standing Committee. This will be a rolling two year plan, with annual updating of the specific actions to be pursued. Actions for the broader workforce will be included in the 2016 revision.

This plan signals the directions to build an inclusive system of early childhood services, schools and vocational and higher education. The input of our partners both internally and in the Aboriginal community will be particularly important as we further build on this plan. We will work collaboratively with our internal and external partners to develop the detailed actions through which the Department can support improved outcomes for our Aboriginal children and families.



Introduction

In 2012, the Department released the Aboriginal Inclusion Plan 2012–14. The plan was developed in the context of significant policy reform, including:

- COAG's National Indigenous Reform Agreement
- Victorian Government's Victorian Indigenous Affairs Framework
- Karreeta Yirramboi, Victorian Government's Aboriginal public sector employment action plan
- Dardee Boorai, Victorian Charter of Safety and Wellbeing for Aboriginal Children and Young People

The 2012–14 Plan was developed under the Victorian Government's Victorian Aboriginal Inclusion Framework, a whole-of-government commitment to make Victorian services more inclusive of Aboriginal children, families and communities. The framework was developed following extensive consultation with Aboriginal communities. It outlines how redefining the approach taken by government departments and agencies to engage, relate to and deliver services to the Aboriginal community contributes to better outcomes. It also seeks to strengthen the inclusion of Aboriginal people in the workplace. The development of the 2012–14 plan included significant consultation with Aboriginal and non-Aboriginal staff across the Department.

Over the past two years, the Department has made some progress towards the goals included in the plan, particularly at the local level where much positive work has been delivered. From these solid foundations the Department is committed to accelerate progress and drive the delivery of positive change at a more systemic level.

For example, one of the stated goals in the original plan was that “over the next three years there will be active recruitment and support for Aboriginal people into management and leadership positions across the Department”. While there has been an encouraging increase in the number of employees who self-identify on the EduPay system as Aboriginal in the Department (43 per cent increase), this has not yet been replicated at the senior leadership level.

The **Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17** represents a refreshment of the original plan with a greater emphasis on fostering transparency and accountability for delivering on these important goals. This will be achieved through a combination of clearer accountability lines for delivering results, visible sponsorship from senior leadership exercised through the People and Culture Standing Committee and the institution of monitoring and reporting mechanisms that provide a clear indication of progress against targets. Furthermore, dedicated resources have been secured to develop, implement and evaluate strategic Department-wide initiatives to support the delivery of the goals included in this plan.



Scope

The Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17, is internally focused and sets out the actions the Department will take over the next two years to provide better support to Aboriginal people working within the Department and ensure inclusive practice is understood and embedded into business-as-usual. In its first iteration, it has an immediate focus on building cultural awareness and reviewing existing practices for the corporate non-teaching staff.

Current employment statistics

Aboriginal people working in the Department

The experience and insights of Aboriginal people working in the Department provide a key input to the plan.

As at 30 June 2014, 229 people employed by the Department identified as Aboriginal. In 2011, there were 160. Note that both figures include identified positions such as Koorie Education Coordinators and Koorie Engagement Support Officers. While this growth is encouraging, this only represents point three per cent of the total workforce.

The Department recognises that we need to take decisive action to reach the overarching aspirational goal of Karreeta Yirramboi—to increase the Aboriginal proportion of total workforce to 1 per cent by 2015.

Aboriginal employees in DET

The DET EduPay system offers employees the opportunity to identify as Aboriginal, Torres Strait Islander or Aboriginal and Torres Strait Islander. As of 30 June 2014, DET had 229 employees who identify as Aboriginal and/or Torres Strait Islander in the following categories:

- Education support 144
- VPS 17
- Teacher class 62
- Principal class 6

What inclusion will mean

The purpose of the Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 is to catalyse positive change in the culture and employment profile of the Department, leading to improved opportunities for Aboriginal people within the Department. In particular:

- The Department is an employer of choice for Aboriginal people
- The Department supports Aboriginal people to develop and progress into managerial and senior leadership positions
- The Department provides a safe and welcoming environment for Aboriginal people to work in and interact with colleagues and the community.

We know the goals of the Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 have been delivered when:

- Aboriginal people employed by the Department report increased workplace cultural safety, as measured through mechanisms such as staff surveys, and regular monitoring and reporting to the People and Culture Standing Committee.
- Aboriginal people are employed in a wider range of roles in the Department, including more in senior leadership positions.
- Training in cultural awareness and inclusive practice are integrated into business-as-usual and expected as a cultural norm within the organisation.

To achieve these goals we must challenge ourselves to think and act differently—as individuals and collectively as a Department. The next section outlines the specific actions that will be taken over the next two years.

Actions to develop systemic inclusion with greater emphasis on data improvement

Any change relies on the commitment and application of effective leadership to be realised. Senior leaders must reinforce the moral, legal and economic imperatives for Aboriginal inclusion through the active modelling of inclusive practice. The Executive Board, Regional Directors, and all senior leaders across the Department set the cultural tone of the Department, and the success of the plan is highly dependent on the example that they set.

To further assist with the decision making and change required, and to enhance the access, participation and effectiveness of services to the Koorie community, the Department must also improve the quality of collection and analysis of Koorie related data.

Actions to develop a workforce that supports employment and economic participation

The Department is committed to achieving the cultural shift required to become an employer of choice for Aboriginal people. Achieving this first within the corporate workforce sets an example that will reinforce expectations of workplaces in the wider early childhood, schools and higher education workforces. The plan will ensure that key workforce issues are addressed in a strategic, comprehensive and cohesive approach—including cultural capacity building workshop training for all non-Aboriginal staff, recruitment of more Aboriginal people, retention of Aboriginal employees, and the establishment of a mechanism to provide greater support to employees.

The Department recognises the valuable contribution that the Aboriginal community makes to the policy process. The Department supports the Victorian Auditor General's Office audit recommendation that Aboriginal people should be provided with greater opportunity to be involved in these processes. The Aboriginal Education Strategy provides further details of the actions the Department is taking to meet this commitment. Below are further actions that will be taken internally to ensure that practice within the Department recognises and supports this goal.

Actions to develop community engagement

As with leadership, communication is a critical component of driving change. Communication drives reform through awareness and promotion of positive norms across the workforce. In the past the Department has not always demonstrated effective communication. For example, there is a Welcome to Country and Acknowledgement of Country Guide for the schools workforce but not for the Department as a whole. Visibility of Aboriginal culture and images often depend on the determination of individuals and/or annual events such as Reconciliation Week and NAIDOC. There is a need for Aboriginal culture and images to be given greater prominence in departmental workplaces.

Next steps

Implementation of the Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 will commence at the beginning of 2015. Progress will be reported quarterly to the Executive Board through the People and Culture Standing Committee. This will be a rolling two year plan, with annual updating of the specific actions to be pursued. Actions for the broader workforce will be included in the 2016 revision.

Divisions and regions will provide a comprehensive report on their action plans annually and a mid-cycle review of activities in the form of case studies and good news stories. These achievements and related evidence will be shared and promoted through relevant publications.

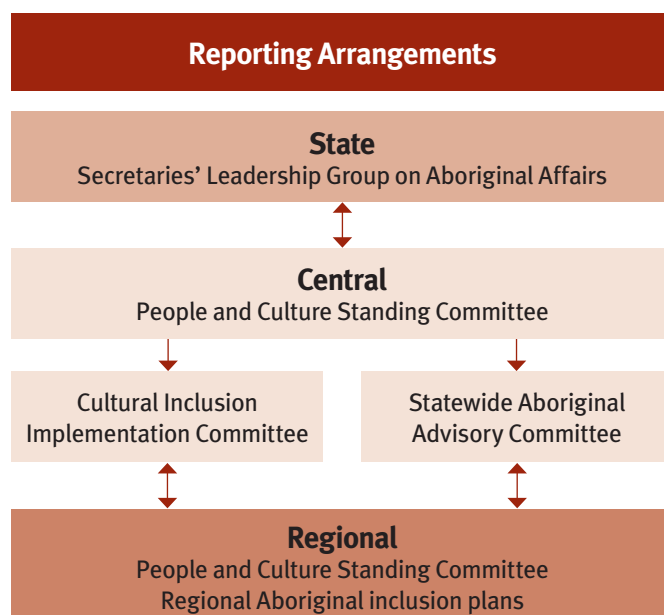
Reporting

Victorian Government Secretaries' Leadership Group on Aboriginal Affairs

Through this group, all secretaries have been charged with responsibility for driving the change necessary at the service and administrative level to deliver improved outcomes for Aboriginal Victorians. Secretaries are responsible for driving the development and implementation of the departments' Aboriginal inclusion plans.

Monitoring and review

In order to ensure effective oversight and broader representation across the Department, a Cultural Inclusion Implementation Committee and a Statewide Aboriginal Advisory Committee will be established to evaluate and guide the Department's progress.



Governance responsibilities

People and Culture Standing Committee

The People and Culture Standing Committee's scope covers people, culture and change management activities relating to all DET workforces, including those staff based in schools, central and regional offices and its statutory authorities



Cultural Inclusion Implementation Committee

The committee is responsible for:

- Updating the Aboriginal Inclusion Plan as needed to ensure it remains relevant to current government policy and new opportunities
- Endorsing the Department's activity as outlined in its annual work plan
- Determining the annual budget for implementing the actions contained in the inclusion plan
- Preparing quarterly progress reports on all of the actions for the People and Culture Standing Committee
- Develop an evaluation plan and an annual activity / evaluation report for the Secretary



Statewide Aboriginal Advisory Committee

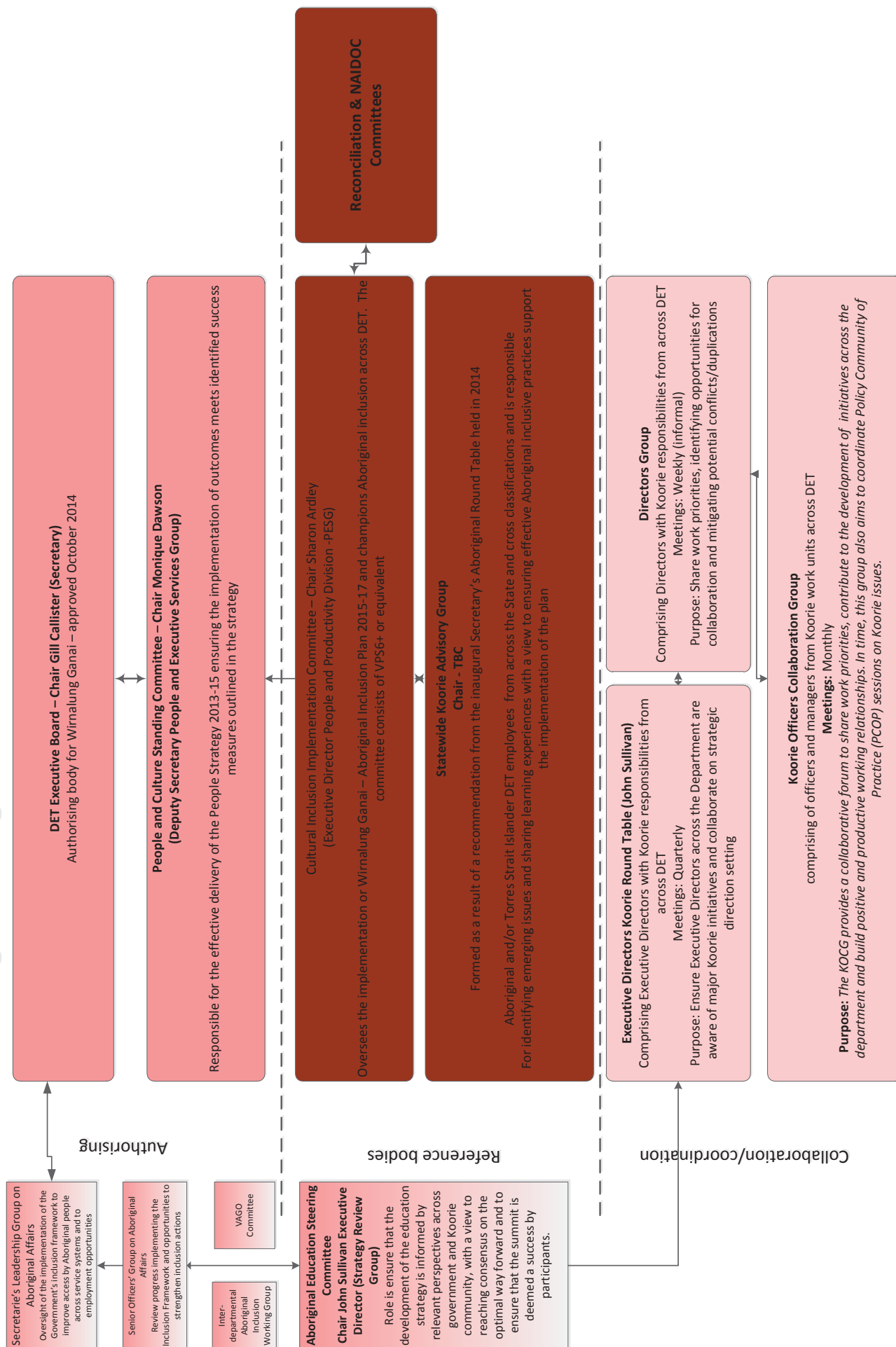
The advisory group will be responsible for:

- Sharing and learning successes
- Identify emerging issues
- Ensure the views of Aboriginal peoples are considered in the implementation of activity
- Advise on other matters that affect Aboriginal people

Implementation

Implementation of Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17 will commence in 2015. All of DET's portfolios have responsibilities in the implementation of the Wirnalung Ganai — Aboriginal Inclusion Plan 2015–17, assessed against an annual work plan.

Wirralung Ganai – governance and consultation structure



Significant dates to remember

This section provides information about important Aboriginal historical and current events. There are a number of significant dates and cultural and community events in the Aboriginal calendar. These dates and events may be marked by communities in various ways.

13 February	National Apology to the Stolen Generations
24 March	National Close the Gap Day
26 May	National Sorry Day
27 May–3 June	Reconciliation Week
3 June	Mabo Day
July	Starts first Sunday in July each year — NAIDOC (National Aboriginal and Islander Day Observance Committee) Week — the general usage term for National Aboriginal Week
4 August	National Aboriginal and Torres Strait Islander Children's Day
9 August	United Nation's International Day of the World's Indigenous People

Key Action Area 1: Systemic inclusion

Objective		Action/Activity	Lead	Time frame	Performance indicator
1.1	<p>Embed action plan in organisational structures such as:</p> <ul style="list-style-type: none">• Business plans• Regional plans• DET Management Framework• Responsibility for actions are included in relevant staff performance development plans	<p>Include a statement of commitment to Aboriginal inclusion in strategic plans and ensure that the Wirnalung Ganai actions are reflected in business planning frameworks</p> <p>Develop cultural inclusion principles and guidelines for the Department that align to the Department’s CORE values</p> <p>Increase participation and engagement of the Executive Board with Aboriginal people and communities, particularly through participation in Aboriginal forums and local area partnerships</p> <p>Embed culturally inclusive practice across the employee life-cycle, in particular for induction and recruitment guidelines for managers</p>	Secretary, Deputy Secretaries — PESG, RSG Executive Directors, Regional Directors	2016 Business Planning	<p>By 2017, an increase of 15% of group business plans and regional plans include actions that operationalise /translate the departmental Aboriginal inclusion plan to their unique operating environment</p> <p>By 2017 an increase of 15% of PDPs for managers responsible for Aboriginal people contains actions that align to the departmental Aboriginal inclusion plan</p>

Objective	Action/Activity	Lead	Time frame	Performance indicator	
1.2	<p>The action plan is a standing agenda item and actions are addressed and corresponding activities are discussed collaboratively amongst executive team at the:</p> <ul style="list-style-type: none">• People and Culture Standing Committee• RSG Regional Leadership Group	<p>Regional Aboriginal Inclusion plans are developed, implemented and reported on at RSG Leadership meetings</p> <p>Review internal guidelines, frameworks and templates — such as Project Management and Change Management Frameworks—to ensure that protocols to engage the Aboriginal Community are embedded into the process</p>	<p>Secretary, Deputy Secretaries — PESG, RSG, Executive Directors, Regional Directors, People and Productivity Division</p>	<p>First quarter 2015 for development</p> <p>Quarterly reporting through People and Culture Committee</p> <p>Second Quarter 2015</p>	<p>Systemic inclusions will be evidenced through embedding inclusion across our existing business structures</p> <p>Systemic inclusions will be evidenced through embedding inclusion across our existing business structures</p>
1.3	<p>DET will provide key decision makers in the process for making appointments to boards and committees within the education portfolio with advice on initiatives and approaches to increase Koorie participation</p>	<p>Prioritise existing Aboriginal staff with membership on departmental boards, committees and internal advisory bodies</p> <p>Acknowledge Aboriginal community and family obligations through the granting of leave for culturally important events</p>	<p>Secretary, Deputy Secretaries — PESG, RSG, Executive Directors, Regional Directors</p>	<p>In accordance with appropriate committee timelines or requests</p> <p>On-going</p>	<p>Increased Aboriginal representation on education portfolio boards and committees to 10% by end 2016</p>

Key Action Area 2: Data improvement

Objective		Action/Activity	Lead	Time frame	Performance indicator
2.1	Develop, implement and/or increase relevant data collection with the view of increasing access, participation and effectiveness of services to the Koorie community	Develop specific processes to capture data on Aboriginal employees to inform decision-making from: <ul style="list-style-type: none"> • Client satisfaction • People Matters Survey • Exit surveys • Induction 	People and Productivity Division	Third quarter and fourth quarter 2015	By end 2015, data is provided to 95% accuracy against agreed measures By 2015 key data metrics are established
2.2	Review current policies to ensure cultural safety in the workplace and appropriate mechanisms are in place to deal with discriminatory behaviour	Utilise staff surveys to garner perceptions of cultural safety and inclusion to inform decision-making	People and Productivity Division Human Resource Division	Third quarter and fourth quarter 2015	Timely analysis of all surveys, including induction and on-boarding process are monitored for the purpose of change
		Encourage and support employees to self-identify on the EduPay system	Human Resource Division	On-going	An increase of 20% in staff who self-identify as Aboriginal and/or Torres Strait Islander descent through EduPay

Key Action Area 3: Employment and economic participation

Objective	Action/Activity	Lead	Time frame	Performance indicator
3.1	Develop and implement a department-wide cultural capacity building and inclusion workshop program for all DET staff	People and Productivity Division	Fourth quarter 2015 for cultural capacity building Plan	100% of the Executive Board will have participated in cultural capacity building workshop training by third quarter 2015
			Third quarter 2015 Executive Board participating in cultural capacity building workshop	
	Engage Aboriginal elders, respected persons and community members in the development of the cultural capacity workshops		Second quarter/ third quarter 2015 commencement of regional executives and managers cultural capacity workshops	
	Where possible, conduct cultural capacity workshops at Aboriginal organisations and/or community settings			
	Develop a cultural capacity maturity model	People and Productivity Division	Third quarter/fourth quarter 2015	DET has a defined set of values and principles, and demonstrate behaviors, attitudes, policies, and structures
3.2	Conduct an inclusion survey to establish baseline data that measures Aboriginal staff perceptions of DET's cultural inclusiveness and responsiveness	People and Productivity Division	Baseline data established and targets set for first quarter 2016	Survey conducted by Fourth quarter 2015 Survey to be conducted with the view of measuring change every 12 months
	Develop an online survey, facilitate regional focus groups			
	Develop training to support employees to address and understand 'Lateral Violence'			

Objective		Action/Activity	Lead	Time frame	Performance indicator
3.3	Incorporate inclusive Aboriginal employment processes to grow the numbers of Aboriginal employees outside of the existing Identified employees that support the delivery of the whole-of-government target of 1 per cent Aboriginal employment by 2015 (as set in Karreeta Yirramboi)	Develop an Aboriginal Employment Team consisting of an Aboriginal Manager, Policy and Project Officer and Cultural Advisor Establish an Aboriginal staff network	People and Executive Services Group People and Productivity Division People and Productivity Division	2015–2016 Fourth quarter – 2015	70% staff agree that they have greater clarity and understanding of the complexities of Aboriginal culture and family structure as measured through staff surveys conducted in 2016 Actively building a reputation as a good employer-one which values diversity and which supports Aboriginal employment An established network of ten DET Aboriginal employees representative of central and regional to provide information and advice to DET regarding services and policy development

Objective	Action/Activity	Lead	Time frame	Performance indicator
3.4	<p>Develop an Attraction and Talent Management Strategy that identifies specific channels to promote the Department as an employer of choice to the Aboriginal community</p> <p>Attract, retain and grow Koorie employees</p> <p>Prioritise leadership development opportunities for Aboriginal employees through more effective identification of talent and greater provision of tailored support, such as mentoring and the Inspiring Managers program at DET. This can be achieved by:</p> <ul style="list-style-type: none"> • Collaboration with Koorie Engagement Support Officers (KESOs) to provide work experience opportunities to Koorie students and promote DET as an employer of choice • Mentoring programs • Succession planning • Professional development • Secondment and shadowing opportunities • Quality Performance Development Plans 	<p>People and Executive Services Group</p> <p>Human Resources Division</p>	<p>December 2015</p> <p>December 2015</p>	<p>By December 2015 1.5% of DET's workforce will identify as Aboriginal</p> <p>A retention rate increase of 1% year by year of Aboriginal employees</p> <p>A raised proportion of Aboriginal employees in non-identified roles</p> <p>A raised proportion of Aboriginal employees in VPS5+ roles</p>

Objective		Action/Activity	Lead	Time frame	Performance indicator
3.5	In line with the Victorian Government's priority to improve Koorie economic development and participation, DET will actively consider the priority through all purchasing processes	<p>Amend procurement policies and procedures to reflect the Victorian Government's directions relating to use of Aboriginal-owned or controlled service providers</p> <p>Work collaboratively to ensure DET Procurement Policy has consideration of how we can support Koorie economic participation</p> <p>Conduct cultural capacity building workshops during Contract Manager forums regarding exemption policy and Aboriginal inclusion</p> <p>Investigate clauses for tender documentation that can encourage provisions for Aboriginal inclusion and employment from suppliers — that could apply to goods, services and capital</p>	Governance and Executive Services Procurement Division	In accordance with reporting timelines	A panel of Aboriginal providers identified for procurement opportunities

Objective	Action/Activity	Lead	Time frame	Performance indicator	
3.6	<p>Regional offices will support Koorie economic development and participation through procurement</p> <p>This can be achieved by:</p> <ul style="list-style-type: none">• Promoting the use of the Victorian Indigenous Business Directory• Utilising Koorie facilitators, Koorie venue hire for meetings and functions, and understanding procurement processes with regards to select tender and minority suppliers	<p>Develop a communications strategy to deliver updated messages of how we can support Aboriginal economic participation throughout purchasing processes and provide guidance to undertake this</p> <p>Promote the Victorian Indigenous Business Directory in Regional Offices</p> <p>Local Koorie supplier lists developed</p>	<p>Procurement Division</p> <p>Regional Directors</p> <p>Finance Managers</p>	<p>First quarter 2016</p>	<p>Regions will have the details of local and statewide Koorie businesses</p> <p>Where relevant, meetings are held at Aboriginal organisations / venues or facilitated by Aboriginal consultants</p>

Key Action Area 4: Community engagement

Objective		Action/Activity	Lead	Time frame	Performance indicator
4.1	Create and design Aboriginal specific communication products	<p>Increase the visibility of Aboriginal culture across Departmental workplaces</p> <ul style="list-style-type: none"> • Display of Aboriginal and Torres Strait Islander flags • An Acknowledgement of Traditional Owners plaque • Aboriginal artworks • Naming of meeting rooms with Aboriginal language words, or honour of significant Aboriginal people 	Executive Board, Regional Directors Central Office, Regional Offices	Third quarter and fourth quarter – 2015 On-going	<p>Culturally inclusive communication products across DET</p> <p>The Victorian Aboriginal community will have access to clear information about education and early childhood programs</p>
4.2	Establish Aboriginal inclusion plan EduGate page as the primary communication channel	Explore the value in utilising social media such as Yammer to promote positive messaging	Communications Division People and Productivity Division	Second quarter 2016	Greater access for sharing information

