

## Table A

### Priority Reform One – Formal partnerships and shared decision-making

National Agreement Clause 32 – The Parties agree that strong partnerships include the following partnership elements:

- Element A: Partnerships are accountable and representative
- Element B: A formal agreement in place, that is signed by all
- Element C: Decision-making is shared between government and Aboriginal and Torres Strait Islander people.

Department of Premier and Cabinet (DPC) - Whole of Government	
Establishment of Closing the Gap Partnership Forum (Partnership Forum)	<ul style="list-style-type: none"> <li>• The Partnership Forum met four times in 2025-26, in accordance with Budget performance measure requirements:                             <ul style="list-style-type: none"> <li>○ 31 October 2025</li> <li>○ 13 February 2026</li> <li>○ 8 April 2026</li> <li>○ 19 June 2026</li> </ul> </li> <li>• The Partnership Forum has maintained a strong focus on development of the next Closing the Gap Implementation Plan, cross-portfolio priorities and monitoring whole of government reporting on implementation.</li> </ul>
Place-based Partnerships	<ul style="list-style-type: none"> <li>• The Victorian Aboriginal Child and Community Agency (VACCA), the Partnership Forum’s children and families sector representative, was funded to lead a scoping exercise and develop a business case for the combined Placed-based Partnership and Community Data Project (PBP/CDP).</li> <li>• DPC worked in partnership with VACCA on the development of the business case and engaging stakeholders through the Strategic Governance Group, Co-Chaired by VACCA and DPC.</li> <li>• The business case, which was developed in consultation with community members and agreed to by Ngaweeyan Maar-oo members, was considered as part of the 2026/27 State Budget process.</li> </ul>
Establishment of the First Peoples’ Assembly of Victoria	<ul style="list-style-type: none"> <li>• The Statewide Treaty was signed by the Victorian Government and the First People’s Assembly of Victoria on 13 November 2025 at a ceremony which included the Governor providing Royal Assent to the <i>Statewide Treaty Act 2025</i>.</li> <li>• The Statewide Treaty commenced following the ceremonial exchange between the Victorian Government and the First Peoples’ Assembly in a public event at John Cain Arena on 12 December 2025.</li> <li>• The Statewide Treaty Act evolves the successful First People’s Assembly into a permanent body, Gellung Warl, that will represent First Peoples and make decision within existing parliamentary and democratic structures.</li> <li>• The Victorian Government and the First Peoples’ Assembly are now working together to action the commitments that have been made in the Treaty.</li> <li>• The First Peoples’ Assembly elections were held in April 2026 for the second term of members. Gellung Warl commenced operation on 1 May 2026.</li> </ul>
Establish joined-up approach to six policy areas: (Clause 38) • Justice (JPP) • Social and emotional wellbeing (SEWB PP)	<ul style="list-style-type: none"> <li>• The Victorian Government has departmental representatives on the following policy partnerships:                             <ul style="list-style-type: none"> <li>○ The JPP, attended by DJCS. At the 18th meeting of the JPP on 23-24 October 2025, the Victorian Crime Statistics Agency presented on Victorian incarceration trends and Youth Justice, DJCS, presented on Wirkara Kulpa and the <i>Youth Justice Act 2024 (Vic)</i>. The JPP maintains a focus on youth justice, and collaboration between policy partnerships to consider cross-portfolio approaches to improving youth justice outcomes.</li> <li>○ The ECCDPP, attended by DE and DFFH. The 13th meeting of the ECCDPP took place on 4-5 March 2026. The ECCDPP recently considered a research project commissioned by SNAICC on funding models for children and family ACCOs, a draft ECCDPP Agreement to Implement and Operating Protocols, a workshop</li> </ul> </li> </ul>

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<ul style="list-style-type: none"> <li>• Housing (HPP)</li> <li>• Early childhood care and development (ECCDPP)</li> <li>• Aboriginal and Torres Strait Islander languages (LPP)</li> <li>• Data Policy Partnership (DPP)</li> </ul>	<p>to agree focus of the ECCDPPs work to develop data and collaborate with the Data Policy Partnership, and agreement of the Second ECCDPP 3-year Strategic Plan.</p> <ul style="list-style-type: none"> <li>○ The SEWB PP, attended by DH. The SEWB PP’s 7th meeting was held on 9 December 2025. Members agreed to a dedicated workshop in 2026 to develop priorities under a potential SEWB schedule to the National Mental Health and Suicide Prevention Agreement. The SEWB PP has also focussed on youth justice and the importance of collaborative health and justice systems.</li> <li>○ The HPP, attended by DFFH. In August 2025, the Housing policy Partnership Workplan was launched, providing a clear forward direction for the work of the HPP. The HPP has met nine times since its establishment in 2023.</li> <li>○ The LPP, attended by DE. The LPP met for the first time in 2026 at the Koorie Heritage Trust in Melbourne on 18 to 19 March 2026. This meeting was preceded by the launch of First Languages Australia’s Language Economics Investment Framework research project at the University of Melbourne on 17 March. Having developed seven national priorities, including three urgent actions, to secure, strengthen and sustain First Nations languages, the LPP is seeking Joint Council support to ensure these priorities and urgent actions are implemented across all Australian jurisdictions.</li> <li>○ The DPP, attended by DGS. The Data Policy Partnership held its second meeting on 24 February 2026. During the meeting members discussed proposed short, medium and long-term priorities. Further work will occur to develop work plans that align with agreed priorities. DGS will work with Ngaweeyan Maar-oo to provide updates and seek input on Data Policy Partnership matters, in lieu of Victorian Aboriginal organisation representation at the Data Policy Partnership.</li> </ul>
<p>Partnership with Victoria’s Implementation Partners to jointly develop Victoria’s Implementation Plan</p>	<ul style="list-style-type: none"> <li>• The Victorian Government has worked in close collaboration with Ngaweeyan Maar-oo to deliver Victoria’s new Closing the Gap Implementation Plan (Implementation Plan).</li> <li>• Multiple phases of consultation across Victorian departments, the Aboriginal community-controlled sector and Aboriginal Governance Forums has informed the final Implementation Plan.</li> </ul>
<p><b>Department of Treasury and Finance (DTF)</b></p>	
<p>Participation and regular updates to Aboriginal Governance Forums and supporting opportunities to progress meaningful change through shared decision-making</p>	<ul style="list-style-type: none"> <li>• DTF continues to be an active member of the Treaty Executive Taskforce (TET) in 2025 and is represented by the Deputy Secretary of Economic Division. As part of the TET, DTF contributes to discussions and provides advice on Treaty and truth processes, including Treaty readiness activities, and a whole of government approach to negotiations and implementation.</li> <li>• DTF regularly engages with Ngaweeyan Maar-oo both directly and through quarterly Partnership Forum meetings, represented by the Secretary, to discuss opportunities to embed self-determination and actions towards Closing the Gap within DTF’s remit.</li> <li>• DTF continues to participate in the Interdepartmental Working Group and now participates in the Aboriginal Homelessness Target Working Group as part of the Victorian Aboriginal Housing and Homelessness Framework (VAHHF). Participation in VAHHF forums enables collaboration with other government departments, Aboriginal housing lead agencies and the Koori Caucus to support the development of initiatives in line with the principles of self-determination.</li> </ul>
<p><b>Department of Education (DE)</b></p>	
<p>Work in partnership with the Victorian Aboriginal Education Association Incorporated (VAEAI) to implement and govern Marrung: Aboriginal Education Plan 2016-2026 (Marrung)</p>	<ul style="list-style-type: none"> <li>• DE and VAEAI continue to work closely across several policy and program areas. This includes continued co-chairing of the Marrung Central Governance Committee to support transparency and accountability regarding improving outcomes for First Nations learners.</li> <li>• DE and VAEAI have also been working closely on the strategic evaluation of Marrung. Recommendations from the evaluation will inform the development of the next First Nations education strategy.</li> </ul>

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Active engagement with Aboriginal organisations in educational priorities	<ul style="list-style-type: none"> <li>The Marrung Central Governance Forum, co-chaired with VAEAI, also includes representation from a number of Aboriginal organisations and Aboriginal caucuses of Aboriginal governance mechanisms.</li> <li>Throughout 2025, DE actively participated in the Closing the Gap Partnership Forum, the National Closing the Gap Languages Policy Partnership, the Aboriginal Justice Forum, the Aboriginal Children’s Forum and the Dhelk Dja Partnership Forum.</li> </ul>
Development of Dhelk Wukang 2022-26, DE’s Aboriginal Inclusion Plan	<ul style="list-style-type: none"> <li>DE continued to progress the actions and initiatives outlined in <i>Dhelk Wukang: Aboriginal Inclusion Plan 2022 – 2026</i>. Of the 49 actions in the plan, 19 have been completed, 15 are on track, and 15 are ongoing.</li> <li>DE conducted an internal desktop review of Dhelk Wukang and completed a stakeholder engagement plan for the next Aboriginal Inclusion Plan.</li> <li>The desktop review and stakeholder engagement plan will inform the development of DE’s next Aboriginal inclusion Plan.</li> <li>The next Aboriginal Inclusion Plan will be developed in 2026.</li> </ul>
Consultation with the Koorie Education Workforce to develop the Aboriginal Employment Plan 2020-26	<ul style="list-style-type: none"> <li>In October 2025, DE released its refreshed <i>Aboriginal Employment Plan 2025 – 2029</i>, which is a key action from Dhelk Wukang. The plan aims to improve the employee experience for First Nations staff, commits to a First Nations employment target of 2 per cent of the total number of employees in the Victorian public sector, and outlines 10 actions to increase First Nations employment across Early Learning Victoria centres, schools, DE’s corporate workspaces, and in leadership roles.</li> <li>This refreshed plan was informed by consultations with the department’s Koorie Education Workforce.</li> </ul>
<b>Department of Transport and Planning (DTP)</b>	
DTP continues to work with Registered Aboriginal Parties (RAPs) to progress opportunities to work in partnership	<ul style="list-style-type: none"> <li>DTP held three executive level meetings with Taungurung Land and Waters Council under the terms of its Partnership Agreement.</li> <li>DTP met with Dja Dja Wurrung Clans Aboriginal Corporation in December 2025 to continue discussions relating to a formal partnership agreement.</li> <li>DTP continues to work with RAPs to explore self-determining ways of working in partnership either through a formal partnership agreement or otherwise.</li> </ul>
<b>Department of Health</b>	
Balit Durn Durn Centre of Excellence in Aboriginal Social and Emotional Wellbeing	<ul style="list-style-type: none"> <li>The Balit Durn Durn Centre co-designed an Aboriginal-led approach to suicide prevention and response, supported by the <i>Garrka yap-u burrundyata</i> Knowledge Holders Group. The first phase of the process saw the: <ul style="list-style-type: none"> <li>development of the BLKTRX Service Directory in preparation for its launch in January 2026. BLKTRX supports Aboriginal and Torres Strait Islander communities to find local, culturally safe and responsive mental health, social and emotional wellbeing and suicide prevention services.</li> <li>launch of a new suicide prevention campaign, “Connection is Prevention: Just Have the Yarn,” to support the social and emotional wellbeing of Aboriginal and Torres Strait Islander people. The campaign encourages people to recognise the signs, speak up early, and reach out to those who may be struggling.</li> </ul> </li> </ul>
Support VACCHO to deliver culturally appropriate preventive health initiatives aimed at reducing smoking, preventing diabetes, increasing healthy eating and active living, supporting improved	<ul style="list-style-type: none"> <li>The 2025-26 State Budget provided \$15,818,000 over four years to support up to 10 Aboriginal Controlled Community Health Organisations (ACCHOs) to expand their capacity to deliver culturally safe, multi-disciplinary and continuous antenatal and postnatal care for up to an additional 3,000 Aboriginal women. The initiative was developed through a self-determined process, supported by VACCHO, who will provide co-ordination and support to ACCHOs to deliver the initiative.</li> <li>The Victorian Government committed new investment to expand culturally safe antenatal and postnatal care delivered by Aboriginal Community Controlled Health Organisations, with VACCHO supporting coordination and sector engagement to strengthen maternal and child health outcomes for Aboriginal women and families.</li> <li>The Department continued to support VACCHO’s sector leadership and advisory role in Aboriginal preventive health, including engagement on cancer prevention, smoking reduction, chronic disease prevention and sexual and reproductive health priorities across the Aboriginal community-controlled health sector.</li> </ul>

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<p>maternal and child nutrition and health, supporting breastfeeding, and improved sexual and reproductive health, as well as reducing risk factors for cancer</p>	<ul style="list-style-type: none"> <li>• Preventive health initiatives established in earlier reporting periods — including tobacco and e-cigarette harm reduction, cancer prevention and screening activities, diabetes prevention, healthy eating and active living programs, and culturally safe women’s and men’s health initiatives — provide the foundation for ongoing Aboriginal-led prevention approaches across Victoria.</li> <li>• Previous partnerships between VACCHO, ACCHOs and mainstream health services to strengthen culturally safe cancer services, screening participation, and community-led health promotion continue to inform system-wide prevention efforts, subject to ongoing funding and program timeframes.</li> </ul>
<p>Establish partnerships between Local Public Health Units (LPHUs) and Aboriginal community to support place-based responses to pandemic and infectious diseases and health promotion</p>	<ul style="list-style-type: none"> <li>• LPHU approaches to identify, support and respond to Aboriginal self-determined public health needs within their catchments are varied, reflecting the diversity of Aboriginal communities’ self-determined public health needs across Victoria.</li> <li>• One LPHU developed a standalone First Nations Engagement Plan.</li> <li>• One LPHU contributed to the development of a First Nations Services Directory, which is a resource that can be used by community and clinicians.</li> <li>• One LPHU implemented a memorandum of understanding (MoU) with ACCOs in their catchment to support close partnership, collaboration and consultation. Multiple LPHUs across the state now have MoUs or other agreements to strengthen engagement.</li> <li>• LPHUs partnered with ACCOs in their catchments on a range of initiatives across the state, including:             <ul style="list-style-type: none"> <li>○ Embedding ACCO representation in governance, working and advisory groups</li> <li>○ Shared planning and co-design of events and activities to reflect local self-determined priorities</li> <li>○ Tailored public health messaging on a range topics, including immunisation and communicable disease prevention</li> <li>○ Access to epidemiological data and analytics</li> </ul> </li> <li>• LPHUs continue to support the promotion of culturally safe and community led initiatives within their catchments.</li> </ul>
<p>Continued partnership with VACCHO on the Victorian Cancer Screening Framework Steering Committee and funded to lead cancer screening efforts for Aboriginal Victorians under the Victorian Cancer Screening Framework</p>	<ul style="list-style-type: none"> <li>• VACCHO and the Australian Centre for Prevention of Cervical Cancer (ACPCC) continued to deliver a suite of culturally appropriate education, resources and supports to clinicians in ACCOs and other health services to help build a culturally safe cervical screening experience for Aboriginal clients. This includes a zip-up pouch for self-collected cervical screens, and a culturally safe covering for clinician collected cervical screening tests. In 2024-2025 approximately 900 coverings and almost 1000 self-collection kits were distributed to over 25 health services in Victoria.</li> <li>• The Beautiful Shawls Project continued to engage with Aboriginal women across the state. In 2024-25, 307 Aboriginal and Torres Strait Islander women had a breast screen, with 31 per cent of these first-time screeners and 18 per cent overdue for their screen.</li> <li>• Funding was also provided to VACCHO to support greater engagement by the ACCHO workforce in bowel and lung cancer screening, and to deliver tailored activities that support greater participation by Aboriginal and Torres Strait Islander communities.</li> </ul>
<p>Partnerships between DH and VACCHO and other ACCOs</p>	<ul style="list-style-type: none"> <li>• Two Aboriginal Health and Wellbeing Partnership (AHWP) Forums were held.             <ul style="list-style-type: none"> <li>○ A two-day March Forum was held on Wurundjeri country with the theme of accountability. Minister Thomas and Minister Stitt attended for part of the event addressed the forum and participated in a question and answer session. Discussions included health system accountability and the Minister’s Yoorook Justice Commission commitments.</li> <li>○ In September a two-day forum with the theme of self-determination was held on Dja Dja Wurrung country. Minister Thomas, Minister Stitt and Minister Horne attended a portion of the forum, each gave an address and the three Ministers participated in a question and answer session. Discussions included self-determined infrastructure projects and the AHWP Action Plan.</li> </ul> </li> <li>• The AHWP Action Plan was extended to 30 June 2026 via Exchange of Letters. The following three AHWP Action Plan actions were completed in 2025:</li> </ul>

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	<ul style="list-style-type: none"> <li>○ Use the Partnership Forum as a mechanism for monitoring the progress of the implementation of the recommendations from the Royal Commission into Victoria's Mental Health System (action B.2.4).</li> <li>○ Ensure government is adhering to commitments made on decriminalisation of public intoxication, informed by the advice of the Aboriginal Advisory Group (action B.3.2).</li> <li>○ Facilitate a Data Sharing Agreement between the Department of Health and VACCHO to access Government held data (action D.9.1)</li> <li>● The department and VACCHO partnered to co-author a series of 2026-27 State Budget business cases. The proposals which are community initiatives and priorities are expected to deliver measurable, long-term benefits to health, social and emotional wellbeing and economic prosperity of Aboriginal Victorians while aligning with government priorities. All business cases were driven by VACCHO based on community needs and designed to strengthen Community control.</li> </ul>
<p><b>Department of Energy, Environment and Climate Action (DEECA)</b></p>	
<p>Establishment of the State-wide Caring for Country Partnership Forum (SCfCPF)</p>	<ul style="list-style-type: none"> <li>● The Statewide Caring for Country Partnership Forum (SCfCPF) is DEECA’s main accountability mechanism with Traditional Owners under Pupangarli Marnmarnepu. Led by Traditional Owners, the SCfCPF holds DEECA accountable for implementing reforms and transferring relevant decision-making powers and resources to Traditional Owners. The TOC Caucus (12 formally recognised Traditional Owner groups) sets the agenda and priorities for each SCfCPF and is supported by an independent TOC Caucus secretariat. The SCfCPF was established in 2020, initially with a commitment to meet virtually 4 times a year. In October 2022 (post-COVID), this transitioned to a commitment to host 2 on-Country meetings per year.</li> <li>● This commitment has been met in 2025 through the delivery of: SCfCPF 12 – 29- 30 April 2025 co-chaired and hosted by Gunditj Mirring Traditional Owners Aboriginal Corporation, and SCfCPF 13 – 11-12 November 2025 co-chaired and hosted by Taungurung Land and Waters Council.</li> </ul>
<p>Begin regular Regional Partnership Forums made up of senior Traditional Owner Corporation (TOC) staff and senior DEECA regional staff</p>	<ul style="list-style-type: none"> <li>● Regular Regional Caring for Country Partnership Forums or equivalent engagement meetings were held across 2025, as determined by Traditional Owners’ requirements and their availability. Engagement meetings included monthly partnership meetings, Traditional Owners on-Country Self-Determination committee meetings, monthly meetings with Department Liaison Officers, and regular meetings on projects aligned to specific Traditional Owner priorities.</li> <li>● While not all Traditional Owner groups wish to hold regional forums, DEECA actively engages directly on Country and through other portfolio or program specific governance arrangements to enable partnership building opportunities, monitored through the SCfCPF.</li> </ul>
<p>Continue to develop local Traditional Owner Self-Determination Plans with Traditional Owner groups and DEECA regions</p>	<ul style="list-style-type: none"> <li>● Across 2025, DEECA continued to engage and partner with interested TOCs to support their self-determined interests including the implementation of priorities in their Whole of Country Plans and other Traditional Owner led strategies.</li> </ul>
<p>Continue to implement improvements to DEECA systems and processes to enable Aboriginal self-determination</p>	<ul style="list-style-type: none"> <li>● Pupangarli Marnmarnepu (DEECA’s self-determination reform strategy) was extended until June 2026 to allow time for an independent First Peoples-led evaluation and to support the development of a new strategy. The Evaluation of Pupangarli Marnmarnepu was completed in December 2025, with presentation of an Evaluation Report to DEECA and the TOC Caucus.</li> <li>● The evaluation found Pupangarli Marnmarnepu has laid important foundations for transforming the way DEECA works with Traditional Owners and Aboriginal communities. It has created shared language, new governance structures, and deeper understanding of the responsibilities that come with embedding Aboriginal self-determination in public administration. The evaluation highlights that while implementation has advanced cultural capability and regional partnerships, the reform remains uneven and dependent on individual leadership, discretionary funding, and variable local interpretation.</li> <li>● Work and extensive engagement is underway to develop a refreshed version of Pupangarli Marnmarnepu. The updated strategy will bring alignment to all DEECA’s First Peoples commitments and drive stronger self-determination outcomes in line with the expectations of First Peoples. The updated 5-year strategy is due for completion and launch in the second half of 2026.</li> </ul>

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	<ul style="list-style-type: none"> <li>• 26 cultural burns have been delivered from 1 July to 31 December 2025. This is lower than expected due to adverse weather.</li> <li>• Cultural Fire Grant Agreements and Cultural Fire Burn Agreements continue to be progressed.</li> <li>• DEECA is now progressing work related to the identifying and addressing policy and legislative barriers to cultural fire, including: <ul style="list-style-type: none"> <li>○ The development of a standalone cultural burn agreement to be implemented Statewide and work to achieve consistency in DEECA’s support for cultural burning and associated operational requirements.</li> <li>○ A review of DEECA's doctrine and documentation process for cultural burns.</li> </ul> </li> <li>• Collaboration with CFLG to identify opportunities for policy and legislative reform to better support self-determined cultural fire by Traditional Owners. A cultural fire legislative reform working group has been established between DEECA and CFLG.</li> </ul>
Strengthening Traditional Owner decision making in sustainable water management	<ul style="list-style-type: none"> <li>• The proportion of Aboriginal directors on water sector boards is 12 per cent (29 out of 241 board positions; including water corporations, Catchment Management Authorities (CMAs), Birrarung Council and the Victorian Environmental Water Holder).</li> <li>• There was a total of 221 formal partnership agreements between Aboriginal communities and water and catchment agencies in FY 2024/25, with 44 being closed and 177 active and ongoing. 80 per cent of all agreements are active and ongoing with 39.8 per cent active in 2024/25.</li> <li>• A key commitment under Water is Life is Outcome 2 which involves developing a provision in the Statement of Obligations (SoO) for water entities to enter formal partnership agreements with Traditional Owners to make and implement decisions about water landscapes management on their Country. Amendments to the SoO (General) for water corporations have been reviewed by the Minister and are currently the subject of consultation with the Essential Services Commission and the Department of Treasury and Finance. A limited review of the two SoOs for CMAs has been approved by the Minister and is the subject of consultation with CMAs.</li> <li>• DEECA and water and catchment agencies are continuing to progress the outcomes of Water is Life: Traditional Owner Access to Water Roadmap which support a range of partnerships between Aboriginal communities and the water sector in Victoria.</li> <li>• The First Nations Water branch is currently preparing to host the second Water is Life Oversight Forum, which will provide Traditional Owners with oversight of the implementation of the Water is Life outcomes.</li> <li>• The Aboriginal Water Program also coordinates the Aboriginal Water Officer Network, which provides a regular forum for Aboriginal Water Officers (AWON) to come together to discuss opportunities and barriers to On Country projects and programs. There are currently 22 Traditional Owner group partners funded through the program. In 2026, the Aboriginal Water Program marks 10 years of this important work. To celebrate this milestone, part of the upcoming AWON meeting, hosted by Tati Tati Kaiejin in late March, will honour the contributions of Aboriginal Water Officers.</li> </ul>
<b>Department of Families, Fairness and Housing (DFFH)</b>	
Aboriginal Children’s Forum continues to bring together ACCOs, Community Service Organisations and Government	<ul style="list-style-type: none"> <li>• The April 2026 ACF was held on 22-23 April and focussed on: <ul style="list-style-type: none"> <li>○ ACCOs’ untold stories</li> <li>○ Transitioning of resources from government and mainstream CSOs to ACCOs through the implementation of the <i>Child and family services transfer to Aboriginal Community Controlled Organisations interim policy</i>.</li> </ul> </li> <li>• VACYCPA and VACCA hosted an ACCO-led workshop with DFFH, DE and DH to follow up on agreed actions from the October 2025 ACF.</li> <li>• The group re-convened in early May 2026 to determine governance, project working groups and timelines to implement agreed actions.</li> </ul>
Transferring decision making to ACCOs for Aboriginal children and young people	<ul style="list-style-type: none"> <li>• The transfer of decision-making power for Aboriginal children involved with child protection continues to grow through the Aboriginal Children in Aboriginal Care (ACAC) Program and Community Protecting Boorais (CPB) pilot, CPB authorises Aboriginal agencies to investigate reports made to child protection.</li> <li>• Under the ACAC program, the department transfers authority from itself to the Aboriginal Community Controlled Organisations (ACCO) for Aboriginal children on a court order.</li> <li>• Investment in ACCOs to deliver child and family services is at the highest level to date.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Through CPB, the Victorian Aboriginal Child and Community Agency (VACCA) and Bendigo and District Aboriginal Co-operative (BDAC) are piloting the program. With an additional ACCO to deliver the program in late 2026.</li> <li>• The <i>Child and family services transfer to Aboriginal Community Controlled Organisations interim policy</i> was released on 27 January 2026 as a policy framework to transfer resources from government and mainstream CSOs to ACCOs.</li> <li>• The <i>interim policy</i> was developed alongside VACCA, VACYPA and the Centre for Excellence in Child and Family Welfare.</li> <li>• DFFH has facilitated workshops for ACCOs and CSOs on the implementation of the <i>interim policy</i> and further discussions will be held in the April 2026 Aboriginal Children’s Forum.</li> <li>• The Integrated Model of Care pilot by Rumbalara Aboriginal Co-operative is an ACCO-led pilot, where Rumbalara designs the service model delivery with the support of VACYPA.</li> </ul>
<p>Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families 2018-2028 Agreement</p>	<ul style="list-style-type: none"> <li>• 2025 marked 20 years of the Dhelk Dja Partnership Forum, recognising how the collective experience and wisdom have influenced the way Victoria addresses family and sexual violence in Aboriginal communities.</li> <li>• The Dhelk Dja Partnership Forum met in March, July and October 2025.</li> <li>• The ACCO Family Violence Sector Forum met in March, July and September 2025. The forum is a formal engagement and consultation mechanism under the auspice of the Dhelk Dja Partnership Forum to support the development of culturally safe services and responses for Aboriginal people impacted by family violence.</li> </ul>
<p>Governance arrangements for Mana-na woorn-tyeen maar-takoort; Every Aboriginal Person has a Home. The Victorian Aboriginal Housing and Homelessness Framework guides implementation and supports delivery of the strategic directions.</p>	<ul style="list-style-type: none"> <li>• Homes Victoria continues to participate across all levels of the Victorian Aboriginal Housing and Homelessness Framework (VAHHF) governance mechanisms.</li> <li>• Homes Victoria worked with VAHHF governance representatives to refine CtG Implementation Plan SET 9 Actions. <ul style="list-style-type: none"> <li>○ 9.1 - Support the ongoing implementation of the Mana-na woorn-tyeen maar-takoort: Every Aboriginal Person has a home – the Victorian Aboriginal Housing and Homelessness Framework (VAHHF)</li> <li>○ 9.2 - Support homelessness reforms and implementation of the <i>Blueprint for the Aboriginal specific homelessness system in Victoria</i> (Blueprint).</li> <li>○ 9.3 - Embed the Victorian AHHF’s goals of self-determination and strengthen Aboriginal cultural safety in public housing and the community housing and homelessness sector. These actions have been endorsed by all VAHHF governance bodies to be included in the CtG 2026 implementation plan.</li> </ul> </li> <li>• The governance arrangements will continue to focus on: <ul style="list-style-type: none"> <li>○ The development of a Homelessness Target which government and sector continue to work through to inform both policy development and future funding proposals under the broader homelessness reform and housing agendas.</li> <li>○ The establishment of a <i>joint Data Sovereignty shared positioning statement</i></li> <li>○ Exploring opportunities for social housing growth</li> </ul> </li> </ul>
<p>The Aboriginal Strategic Governance Forum</p>	<ul style="list-style-type: none"> <li>• The Aboriginal Strategic Governance Forum (ASGF) met in April and August 2025, with a focus on strengthening its governance architecture, as well as enhancing monitoring and accountability mechanisms in line with the principles Aboriginal self-determination.</li> <li>• The work undertaken by ASGF to strengthen governance focussed on: <ul style="list-style-type: none"> <li>○ Clarifying that the ASGF scope included all Department of Families, Fairness and Housing portfolios.</li> <li>○ Clarifying the policy direction, through alignment to the five Korin Korin Balit-Djak System Transformation Pillars and the four Closing the Gap Priority Reforms.</li> <li>○ Progressing the five DFFH Closing the Gap Priority Reform Working Groups to drive delivery.</li> <li>○ Strengthening Aboriginal regional governance structures.</li> </ul> </li> </ul> <p>DFFH Closing the Gap Priority Reform Working Groups</p> <ul style="list-style-type: none"> <li>• Two DFFH Closing the Gap Priority Reform Working Groups were established to drive action and ensure accountability for ‘building the community-controlled sector.</li> </ul>

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	<ul style="list-style-type: none"> <li>• The Aboriginal Sector Workforce Working Group (Closing the Gap Priority Reform Two: Building the Community-Controlled Sector) is responsible for overseeing the development of the Department’s Aboriginal Community-Controlled Workforce Strategy which will guide long-term planning, reform and investment in the Aboriginal community-controlled sector workforce to reflect community-identified priorities, and the associated sector consultation activity.</li> <li>• Two rounds of Aboriginal-led consultation have been completed to inform the direction of the strategy. The long-form Strategy will be finalised with the Working Group in 2026, ahead of seeking endorsement from the ASGF and relevant Ministers.</li> <li>• The Funding Transformation Working Group (Closing the Gap Priority Reform Two: Building the Community-Controlled Sector) remit is to guide, monitor and oversee reform of DFFH funding policies, processes and commissioning practices to ensure they better enable Aboriginal self-determination.</li> <li>• A workshop was held in September 2025 to confirm priorities and commence development of a two-year Funding Transformation Work Plan which was recently endorsed by the ASGF in early 2026.</li> <li>• The ASGF supported the ASGF Koorie Caucus to lead two projects; the Korin Korin Balit-Djak Refresh Project and a series of Agreement Making Workshops in 2025. This work has informed the establishment and direction of Closing the Gap Priority Reform Working Group One: Formal Partnerships and Shared Decision Making in 2026.</li> <li>• The ASGF Koorie Caucus is comprised of 26 Aboriginal community members; Chief Executive Officers of 11 Aboriginal Community Controlled Organisations, Chairs of 8 Regional and Metropolitan Governance Groups, 6 representatives from DFFH Statewide Forums, and CEO Federation of Victorian Traditional Owners Corporation. Korin Korin Balit-Djak (KKBD) expenditure planning</li> <li>• An ongoing annual budget of \$7million is allocated to support delivery of Korin Korin Balit-Djak activities. DFFH worked with the ASGF Koorie Caucus Leadership to identify KKBD priorities and determine the KKBD 2024-25 and 2025-2026 expenditure plans.</li> </ul>
<p><b>Department of Justice and Community Safety (DJCS)</b></p>	
<p>Aboriginal Justice Agreement and associated governance structures</p>	<ul style="list-style-type: none"> <li>• Under the 25 year long Aboriginal Justice Agreement (AJA), the following partnership governance mechanisms function to monitor and implement key priorities, advise government, and provide a space for government to consult with community.</li> <li>• Established partnerships include: <ul style="list-style-type: none"> <li>○ The Aboriginal Justice Forum (AJF)</li> <li>○ The Aboriginal Justice Caucus (AJC)</li> <li>○ Regional Aboriginal Justice Advisory Committees (RAJACs)</li> <li>○ Local Aboriginal Justice Action Committees (LAJACs)</li> <li>○ Collaborative Working Groups (CWGs)</li> </ul> </li> <li>• The AJF, AJC, RAJACs, LAJACs and CWGs continued to meet regularly throughout 2025.</li> <li>• DJCS continues to fund an independent secretariat to support the AJC, as well as 9 full time Victorian Public Service (VPS) officers to support each of the nine RAJACs and their elected Aboriginal Chairpersons, and 3 VPS officers to support LAJACs.</li> <li>• In 2025, 3 AJFs were held successfully in the Grampians, Melbourne Metropolitan, and Northern Metropolitan regions with attached community forums that enabled community members to raise justice concerns directly with senior members of government.</li> <li>• The final AJF of 2025 was the 72<sup>nd</sup> forum and included the celebration of 25 years of the Aboriginal Justice Agreement and the 2025 Aboriginal Justice Awards.</li> </ul>
<p>Independent Aboriginal-led Evaluation into the Justice Impacts of the Public Intoxication Reform</p>	<ul style="list-style-type: none"> <li>• A Monash University research team co-directed by Kyllie Cripps, a Palawa woman, conducted the independent Aboriginal-led evaluation into justice impacts of the public intoxication reform.</li> <li>• Monash University ran focus groups, interviews, and consultation with stakeholders and communities, including Aboriginal community members. Research on the focus groups and yarning sessions, centred local Aboriginal community members in locations across regional and metropolitan Victoria.</li> <li>• Monash University provided its consultation draft of the final evaluation report to key stakeholders in late September 2025 for review and feedback.</li> </ul>

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	<ul style="list-style-type: none"> <li>The final report incorporated feedback from the consultation period, and was provided to Government at the end of 2025. The final report makes recommendations that aim to strengthen the effectiveness of the reform and to embed the health-led model to support its long-term sustainability. Government supports publication of the findings of the report and is considering options for making the evaluation public.</li> </ul>
Development of dedicated Aboriginal Victims of Crime Strategy	<ul style="list-style-type: none"> <li>The Aboriginal Victims of Crime Strategy (the Strategy) was developed in partnership with the Aboriginal community to identify how the victim support system can better respond to the needs of Aboriginal people. In July 2025, the Aboriginal Justice Caucus endorsed the Strategy, subject to finalisation of its artwork.</li> <li>The Strategy is intended to be launched in mid-2026.</li> <li>The Women, Families and Victims Collaborative Working Group, a governance mechanism of the Aboriginal Justice Agreement, is overseeing implementation of the 10-year Strategy.</li> </ul>
Continued Aboriginal leadership in the implementation and delivery of the Stolen Generations Reparations Package, led by the Stolen Generations Advisory Committee, and Stolen Generations Reparations Independent Assessment Panel	<ul style="list-style-type: none"> <li>Aboriginal and Stolen Generations leadership is fundamental to the delivery of the Victorian Stolen Generations Reparations Package, including through the Stolen Generations Reparations Advisory Committee (Committee) and Independent Assessment Panel (Panel).</li> <li>Members of the Committee and Panel bring deep community connections across Victoria, and their advice draws on both lived experience of Stolen Generations policies and extensive professional expertise. Their leadership ensures the implementation of the Stolen Generations Reparations Package remains genuinely community led.</li> <li>The Committee is comprised exclusively of Aboriginal members who are either directly or indirectly impacted by Stolen Generations policies and provide advice on the design and implementation of the Package. For example, the Committee played a critical role in the design of the collective in-person apology model to ensure it met the needs of the Stolen Generations members and supported their healing.</li> <li>Members of the Committee continue to lead the in-person apology model in partnership with local leadership through regional working groups. In August 2025, the Attorney-General delivered an In-Person Apology on Gunaikurnai Country with the regional working group determining, endorsing, and leading all aspects of the apology and its delivery.</li> <li>The Independent Assessment Panel (IAP) makes determinations regarding the eligibility for the reparations under the Package, giving effect to the Bringing Them Home Report recommendation. The Independent Assessment Panel is chaired by a Stolen Generations person and Deputy Chairs are Aboriginal members. As of 31 December 2025, this Panel carefully considered 843 applications, of which 735 have been found eligible.</li> </ul>
<b>Victoria Police</b>	
Aboriginal Portfolio Reference Group (APRG)	<ul style="list-style-type: none"> <li>The APRG provides a mechanism for ensuring Aboriginal community leadership and decision-making in the design, development and delivery of programs that affect Aboriginal Victorians. It also facilitates advice on inclusive policy, process and practice for strengthening partnerships with the Aboriginal community, addressing the barriers to reducing over-representation and increasing Aboriginal employment and inclusion within the organisation. This is underpinned by self-determination principles and involvement of community in decision-making processes.</li> </ul>
<b>Department of Jobs, Skills, Industry and Regions (DJSIR)</b>	
Recruitment principles in small business portfolio, such as the Small Business Ministerial Council	<ul style="list-style-type: none"> <li>The Small Business Ministerial Council was appointed in August 2025, and Mr John Burgess was appointed to the Council as an Aboriginal Business representative. Mr Burgess is the Owner/Director of Little Rocket (an Aboriginal creative agency in Melbourne), Co-Owner/Director of First Nations Network (a remote call centre provider) and First Nations Director of Tag Worldwide (a marketing company). He has had a decades-long career in marketing, communications and the creative sectors.</li> </ul>
Koorie Skills Working Group	<ul style="list-style-type: none"> <li>The Koorie Skills Working Group (KSWG) is a governance forum co-chaired by the department and the Victorian Aboriginal Education Association Inc (VAEAI). Three meetings of the KSWG were held in 2025.</li> </ul>

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	<ul style="list-style-type: none"><li>• Key matters discussed during 2025 included the evaluation of the lapsing Marrung Aboriginal Education Plan 2016-2026 through to the provision of data insights on First Nations enrolments and completions in VET.</li></ul>
<b>Department of Government Services (DGS)</b>	
Women Leading Locally Program	<ul style="list-style-type: none"><li>• The program provided participants with resources and skills to campaign in the 2024 local government elections. The program is now complete with participants graduating in August 2024.</li></ul>

**Table B**

**Priority Reform Two – Building the community-controlled sector**

National Agreement Clause 45 – The Parties agree that elements of a strong sector are where:

- There is sustained capacity building and investment in Aboriginal and Torres Strait Islander community-controlled organisations, which deliver certain services and address issues through a set of clearly defined standards or requirements, such as an agreed model of care
- There is a dedicated and identified Aboriginal and Torres Strait Islander workforce (that complements a range of other professions and expertise) and where people working in community-controlled sectors have wage parity based on workforce modelling commensurate with need
- Aboriginal and Torres Strait Islander community-controlled organisations which deliver common services are supported by a Peak Body, governed by a majority Aboriginal and Torres Strait Islander Board, which has strong governance and policy development and influencing capacity
- Aboriginal and Torres Strait Islander community-controlled organisations which deliver common services have a dedicated, reliable and consistent funding model designed to suit the types of services required by communities, responsive to the needs of those receiving the services, and is developed in consultation with the relevant Peak body.

<b>Department of Premier and Cabinet – Whole of Government</b>	
Sector Strengthening Projects	<ul style="list-style-type: none"> <li>• Victoria’s first sector strengthening funded initiative delivered under the National Agreement was the Early Years Summit (EYS). This was a combined initiative of the Victorian early years sector (education, care and development) and the First Peoples’ languages and culture sector. The EYS was held in June 2024.</li> <li>• As an outcome of the EYS, the EYS report was delivered in June 2025 and made five recommendations, each of which highlight alignment with the National Agreement’s Priority Reform Areas and identify key actions to support implementation.</li> <li>• A total of seven sector strengthening projects have been endorsed by the Closing the Gap Partnership Forum. In May 2024, endorsement was given for five sector strengthening project proposals, in the priority sectors of health, disability, and housing. In September 2024, another two project proposals in the Languages and Culture sector were endorsed.</li> <li>• All seven projects in each of these areas are currently underway and expected to be delivered between 2025 and 2026.</li> </ul>
ACCO funding – Community Capability	<ul style="list-style-type: none"> <li>• The 2025/26 State Budget provided funding for DPC to continue operating the Aboriginal Community Infrastructure Program (ACIP). The ACIP enables community-controlled First Nations organisations to improve functionality, repair, refurbish or expand infrastructure, or plan future infrastructure to support Victorian First Peoples to thrive, and live self-determined and culturally rich lives.</li> <li>• In 2025, DPC also continued administration of a range of grant programs providing funding to ACCOs for operations and program delivery:                         <ul style="list-style-type: none"> <li>○ Koorie Youth Council 2021-25: supporting operations including staffing and administration, program delivery and delivery of the annual Koorie Youth Summit.</li> <li>○ Koorie Heritage Trust 2022-25: supporting operations and the delivery of the Koorie Family History Service and the Koorie Oral History Program.</li> </ul> </li> </ul>
<b>Department of Treasury and Finance (DTF)</b>	
DTF supports and engages with community housing organisations as part of the Victorian Government’s key housing initiatives.	<ul style="list-style-type: none"> <li>• DTF, alongside project partners Homes Victoria (HV), administers the Social Housing Growth Fund (SHGF) and conducts procurement rounds to fund the development of social and affordable housing. The SHGF provides funding opportunities for Aboriginal Controlled Community Organisations (ACCOs) to enable the construction and tenancy management of dwellings over a period of 30 years.</li> <li>• Since the Homes for Aboriginal Victorians Round (HFAVR) of the SHGF began, the number of Registered Aboriginal Housing providers has grown from one to eight. The Housing Registrar continues to work with the ACCO sector to encourage and support the registration of Aboriginal organisations as registered housing providers.</li> </ul>

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	<ul style="list-style-type: none"> <li>• The SHGF exceeded its Big Housing Build (BHB) Aboriginal dwelling target as well as the growth of the Aboriginal Housing sector from one to 12 organisations participating in SHGF funding rounds, positioning it to deliver future social and affordable housing for Aboriginal people across the State. This was enabled by the Big Housing Build (BHB) First Order Principles, which were developed by the Aboriginal Housing and Homelessness Forum (AHHF). These enable Aboriginal self-determination through ensuring Aboriginal control over land and resources, enabling growth of the ACCO sector and fostering culturally safe services. The SHGF ensures compliance with self-determination through mandating BHB First Order Principles within procurement rounds.</li> <li>• DTF is supporting the AHHF and Aboriginal Housing Victoria (AHV) in refining policy proposals to support Aboriginal housing growth in Victoria. There are ongoing discussions with AHV and the departments to refine these proposals in consultation with the AHHF.</li> <li>• DTF leads the Victorian Homebuyer Fund (VHF), a shared equity program that reduced the time required to save a sufficient deposit to buy a home. The VHF provided additional support to Aboriginal and Torres Strait Islander participants by providing an additional 10% in shared equity and allowing for 1.5% lower deposits. DTF partnered with AHV to assist with the delivery of these supports. The program closed in September 2025. The Commonwealth’s nationwide Help to Buy scheme launched in late 2025.</li> <li>• DTF is now a member of the Aboriginal Homelessness Target Working Group, which is a sub-committee of the VAHHF IWG. It is developing an investment strategy and a target to reduce Aboriginal homelessness in Victoria. DTF will support it through providing policy advice on the development of the target and investment strategy, as well as advice on the budget process.</li> <li>• DTF is working with VAHHF IWG on the development of First Nations housing and homelessness initiatives, including a potential Rent to Buy scheme targeting Aboriginal and Torres Strait Islander Victorians to support increased Aboriginal Home Ownership.</li> </ul>
<b>Department of Education (DE)</b>	
Promoting and funding Aboriginal organisations	<ul style="list-style-type: none"> <li>• DE continued to manage the common funding agreement with VAEAI to minimise the administrative burden on VAEAI. The funding provided to VAEAI supports its ongoing activities to improve outcomes for First Nations learners. This includes additional funding to establish a community engagement team to strengthen relationships and build the capacity of Local Aboriginal Education Consultative Groups.</li> <li>• In 2025 DE approved grants to 15 ACCOs and 11 RAPs to employ an Education Liaison Officer to support improved learning and wellbeing outcomes.</li> <li>• In 2025 DE also approved further grants to 12 RAPs to implement curriculum and/or language initiatives.</li> <li>• As part of annual reporting, DE can confirm that 32 verified Victorian Koorie businesses were engaged to provide goods and services (including construction) in 2024–25, with total expenditure of \$13.8 million.</li> </ul>
<b>Department of Transport and Planning (DTP)</b>	
Prioritising Social Procurement for First Peoples Businesses	<ul style="list-style-type: none"> <li>• In 2025, DTP strengthened procurement outcomes for First Peoples businesses by addressing barriers, improving data quality, and supporting businesses through the pre-qualification and reporting processes.</li> <li>• In 2024–25, the Transport and Planning Portfolio increased procurement with First Peoples-owned businesses by 32 per cent. The Portfolio’s total expenditure targeted to First Peoples businesses for 2024-25 was \$21.58 million and has grown consistently over five years (listed below), reinforcing the Portfolio’s sustained commitment to increasing First Peoples economic participation.             <ul style="list-style-type: none"> <li>○ 2019-2020 = \$1,489,810</li> <li>○ 2020-2021 = \$1,339,300</li> <li>○ 2021-2022 = \$2,897,530</li> <li>○ 2022-2023 = \$7,877,089</li> <li>○ 2023-2024 = \$16,355,191</li> <li>○ 2024-2025 = \$21,577,663</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>In 2024-25, VIDA’s indirect industry engagement with First Peoples businesses reached \$226.8 million, an increase from \$200 million in 2023–24. This equates to 3.0 per cent of total project value.</li> <li>In 2024-25, 1.55 per cent of Ports Victoria’s procurement from small to medium enterprises was with First Peoples businesses, exceeding its 1 per cent target.</li> </ul>
<p>Creating transport infrastructure to provide greater access to services for First Peoples</p>	<ul style="list-style-type: none"> <li>DTP has collaborated with a range of First Peoples organisations to help scope projects to provide safe transport solutions with funding through the Flexible Local Transport Solutions Program (FLTSP). Projects included: <ul style="list-style-type: none"> <li>Cooinda Cultural Centre Bus Pilot - funding to hire a minibus to Cooinda Aboriginal Corporation for transport assistance for Elders, youth and community members to safely access the centre for 12 months.</li> <li>DJAARA Bus Shelter Project - Dja Dja Wurrung Clans Aboriginal Corporation (DJAARA) in collaboration with DJANDAK (a Dja Dja Wurrung Enterprise Pty Ltd) received funding to undertake a 10-month project to integrate DJAARA brand elements alongside Dja Dja Wurrung art and cultural elements into bus stop designs across the Local Government Area of Bendigo.</li> <li>VACSAL Regional Transport Assistance Initiative – The Victorian Aboriginal Community Services Association Limited (VACSAL) received funding for transport solutions to encourage First Peoples to participate at football and netball events, including players and families. VACSAL's sports programs play a pivotal role in fostering community engagement, physical activity, and cultural connection.</li> </ul> </li> <li>The Victorian Aboriginal Education Association Inc received funding for buses to safely transport First Peoples students to attend the Toorong Marnong Koorie Big Day Out (KBDO), an annual event designed to promote university pathways for First Peoples secondary school students. Through the KBDO, First Peoples students can learn about and meet representatives from Victorian universities, local TAFEs and employers.</li> </ul>
<p><b>Department of Health (DH)</b></p>	
<p>Establishing and expanding self-determined Aboriginal social and emotional wellbeing teams in ACCHOs across the state</p>	<ul style="list-style-type: none"> <li>In 2024-25, statewide coverage was achieved with the expansion of 25 multi-disciplinary social and emotional wellbeing teams in ACCHOs. These social and emotional wellbeing teams, comprising a workforce of over 250 staff, supported over 5,000 community members in 2024-25.</li> <li>Key outcomes for community members included stronger social and community connections, pride in culture, greater ability to self-regulate negative emotions, sustained engagement in treatments, increased willingness to seek help and greater sense of control of own life and resilience.</li> <li>The Department supported VACCHO to continue and expand the Culture and Kinship initiative, an Aboriginal-led prevention and wellbeing approach that strengthens connection to Culture, Kinship, Community and Country as key determinants of health and wellbeing.</li> <li>Building on evidence from an earlier pilot phase, VACCHO commenced delivery of Culture and Kinship initiatives across 15 Aboriginal Community Controlled Organisations (ACCOs) statewide, enabling locally designed activities that strengthen identity, belonging and community connectedness.</li> <li>The expansion reflects demonstrated evidence of impact, with prior evaluation showing a strong social return on investment, and reinforces Aboriginal self-determination by enabling ACCOs to design and deliver initiatives aligned to local community priorities.</li> <li>Culture and Kinship activities implemented in 2025 include Elders-led cultural programs, youth cultural and diversionary camps, early-years connection to Country initiatives, and knowledge transfer between Elders and younger generations, delivered through ACCOs as trusted community-based settings.</li> </ul>
<p>Development and piloting of outcomes-based funding model with peak body for Aboriginal community controlled health sector</p>	<ul style="list-style-type: none"> <li>VACCHO submitted an annual impact statement for the 2024-25 Financial Year.</li> <li>The Department will continue to work with VACCHO on their Annual Impact Statements</li> <li>As part of the Department’s funding reforms for greater sustainability of the community -controlled sector, VACCHO is actively supported by the Department to develop Community-led state budget proposals.</li> </ul>

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<p>Continue to improve access to specialist appointments and medical care for Aboriginal people in rural and regional areas in collaboration with the Aboriginal community controlled health sector</p>	<ul style="list-style-type: none"> <li>2023-24 State Budget funding Strengthening Lifelong Aboriginal Health and Wellbeing of Aboriginal Victorians through access to Early Intervention and Holistic Care (Urgent Care Pathways) continued to provide flexible funding. The initiative supports ACCHO's to reduce barriers to care for community in rural and regional areas. The funding enables ACCOs to expand their workforce including nurses, general practitioners, support drivers to improve Aboriginal people's access to medical care.</li> </ul>
<p>Increase cancer screening expertise at VACCHO and strengthen data systems to improve cancer screening reporting</p>	<ul style="list-style-type: none"> <li>Funding provided to support the delivery of culturally informed clinical education and resources to the Victorian ACCO sector to strengthen cervical and bowel screening awareness and competency for health care practitioners within First Nations communities.</li> <li>A new training initiative led by Cancer Council Victoria, in partnership with VACCHO, will deliver scholarship-funded, culturally informed cervical screening training for the non-medical Aboriginal health workforce. This includes nurses, Aboriginal Health Practitioners, midwives and Koori Maternity Services staff. The program will expand the cancer screening workforce through the Nurse Ambassador Program.</li> <li>Funding has been provided to VACCHO to deliver a grants program that includes supporting greater engagement by the ACCHO workforce in bowel and lung cancer screening. Funding has also supported the commencement of a committee, led by VACCHO (The Indigenous Cancer Screening Data Co-Governance Committee) to ensure that the principles of Indigenous Data Governance are operationalised with regards to the cancer screening data of Indigenous peoples.</li> </ul>
<p>Continuation of funded activity by VACCHO to co-ordinate culturally safe strategies to reduce smoking prevalence amongst Aboriginal people and support ACCHOs across Victoria to become smoke free.</p>	<ul style="list-style-type: none"> <li>VACCHO has continued to be funded to play a coordination and sector support role in tobacco and vaping harm reduction.</li> <li>The Commonwealth funded Tackling Indigenous Smoking (TIS) program and related smoke-free initiatives are ongoing, with the Department supporting the initiative through its focus on early intervention and prevention priorities.</li> </ul>
<p>Medicare Benefits Schedule (MBS) project at VAHS funded by Community Based Health Services is building the capability of ACCOs to fully utilise Medicare Benefits Schedule funding in the delivery of services and to support greater incentives for increased use of Aboriginal Health Assessments in the community.</p>	<ul style="list-style-type: none"> <li>The Department continued to support capability-building approaches to strengthen ACCO utilisation of Medicare Benefits Schedule items, building on the VAHS-led project funded through Community Based Health Services.</li> </ul>

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Department of Energy, Environment and Climate Action (DEECA)	
Increase the number of projects and initiatives where Aboriginal people are accessing water for economic development and other self-determined purposes	<ul style="list-style-type: none"> <li>As at December 2025, 9,978 megalitres (ML) of water was held by 19 Traditional Owner Groups or Aboriginal Organisations of which the total volume of water returned to Traditional Owners through government policy and commitments was 7,360 megalitres. DEECA is continuing to progress, investigate and identify opportunities for further water returns to Traditional Owners.</li> <li>The Closing the Gap jurisdictional Inland Waters Target is under development, in partnership with Ngaweeyan Maar-oo and the Victorian TOCs. Traditional Owners will be engaged in 2026 on this target and the kinds of outcomes, including water returns, they would like to see progressed through the target. Enabling reforms are already underway through Water is Life.</li> </ul>
Strengthen Traditional Owner decision making in biodiversity	<ul style="list-style-type: none"> <li>Ongoing work to strengthen Traditional Owner decision-making in biodiversity planning and management:                             <ul style="list-style-type: none"> <li>The Biodiversity Division is progressing the design of a more efficient and strategic biodiversity investment approach, centred on a landscape-based framework that guides funding allocation to deliver the best outcomes for nature. Landscape identification is being informed by DEECA’s decision support tools and Traditional Owner cultural values, ensuring both ecological and cultural priorities are considered.</li> <li>Work is continuing to identify pathways for restoring and management planning for culturally identified significant species. Several Traditional Owner groups have begun planning for culturally significant species. Each groups planning process has included activities to reawaken cultural knowledge, workshops bringing together cultural and western knowledge holders, and on-Country visits.</li> <li>To support the state-wide mapping of biodiversity-related policies and programs operating on private land DEECA is supporting the ongoing discussion between Trust for Nature (TfN) and Eastern Maar Aboriginal Cooperation (EMAC) around the management of Starlight Cave.</li> <li>FVTOC are scoping development of a statewide biocultural strategy. DEECA will meet with FVTOC to further understand how this work is progressing.</li> </ul> </li> </ul>
Develop a sustainable funding model for Traditional Owner groups that elevates self-determination and the ability to submit to budget bids	<ul style="list-style-type: none"> <li>In 2025, the Department of Premier and Cabinet (DPC) worked with the Federation of Victorian Traditional Owner Corporations (FVTOC) to engage KordaMentha to conduct an external review of how Traditional Owner Corporations are funded.</li> <li>DEECA regularly met with FVTOC and KordaMentha to support the work. KordaMentha finalised the report in December 2025.</li> <li>DEECA will continue to work with DPC and will respond to any opportunities to progress budget bids, and any other of the consultant’s recommendations, as appropriate.</li> <li>The funding reform team is progressing work on the <i>DEECA Best Practice Guidance for Grant administration with Traditional Owners</i>, with the aim of creating more consistency and reducing administrative burden for TOCs. This is currently in circulation for internal feedback.</li> <li>The team has developed alternative funding models for DEECA and TOC consideration, which align with feedback and insights gained from engagement with Traditional Owners in 2025. A feasibility and impact analysis has been conducted on each option, which has informed further conversations and next steps to explore.</li> <li>Initial feedback on the Combined Schedules has indicated limited impact. An evaluation is underway which will inform next steps for this component of the funding reform work.</li> </ul>
Develop a DEECA Learning and Development package with Traditional Owners to be utilised by TOCs	<ul style="list-style-type: none"> <li>Learning and development opportunities continue to be a priority focus for Traditional Owners. Following the 2024 Traditional Owner Corporation (TOC) Learning Management System (LMS) needs analysis report, DEECA is continuing to work with TOCs on the best model relative to priority needs. Engagement to ensure relevance for TOCs is underway and due for completion by 30 June 2026.</li> </ul>
Working with Aboriginal suppliers to identify how DEECA’s project and procurement processes	<ul style="list-style-type: none"> <li>DEECA has provided regular (monthly and quarterly) reporting to all business groups on their procurement (number of engagements and spend) with Aboriginal Owned Businesses (AOBs). This has supported some DEECA Groups to focus their efforts on improving engagements and spend with AOBs.</li> <li>DEECA also directly engaged 38 unique Aboriginal Owned Businesses through procurement processes in FY 2024-2025.</li> </ul>

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incorporate cultural responsibilities and knowledge	
Prioritising Aboriginal suppliers when procuring goods and services: through the development of a DEECA Aboriginal Procurement Report	<ul style="list-style-type: none"> <li>For 2024-2025, the total procurement spends were: DJARRA 5%, Taungurung 1%, and Wotjobaluk 2% (down from 14%, 5%, and 2.5% respectively since 2023-2024).</li> <li>In response, DEECA is continuing to work with TOCs to provide procurement opportunities through the First Right of Refusal process. There are persistent methodological challenges in forecasting and planning to meet the 10% targets and DEECA's June 2026 performance is uncertain.</li> <li>A Project Working Group is also being proposed with a focus on reaching an agreed (one DEECA) approach to addressing procurement challenges.</li> </ul>
<b>Department of Families, Fairness and Housing (DFFH)</b>	
Transformation of the Children and Families service system	<ul style="list-style-type: none"> <li>DFFH is working alongside ACCOs to support the government's response to Recommendation 9 in the Yoorrook Justice Commission's <i>Yoorrook for Justice</i> report.</li> <li>Recommendation 9 will better inform the proportion of funding in children and families service delivery in government, mainstream CSOs and ACCOs.</li> <li>DFFH has received VACYPA's rights and aspirations report and is anticipating VACCA's shortly.</li> <li>The reports will inform strategies and policies to transfer resources to ACCOs based on their aspirations in service delivery to meet the local needs of children and families.</li> </ul>
Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families 2018-2028 Agreement	<ul style="list-style-type: none"> <li>Funding to ACCOs for family violence and sexual assault service delivery has increased significantly from approximately \$5.2 million in 2017-18 to approximately \$83 million in 2024-25. This funding represents approximately 13 per cent of total family violence service delivery funding provided across Victoria in 2024-25.</li> <li>Family Safety Victoria has consistently set a target that at least 10 per cent of all new funding is provided to ACCOs. This practice was formalised as an action in the third action plan under <i>Ending family violence: Victoria's plan for change</i>.</li> <li>A third Aboriginal Access Point was established in the Mallee, expanding access to ACCO-led, culturally safe support and referral pathways for Aboriginal people experiencing or using family violence.</li> </ul>
Mana-na woorn-tyeen maar-takoort – Aboriginal housing sector strengthening and capacity building	<ul style="list-style-type: none"> <li>The Aboriginal housing and homelessness 10-year Regional Growth Plans project is underway across five regions: <ul style="list-style-type: none"> <li>Metropolitan Melbourne</li> <li>Hume</li> <li>Barwon Southwest</li> <li>Loddon Mallee</li> <li>Gippsland</li> </ul> </li> <li>The project is to be completed by December 2026 which will include the delivery of all five regional plans.</li> <li>The Nation Housing Infrastructure Facility Crisis and Transitional (NHIF CT) program started in mid-April 2025. NHIF CT is administered by Housing Australia who provides grants and/or loans for new crisis and transitional housing projects (short to medium term housing) for women or children who are experiencing family violence and youth who are experiencing or at particular risk of, homelessness. Homes Victoria continues to: <ul style="list-style-type: none"> <li>Engage with 8 organisations to provide support and guidance in preparing their proposals for the NHIFCT funding.</li> <li>Separately progress proposal options where Homes Victoria leads the procurement, submission, and construction process with intention to transfer the completed asset to an Aboriginal organisation upon construction completion.</li> <li>Review 7 proposals by individual organisations submitted to Homes Victoria to date.</li> </ul> </li> <li>\$20 million First Peoples Home Ownership Program – in 2025 Victoria launched a targeted First Peoples home ownership program that will provide grants to support the upfront costs of buying a home and will include a dedicated support service delivered by an Aboriginal Community Controlled Organisation.</li> </ul>

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<p>The Big Housing Build Social Housing Growth Fund has a delivery target of 820 net new social housing dwellings for Aboriginal Victorians.</p>	<ul style="list-style-type: none"> <li>• Delivery of more housing for Victoria’s First Peoples: <ul style="list-style-type: none"> <li>○ As 31 December 2025, through the Big Housing Build 262 homes have been transferred on Interim General Leases (IGL’s) to Aboriginal Housing agencies. Longer term management arrangements will be sought with an Aboriginal registered Aboriginal Housing agency in 2026.</li> <li>○ Social Housing Growth Fund (420 Homes Delivery Target) - As of 31 December 2025, a total of 416 homes has been contracted.</li> <li>○ Social Housing Accelerator Program (78 Homes Delivery Target) - 78 homes have been contracted. 61 are on IGLs. An additional 17 properties are pending lease execution but have been allocated to an organisation.</li> <li>○ Regional Housing Fund (130 New Social Homes Target) - A total of 73 executed land contracts of sale have been secured with building contracts yet to be finalised. These are expected to be finalised in 2026.</li> <li>○ Homes Victoria has successfully secured funding through Commonwealth Housing Australia Future Fund Round 2 (HAFF) to deliver 1,275 new homes for Victorians. 10 per cent (128 dwellings) of these dwellings will be allocated to First Nations across Victoria across 12 locations.</li> </ul> </li> <li>• Other housing and homelessness supports: <ul style="list-style-type: none"> <li>○ In 2024-25, a total of \$2.14 million funding was allocated for the Aboriginal Tenancies At Risk program to 10 organisations, of which six are ACCOs.</li> <li>○ In 2024-25, the Victorian Government invested \$5.2 million in the Aboriginal Private Rental Assistance Program.</li> <li>○ The Victorian Government has committed \$380,000 to fund the Aboriginal Homes Thrive program for the 2025-26 financial year. The program provides life coaching support to community housing renters residing in Aboriginal Housing Victoria managed properties. A program evaluation interim report indicates renters involved in the program have a 100% tenancy sustainment rate. Funding for the program is due to lapse on 30 June 2026.</li> <li>○ The 2025-26 State Budget has committed \$61.1 million over three years (\$20.4 million per annum) for the continuation of critical services to address homelessness. This includes continuation of the two First Peoples-specific homelessness Entry Points. The two First Peoples-specific homelessness Entry Point sites commenced in early 2024 in regional Victoria and metropolitan Melbourne delivered by Wathaurong Aboriginal Co-operative and Ngwala Willumbong Aboriginal Corporation.</li> </ul> </li> </ul>
<p><b>Department of Justice and Community Safety (DJCS)</b></p>	
<p>Aboriginal Justice Agreement Community Grants Program</p>	<ul style="list-style-type: none"> <li>• In 2025-26, DJCS will administer approximately \$70 million in community grants funding (both Commonwealth and State) to improve Aboriginal justice outcomes – this is more than a three-fold increase from the approximately \$20 million in AJA grants administered in 2021-22.</li> <li>• The majority (99%) of this funding will go to Aboriginal community organisations to deliver initiatives established under the Aboriginal Justice Agreement Phase 4 (AJA4).</li> <li>• The funding currently resources over 100 grant initiatives – which include a diverse range of self-determined programs that promote healing, cultural identify, and create positive pathways to divert Aboriginal people from the justice system.</li> </ul>
<p>Continued support for Tarwirri Indigenous Lawyers Association</p>	<ul style="list-style-type: none"> <li>• DJCS has been a key funder and partner of Tarwirri for over 20 years, and currently has a four-year funding agreement from 2023-24 to 2026-27 with Tarwirri to support Aboriginal legal professionals, law graduates, and law students.</li> <li>• The funding supports the organisation’s service delivery, operational and program costs and enables Tarwirri to: <ul style="list-style-type: none"> <li>○ co-ordinate seasonal placements and cadetships for law students</li> <li>○ establish mentoring opportunities</li> <li>○ increase participation and employment of Indigenous lawyers in their profession</li> <li>○ increase awareness of employment opportunities for Indigenous job seekers</li> <li>○ provide holistic support to Indigenous law students</li> <li>○ deliver cultural awareness information to the wider legal profession</li> <li>○ participate in wider Indigenous legal and social justice matters</li> <li>○ employ an Executive Officer to assist with the day-to-day operations of the organisation</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>• In 2025, Tarwirri actively supported Aboriginal and Torres Strait Islander law students to access pathways into the legal profession by identifying and facilitating employment opportunities.</li> <li>• DJCS funding supported Tarwirri to expand access to professional networks and employment pathways for Aboriginal and Torres Strait Islander law students and graduates. This resulted in a number of members being successfully supported into the New Lawyers Program with Victoria Legal Aid.</li> </ul>
Aboriginal Youth Justice continued support for Aboriginal Organisations	<ul style="list-style-type: none"> <li>• Youth Justice funds Aboriginal organisations across Victoria to deliver key programs and services which aim to divert Aboriginal children and young people away from Youth Justice.</li> <li>• Programs aim to strengthen cultural connection and support better outcomes for Aboriginal children and young people.</li> <li>• This includes: <ul style="list-style-type: none"> <li>○ Implementing the Community-based Aboriginal Youth Justice Program, which is delivered by a mix of Aboriginal-led organisations and community organisations, with 15 of the 16 CBAYJP providers being Aboriginal-led.</li> <li>○ Funded the development, initial implementation and evaluation of the Aboriginal Youth Justice Hubs and Aboriginal family-centered program pilot. The two initiatives have been co-designed and delivered in partnership with the Aboriginal Justice Caucus and Aboriginal organisations.</li> </ul> </li> <li>• Continuing funding for VALS to deliver Balit Ngulu for providing a holistic legal service for Aboriginal young people.</li> </ul>
Aboriginal Healing Unit at Dame Phyllis Frost Centre	<ul style="list-style-type: none"> <li>• The Aboriginal Healing Unit (AHU) consists of a dedicated healing unit programs space along with cottage style accommodation and can accommodate up to 12 individuals.</li> <li>• The AHU operates as a therapeutic community, fostering connections to community and culture while offering the necessary tools and assistance to develop essential life skills crucial for maintaining positive social connections to support rehabilitation and reintegration into the community upon release from custody.</li> <li>• The evaluation of the AHU is to assess the implementation and delivery of the AHU service within Dame Phyllis Frost Centre (DPFC) over the first 2 years since its establishment in 2023.</li> <li>• The framework for the evaluation was developed in partnership with Elizabeth Morgan House (an ACCO) who retain ownership of the final report. The AHU Governance Group who will oversee the evaluation is comprised of Elizabeth Morgan House, Workforce and Aboriginal Outcomes and DPFC.</li> <li>• The evaluation remains pending. Once received, Corrections Victoria will work with the relevant providers and stakeholders to implement identified learnings noting that Elizabeth Morgan House retain ownership of the final report and findings.</li> </ul>
Community grant funding from Corrections and Justice Services	<ul style="list-style-type: none"> <li>• Corrections Victoria provides annual funding through the <i>Kaka Wangity Wangin-Mirrie</i> Aboriginal Cultural Grant Scheme to strengthen cultural connection and support better justice outcomes for Aboriginal people.</li> <li>• These grants enable Aboriginal community-controlled organisations to deliver culturally grounded programs that build identity, resilience and connection for Aboriginal people in custody and under supervision.</li> <li>• Corrections Victoria fund and partner with a number of Aboriginal Community Controlled Organisations (ACCOs) to support connection with culture including the State-wide arts program through the Torch and the Yawal Mugadjina Cultural Mentoring Program which is supported by Elders and Respected Persons and Local Justice Workers engaged through ACCOs.</li> </ul>
Emergency Recovery Victoria's Aboriginal Community Recovery grant funding	<ul style="list-style-type: none"> <li>• The \$2.5 million Aboriginal Culture and Healing Flood Recovery Grant Program (State only) funded over two rounds in response to the Victorian October 2022 Flood.</li> <li>• Emergency Management Victoria-funded recovery program was collaboratively delivered through the Federation of Victorian Traditional Owner Corporations.</li> <li>• The funding supported 16 Aboriginal-led flood recovery initiatives in addressing on Country recovery and healing in flood-affected Aboriginal communities across Victoria.</li> <li>• The grant concluded its delivery on 31 December 2025.</li> </ul>

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<p>Aboriginal-Led Model of Health Care in Victorian Prisons</p>	<ul style="list-style-type: none"> <li>• The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) and DJCS (Justice Health) partnered to design an Aboriginal-led model of custodial healthcare, with coordinated involvement from Aboriginal Community Controlled Health Organisations (ACCHO), from October 2024 to July 2025.</li> <li>• Finalising service design and implementation of this model is dependent on additional funding.</li> <li>• DJCS is exploring opportunities to review and build on existing ACCHO-led initiatives in adult prison and youth justice facilities.</li> <li>• These initiatives continue to strengthen the capacity of ACCHOs to deliver in-reach services in custodial settings and will provide valuable insight into the development and implementation of an Aboriginal-led model of care.</li> </ul>
<p>Delivery of the Victims Legal Service</p>	<ul style="list-style-type: none"> <li>• The Victims Legal Service (VLS) is Victoria’s first dedicated legal service for victims.</li> <li>• In March 2024 the VLS expanded under an Australian Government funded pilot program and was co-designed with and is delivered in partnership by Victoria Legal Aid, Djirra and Women’s Legal Service Victoria. The pilot supports Aboriginal women to report sexual violence to police, and protect their confidential counselling and health information.</li> <li>• On 6 March 2025, the Australian Government announced further funding of \$19.6 million over 3 years from 2025-26 to extend existing pilot services in Victoria, Western Australia and the Australian Capital Territory, and establish pilots all other jurisdictions.</li> <li>• As a VLS pilot partner, Djirra supports women to report to the police, with referrals to appropriate services and support clients to engage with these other services.</li> <li>• The pilot supports the development of training and practice support across Djirra’s other program areas, including the Sisters Day Out program, the Koori’s Women’s Place, community legal education and Djirra’s prison support program.</li> </ul>
<p><b>Department of Jobs, Skills, Industry and Regions (DJSIR)</b></p>	
<p>Funding for ACCOs</p>	<ul style="list-style-type: none"> <li>• The GLAWAC grant (Community Revitalisation) was completed at the end of the 2024-25 FY.</li> <li>• The Aboriginal Employment Pathways Program has generated new employment and training opportunities for First Peoples in Victoria. This includes Dardi Munwurro and Mullum Mullum Indigenous Gathering Place, who provide mentoring, casework support and coaching to First Peoples in the Northern and Eastern Metropolitan Regions, respectively.</li> </ul>
<p>Funding for First Peoples businesses (new action added by DJSIR)</p>	<ul style="list-style-type: none"> <li>• Announcement and opening of 5 new Aboriginal economic hubs managed by the following Traditional Owner Corporations (TOCs) <ul style="list-style-type: none"> <li>○ Abbotsford – Wurundjeri Woi Wurring Cultural Heritage Aboriginal Corporation</li> <li>○ Frankston – Bunurong Land Council Aboriginal Corporation</li> <li>○ Heywood – Gunditj Mirring Traditional Owner Corporation</li> <li>○ Shepparton – Yorta Yorta Nation Aboriginal Corporation</li> <li>○ Warrnambool – Eastern Maar Aboriginal Corporation</li> </ul> </li> <li>• Investment in the 2025 World Indigenous Business Forum held in Naarm and delivered by Kinaway, which introduced over 500 delegates from 12 countries to First Peoples businesses in Victoria.</li> </ul>
<p>Funding for ACC-RTOS (new action added by DJSIR)</p>	<ul style="list-style-type: none"> <li>• Grant funding agreements were entered into with 3 ACC-RTOS (VACCHO, VACSAL and Bubup Willam) in August 2025 to deliver self-determined training under the National Skills Agreement - Closing the Gap.</li> <li>• The initiative drives sector-wide capability-building and long-term growth of ACC-RTOS by piloting tailored, strength-based training models. These models delivered by Bubup Wilam, VACCHO and VACSAL prioritise and integrate wrap-around support, culturally contextualised learning, and peer-supported education, ensuring accessibility for learners in both metropolitan and regional areas.</li> </ul>
<p>Funding for the Victorian Aboriginal Education Association Inc (VAEAI)</p>	<ul style="list-style-type: none"> <li>• In 2025, DJSIR provided \$1.743m in funding to VAEAI to implement the Wurreker Strategy via the Wurreker Brokers program. <ul style="list-style-type: none"> <li>○ A funding agreement was also entered into with VAEAI in October 2025 to deliver initiatives under the National Skills Agreement Closing the Gap Bilateral Implementation Plan to support the growth of the First Nations VET workforce and boost the cultural competency of mainstream RTOs.</li> </ul> </li> </ul>

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Engagement with Aboriginal Chambers of Commerce (Small Business Victoria)	<ul style="list-style-type: none"> <li>In 2025, DJSIR’s Small Business and Employment and Aboriginal Economic Development branches maintained monthly engagement sessions with Kinaway Chamber of Commerce. These engagements provided critical insights that shaped the co-design and delivery of business support programs, improving uptake and cultural safety for First Nations businesses. This partnership model strengthened the relevance and accessibility of DJSIR's programs across the state.</li> </ul>
Sector strengthening plans include actions that pertain to the prioritising of cultural activities and languages.	<ul style="list-style-type: none"> <li>Through DJSIR’s Aboriginal Languages Program, 2 dual sector institutes were funded to deliver 2 accredited First Nations Language Courses in 2025.</li> <li>Swinburne University of Technology is delivering the Certificate III course in Learning an Australian First Nations Language and Federation University is delivering the Certificate II course in Learning an Australian First Nations Language.</li> <li>In late 2025 an EOI process was undertaken to support the delivery of-additional language courses in 2026 with delivery of those courses to commence mid 2026/27</li> </ul>
<b>Department of Government Services (DGS)</b>	
Victorian Aboriginal and Local Government Strategy 2021-2026 (VALGS)	<ul style="list-style-type: none"> <li>DGS continued to implement the VALGS to help strengthen partnerships between Victorian councils and Aboriginal and Torres Strait Islander communities.</li> <li>In January 2025, LGV shared Themes and Priorities from the 2024 survey results, with the VALGS Strategic Working Group (SWG) to guide VALGS Implementation.</li> <li>In May 2025, LGV invited CEOs of Aboriginal Peak Bodies to have a conversation about a coordinated approach to VALGS.</li> <li>Following this, in June 2025, DGS worked with MAV, LGPro, VLGA and Reconciliation Victoria to establish the Local Government First Peoples Coordination Group to continue exploring ways to support local governments strengthen their engagement with First Peoples, in line with the VALGS and to aid communication across the sector.</li> </ul>

Table C

Priority Reform Three – Transforming government organisations

National Agreement Clause 59 – The Government Parties commit to implement the following transformation elements within government mainstream institutions and agencies:

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

Department of Premier and Cabinet (DPC)	
<p>Establish an Anti-Racism Taskforce which will identify and eliminate racism through a state-wide Anti-Racism Strategy (Strategy).</p>	<ul style="list-style-type: none"> <li>• The Anti-Racism Taskforce continues to provide advice on a range of topics for the effective implementation of Victoria’s anti-racism strategy.</li> <li>• The Anti-Racism Taskforce is led by two co-chairs, one of whom is Sheena Watt MP, Member for Northern Metropolitan Region and a proud Yorta Yorta woman.</li> <li>• The Victorian Anti-Racism Strategy was released on 27 November 2024.</li> <li>• Four flagship initiatives are currently being progressed under the Strategy:                             <ul style="list-style-type: none"> <li>○ Local Anti-Racism Grants Initiative, including a First Peoples-specific funding stream</li> <li>○ a new campaign to address racism in community sport</li> <li>○ development of an anti-racism ‘tick’ accreditation scheme,</li> <li>○ funding to reduce discrimination in policing.</li> </ul> </li> </ul>
<p>Self-Determination Reform Framework (SDRF) Implementation</p>	<ul style="list-style-type: none"> <li>• DPC has progressed a two-year report covering the 2024 and 2025 calendar years. The extended reporting period was approved to cover a refresh of the department’s SDRF actions in November 2024.</li> <li>• New whole of DPC commitments focus on embedding self-determination considerations across all areas of work and emphasise growing and supporting the First Peoples workforce.</li> <li>• DPC continues internal quarterly SDRF reporting and facilitates the collation of SDRF reports from all departments, Victoria Police and the Victorian Public Sector Commission.</li> </ul>
Department of Treasury and Finance (DTF)	
<p>Work to ensure DTF’s priorities under the Treasurer and Finance portfolios are culturally safe and responsive to the needs of Aboriginal Victorians.</p>	<ul style="list-style-type: none"> <li>• DTF has improved our monitoring of staff awareness of cultural safety and knowledge of First Nations culture, to support DTF to better design and target relevant initiatives in the future, including training and events.</li> <li>• The DTF First Peoples and Treaty Team facilitated divisional yarning circles or workshops on First Nations engagement and self-determination to encourage systems change thinking and reflection on individual teams’ positions on the self-determination continuum and spectrum of engagement.</li> <li>• Better Regulation Victoria (BRV) is undertaking the First Peoples and Regulation project to look at how Victorian regulators impact First Nations people, with a vision for regulators to operate in a way that supports self-determination. The engagement between BRV and Traditional Owners, Aboriginal businesses, ACCOs and peak bodies as part of this project has deepened BRV’s understanding of the experience of First Nations Peoples and the data is being used to design an uplift program, which will focus on embedding Aboriginal views and outcomes in the decisions made by Victorian regulators, supporting cultural capability uplift within regulators, and reducing the red tape experienced by Aboriginal people.</li> </ul>

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	<ul style="list-style-type: none"> <li>• The Early Intervention Investment Framework (EIIF) Cultural Safety Framework is continuing to be used to improve outcomes for First Peoples, including through supporting culturally safe partnerships, improving the design and implementation of EIIF programs, and contributing to advancing self-determination, and this has been published on the DTF website.</li> <li>• Resources including the <i>Advancing Self-Determination in DTF Plan</i>, <i>Acknowledgement of Traditional Owners</i>, a new <i>First Peoples Inclusive Language Guide</i> and the new <i>Aboriginal Employment and Inclusion Action Plan 2026-2030</i> are published on DTF intranet’s Truth, Treaty, and Self-determination, and Closing the Gap site, in addition to internal promotion.</li> <li>• The new <i>First Peoples Inclusive Language Guide</i> was designed to help DTF staff choose respectful and culturally appropriate language when writing with, for, or about First Peoples.</li> <li>• The new DTF <i>Aboriginal Employment and Inclusion Action Plan 2026-2030</i> which is now being implemented has five focus areas encompassing individual action items: increasing entry-level career pathways, fostering career growth and mobility, supporting the leadership pipeline, connecting and sharing and strengthening cultural capability. The Plan was developed by the DTF Self-Determination and Treaty Taskforce, which engaged both internally amongst DTF teams, and with the Barring Djinang Community of Practice on developing action items.</li> <li>• A group of DTF staff also completed the University of Melbourne Treaty Micro certifications, supporting DTF workforce readiness to meet Treaty obligations.</li> <li>• The Victorian Housing Registrar, as part of the Government’s response to the Social Housing Regulation Review, has contributed to the advancement of self-determination and embedding cultural safety in social housing through the development of a cultural safety performance standard. In December 2025, the Victorian Housing Registrar consulted with a range of stakeholders including the Aboriginal Housing and Homelessness Forum, ACCOs, Council to Homeless Persons, CHIA Vic, Homes Victoria and VACCA through a series of workshops to design a cultural safety performance standard. The cultural safety standard will apply to all registered community housing providers from 1 July 2026.</li> </ul>
<p>Advancing self-determination through the Budget</p>	<ul style="list-style-type: none"> <li>• DTF continued to refine the business case template for budget processes to encourage further collaboration between departments and First Peoples when developing business cases. The templates developed by DTF seeks the following information from departments: <ul style="list-style-type: none"> <li>○ Greater specificity on the First Peoples’ involvement and engagement in developing proposals</li> <li>○ Accompanying reports, advice and/or letters of endorsement from First Peoples groups or communities.</li> </ul> </li> <li>• DTF continued to provide budget process advice to departments to encourage increased community engagement and influence on policy development and service designs that directly affect First Peoples in Victoria.</li> <li>• DTF implemented new information requirements for budget proposals which directly affect or involve First Peoples for the 2026-27 budget process to better integrate First Peoples priorities and perspectives into funding decisions. These changes enhance visibility of how proposals have been developed with First Peoples to enable self-determination and support more informed advice on alignment with Treaty, Truth and Closing the Gap.</li> </ul>
<p><b>Department of Education (DE)</b></p>	
<p>Employment and support of the Koorie Education Workforce (KEW)</p>	<ul style="list-style-type: none"> <li>• DE’s Koorie Education Workforce (KEW), consisting of Koorie Engagement Support Officers and Koorie Education Coordinators, works with schools, early year services and community partners to improve the learning environment by building and strengthening cultural understanding and safety.</li> <li>• 2 newly appointed Koorie Education Directors provide strategic leadership to support the regional implementation of Marrung and Dhelk Wukang, working collaboratively with key stakeholders to progress priority initiatives and provide executive leadership of the KEW.</li> <li>• The annual Koorie Conversations Conference (KCC) was held on 3 and 4 December 2025. KCC provides targeted professional learning for the KEW, with the theme for the 2025 conference “<i>Koorie Education Workforce Journey – Then and Now</i>”.</li> <li>• DE also has additional dedicated First Nations roles to support improved outcomes, including Koorie Education Managers, Koorie Academy of Excellence Liaison Officers, LOOKOUT Koorie Cultural Advisors, and Koorie Education Children’s Court Liaison Officers.</li> <li>• The Aspiring Koorie Teachers Program supported 37 candidates to be employed in Education Support positions and receive accredited training.</li> </ul>

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	<ul style="list-style-type: none"> <li>DE continues to facilitate Yan Ngitj, in which DE staff can volunteer to help promote First Nations inclusion and build and strengthen positive relationships through place-based activities and communication. There are currently 225 members in the Yan Ngitj ambassador network. In 2025, 3 virtual Community of Practice meetings were held with Yan Ngitj members, in addition to the annual Yan Ngitj Gathering Day held on 29 October 2025 at the Aboriginal Advancement League, with over 99 Yan Ngitj members in attendance.</li> </ul>
Provision of anti-racism professional learning for department and education staff	<ul style="list-style-type: none"> <li>In June 2025, DE released its policy on Preventing and Addressing Racism in Schools, outlining the requirements for schools to strengthen their culture and practice to prevent and address racism, religious intolerance and racial and religious vilification.</li> <li>DE continues to review and refine the guidance and resources provided to schools to support the implementation of this policy. This includes: <ul style="list-style-type: none"> <li>Undertaking work with the Centre for Multicultural Youth to update the Schools Standing Up To Racism resources and training workshops</li> <li>Delivery of Anti-Racism Empowerment Training by Kind Enterprises.</li> </ul> </li> <li>In 2025, DE delivered the anti-racism e-learning course to 2,790 DE and school staff. The course, hosted by the Australian Human Rights Commission, provides staff with a better understanding of race in the Australian context and teaches skills they can use to recognise, respond to, and prevent racism across DE.</li> <li>In 2025, DE delivered the <i>Strengthening Principal Professional Capability in Koorie Education</i> (SPPIKE) initiative to a total of 210 participants from 50 schools across 9 programs (consisting of 18 workshops).</li> </ul>
Adherence to Child Safe Standard One	<ul style="list-style-type: none"> <li>In 2025, 503 schools were assessed for compliance with the Child Safe Standards (CSS), including CSS 1. Of these, 446 schools were found compliant with CSS1, and 57 schools were identified as needing to take further action to meet their obligations under this standard.</li> <li>Schools identified as needing to take further action were supported to achieve full compliance as part of the assessment process.</li> <li>DE has worked with VAEAI, the Victorian Registration and Qualifications Authority (VRQA) and Victorian Catholic Education Authority (VCEA) to develop a framework to support strengthened assessments of school compliance with CSS 1.</li> <li>DE has also established regular joint moderation workshops with VAEAI, the VRQA, VCEA and Local Aboriginal Education Consultative Group Representatives to ensure assessments of school compliance with CSS 1 are informed by, and responsive to, community views.</li> </ul>
Rollout of Community Understanding and Safety Training	<ul style="list-style-type: none"> <li>DE is developing new professional learning resources for education staff, while continuing to offer the <i>Community Understanding and Safety Training</i> (CUST) and <i>Strengthening Principals' Professional Capability in Koorie Education</i>.</li> <li>CUST continues to be effective in strengthening connections between schools and their local First Nations communities and in supporting reflection and planning on how to improve outcomes at the local level through self-determination. As of 31 December 2025, 1,661 government schools campuses (98%) had completed this training.</li> </ul>
Self-Determination in Education Reform	<ul style="list-style-type: none"> <li>The principles outlined in the <i>Self-Determination in Education Reform</i> have continued to inform and shape ongoing and new policies and programs in DE, including the evaluations of Marrung and Dhelk Wukang and the development of the refreshed Aboriginal Employment Plan. Self-determination principles also continue to shape the development of the next First Nations Education Plan and the Aboriginal Inclusion Plan.</li> </ul>
Embedding Koorie perspectives in the curriculum	<ul style="list-style-type: none"> <li>DE has been developing structured guidance (containing lesson plans) which align with the Cross-Curriculum Priority of Aboriginal and Torres Strait Islander histories and cultures. The guidance will focus on Country and Place, People, and Culture, and will provide teachers with lesson plans and curriculum resources that have been co-designed with the First Nations community, including VAEAI. The guidance is scheduled for release from Term 2, 2026.</li> <li>The new Victorian Curriculum F–10 Version 2.0 website launched new functionality that explicitly connects Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority and its organising ideas (Country and Place, Culture and People) to specific curriculum content across all 8 learning areas. This makes it easier for teachers to identify and embed First Nations content into their planning, teaching and learning.</li> <li>The VCAA commenced preparation to review the Victorian Curriculum F–10 Victorian Aboriginal Languages. This review will commence across 2026 and 2027.</li> </ul>
<b>Department of Transport and Planning (DTP)</b>	

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<p>Increased engagement with Transport and Planning First Peoples Staff Network</p>	<ul style="list-style-type: none"> <li>• In May 2025, DTP hosted the fourth annual Transport and Planning Portfolio First Peoples Staff Conference (Conference), held on Bunurong Country in Inverloch.</li> <li>• The Conference was attended by 34 First Peoples employees from across the Portfolio, including DTP, Level Crossing Rail Project, Suburban Rail Loop Authority, Development Victoria, Yarra Trams, Rail Projects Victoria, Major Rail Projects Victoria and Metro Trains.</li> <li>• The Conference provided First Peoples staff with a chance to connect, network, participate in cultural and professional development workshops and encouraged relationship building, enabling better peer-to-peer support.</li> <li>• The Conference supported procurement from First Peoples Victorian-owned businesses, including Yolanda Finette Consultancy, Tarwin Cultural Services and Bianca Easton (Bunurong Traditional Owner).</li> <li>• DTP delivered an inaugural Portfolio-wide First Peoples Staff Network Cultural Safety Audit Survey, providing valuable insight into First Peoples staff experiences of cultural safety within the Portfolio.</li> <li>• Through the Cultural Safety Audit, survey participants identified several initiatives that are contributing positively to cultural safety, including access to cultural leave, a dedicated Employee Assistance Program, recognition and celebration of cultural events, flexible working arrangements, and visible cultural representation in the workplace through the display of artwork, flags and plaques.</li> </ul>
<p>Advancing Cultural safety reforms on the transport and planning networks</p>	<ul style="list-style-type: none"> <li>• The Transport and Planning Portfolio First Peoples Cultural Safety Framework (Framework) and DTP Action Plan 2024–2028 were launched during Reconciliation Week 2024.</li> <li>• The Framework consists of 22 actions, of these 9 are complete (some ongoing), 7 are in progress and 6 are yet to commence. Some of the key actions in 2025 include: <ul style="list-style-type: none"> <li>○ extending the First Peoples Employee Assistance Program, delivered by Girraway Ganyi—a Victorian First Peoples-owned consultancy</li> <li>○ supporting people managers to undertake Aboriginal Mental Health Training with Girraway Ganyi</li> <li>○ undertaking a Cultural Safety Audit for First Peoples employees, the first since the implementation of the Framework</li> <li>○ delivering a First Peoples Cultural Safety eLearn module for Portfolio employees</li> <li>○ celebrating First Peoples cultures and histories throughout the year including NAIDOC and Reconciliation Week events.</li> </ul> </li> <li>• The Transport and Planning Portfolio Cultural Safety eLearn (eLearn) was launched as part of Reconciliation Week 2025 and responds to actions outlined in the Framework.</li> <li>• The eLearn is available to all Portfolio staff and aims to enhance cultural education, increase cultural awareness and improve cultural competency and the cultural safety climate across the Portfolio.</li> <li>• The eLearn content development was led by Kinaway registered business, Nerdu Badji Education, in partnership with DTP.</li> <li>• The eLearn contains eight modules with learning outcomes, including uncovering unconscious bias, understanding the socio-economic effects of colonisation, past and present Government policies and practical tips to enhance cultural safety.</li> </ul>
<p>Providing First Peoples staff with appropriate support systems</p>	<ul style="list-style-type: none"> <li>• In 2025, a formal review of the Girraway Ganyi Program evaluated its first two years of implementation.</li> <li>• Key findings of the review from the members of the First Peoples staff network who accessed the program included: <ul style="list-style-type: none"> <li>○ easy program access,</li> <li>○ staff felt comfortable to disclose personal information with a high level of cultural understanding, and</li> <li>○ great overall cultural safety given the access to First Peoples counsellors.</li> </ul> </li> <li>• Due to the positive results from the review, the program was extended until 2028 to align with the duration of the Cultural Safety Framework Action Plan.</li> <li>• A key action in the DTP Cultural Safety Action plan is to deliver First Peoples Mental Health First Aid training.</li> <li>• Girraway Ganyi facilitated five accredited Aboriginal Mental Health First Aid training sessions, which were made available to all managers of First Peoples staff and other key staff working directly and indirectly with First Peoples.</li> </ul>

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<p>Grow and strengthen the First Peoples workforce across the Transport and Planning Portfolio through increased access to scholarship programs</p>	<ul style="list-style-type: none"> <li>• In June 2025, the Yani Bangal First Peoples Scholarship Program provided 15 scholarships. Recipients included four secondary students, three TAFE students and eight university students.</li> <li>• Since its inception in 2020, a total of 75 scholarships has been awarded, comprising 49 secondary school recipients, five TAFE student recipients and 21 university student recipients.</li> </ul>
<p><b>Department of Health (DH)</b></p>	
<p>Advancing cultural safety reforms, standards and reporting across hospitals and primary providers.</p>	<ul style="list-style-type: none"> <li>• The Department continued to update its Performance Monitoring Framework (PMF) for public health services from 1 July 2025 so that health services’ cultural safety performance can reflect alignment with and meet the commitments of the Victorian Government to:             <ul style="list-style-type: none"> <li>○ National Agreement on Closing the Gap</li> <li>○ 10 Year Aboriginal Health and Wellbeing Partnership Agreement (Victoria)</li> <li>○ Yoorrook Justice Commission</li> <li>○ Victoria’s Treaty Process.</li> </ul> </li> <li>• For 2024/2025, targets around leave event rates for Did Not Wait (DNW) and Left Against Medical Advice (LAMA) for Aboriginal and Torres Strait Islander patients was revised to show ‘Gap rates’ between Aboriginal and Torres Strait Islander and Non-Aboriginal cohorts.</li> <li>• Under the Health Services Statement of Priorities (SOP), all Health Services receiving the Aboriginal Cultural Safety Fixed Grant funding (38 Health services) were required to update and/or develop an Aboriginal Employment Plan.</li> <li>• Aboriginal Health and Cultural Safety are now priority discussion points at the Health Services Annual Strategic meetings, where health services meet with the Department to discuss strategies and progress on their shared commitments to Victorian Aboriginal communities.</li> </ul>
<p>Implement the Victorian Cultural Safety Framework and embed cultural safety in mainstream health responses with a priority on hospitals and response to public intoxication</p>	<ul style="list-style-type: none"> <li>• The Victorian Government supported health-led responses to public intoxication in metropolitan Melbourne and eight regional locations.</li> <li>• The 2023-24 Budget provided \$88.3 million over three years for a health-based response to public intoxication. This included \$78.796 million over three years in output funding for DH to deliver the dedicated public intoxication service response.</li> <li>• Since public intoxication health-led services commenced in November 2023 to end December 2025 there have been 4,123 instances of on-demand outreach, 2,723 stays at sobering centres and regional Places of Safety, and 100,917 instances of assertive outreach and community engagement.</li> <li>• There have been 3,749 dispatches from the Centralised Intake, Referral, and Dispatch (IRD) line, of which 31% were for people who identify as Aboriginal and/or Torres Strait Islander.</li> <li>• The Implementation Monitoring and Oversight Group (IMOG) was established in 2024 to provide advice to government on the implementation of the health-led response to public intoxication, on improving reform delivery, and providing an escalation pathway for critical issues identified by community</li> <li>• The Department of Justice and Community Safety (DJCS) appointed Monash University to undertake an evaluation of the justice-based impacts of the public intoxication reform (PIR). The report demonstrates the reform is meeting its objectives and recommends that funding is maintained, police powers are not expanded, and progress is monitored. The Department of Health appointed KPMG to undertake an evaluation of the health-based PIR.</li> </ul>

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<p>Embedding cultural safety in mainstream health responses to public intoxication in alignment with the decriminalisation of public drunkenness reforms</p>	<ul style="list-style-type: none"> <li>• Since the decriminalisation of public drunkenness in November 2023, health-led services have been available in metropolitan Melbourne and in eight regional locations to provide a health-based alternative to the previous justice response. The health-led services are provided by six ACCHOs and one mainstream community health organisation.</li> <li>• The Victorian Aboriginal Health Service (VAHS) operates a phone line which provides IRD functions for the PIR service. This is designed to be a culturally informed entry point for all Victorians seeking support for public intoxication.</li> <li>• Since November 2023, VAHS and other PIR service providers have conducted consultations and information sessions across Victoria with mainstream and Aboriginal organisations to inform them of the PIR health-led services, educate them on eligibility and the intake process, and to identify opportunities for referrals and collaboration.</li> <li>• An Implementation Monitoring and Oversight Group (IMOG) was established in 2024 and is responsible for ongoing monitoring and oversight of the reforms. The group consists largely of Aboriginal Victorians and provides quarterly reports directly to the Minister for Mental Health. The IMOG has consulted with community stakeholders and service providers as part of their oversight responsibilities and has provided feedback to the justice and health evaluators of the reforms.</li> </ul>
<p>Grow and strengthen the Aboriginal workforce across the health sector through increased access to training through cadetships and scholarship programs.</p>	<ul style="list-style-type: none"> <li>• Since the Aboriginal Mental Health Traineeship program was established in 2017-18, 15 trainees have graduated from the traineeship program to become qualified Aboriginal Mental Health Clinicians. In 2024-25, three trainees completed their degree and commenced full time employment in either an area mental health service or within an ACCHO working in the field of social and emotional wellbeing.</li> <li>• The Victorian Government continues to invest in the Aboriginal Social and Emotional Wellbeing Scholarship Program, in partnership with VACCHO, Deakin, RMIT and Latrobe universities. Since its establishment in 2022, the program has awarded a total of 70 scholarships. 17 scholarships were awarded in 2024-25, with the program supporting Aboriginal students to undertake undergraduate and post-graduate qualifications in mental health related disciplines.</li> </ul>
<p><b>Department of Energy, Environment and Climate Action (DEECA)</b></p>	
<p>Implement improvements to DEECA systems and processes to enable self-determination</p>	<ul style="list-style-type: none"> <li>• In 2025 DEECA maintained and strengthened a self-determination reporting suite to enhance accountability in the delivery of DEECA’s Pupangarli Marnmarnepu Self-Determination Strategy and Implementation Action Plans. These system supports more comprehensive reporting updates and tracking of Key Performance Indicators, enabling greater transparency on the progress of DEECA’s self-determination commitments.</li> <li>• Since the Yoorrook Justice Commission (Commission) completed its historic truth telling inquiries with the production of its Final Reform Report and Official Public Record (Final Reports), DEECA has supported the Victorian Government a process to carefully consider the recommendations through a formal response.</li> <li>• DEECA worked with DPC to support finalisation of Statewide Treaty with passage and royal assent of Statewide Treaty Act on 13 November 2025, followed by the Treaty Authority lodging Statewide Treaty on the Negotiations Register on 12 December 2025, marking its formal commencement in Victoria. DEECA has coordinated its engagement with Treaty processes in accordance with the WoVG Treaty Model, including working with DPC to provide input to an adapted WoVG Ongoing Treaty Model to ensure the State has fit-for-purpose processes in place.</li> </ul>
<p>Incorporate Government response from the First Principles Review for continuous improvement of DEECA engagement with Traditional Owners to enable Self-Determination</p>	<ul style="list-style-type: none"> <li>• DEECA continues to work with DPC as the lead agency for First Principles Review implementation.</li> <li>• On 6 October 2025, the government approved 15 Tranche 1 First Principles Review (FPR) recommendations to be implemented. A key FPR Tranche 1 reform is the Land Use Activity Agreement (LUAA) inclusion of alpine resorts land. This reform may generate future Community Benefits payments for eligible TOCs arising from compensable activities on Country within the alpine resorts, for example, the development of new major public works on greenfield sites. DEECA is implementing Recommendation 16 to enable Members of a Traditional Owner Group Entities (TOGE) with a Natural Resource Agreement (NRA) to hand fell trees on public land for firewood use. The hand felling of trees is an inherently dangerous activity. DEECA is partnering with TOGEs that have entered, or are negotiating entry, into a Natural Resource Agreement to work through the safety issues and develop mutually agreed conditions for their Members’ hand felling of trees.</li> <li>• DEECA (Resources Victoria) is developing a policy to offer Miner’s Right permits to members of Traditional Owner Corporations under the Mineral Resources Sustainable Development Act 1990.</li> </ul>

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<p>Include actions towards self-determination in the DEECA Group Business Plans and Executive annual performance plans</p>	<ul style="list-style-type: none"> <li>• DEECA has maintained and strengthened guidelines for all groups to embed Traditional Owner self-determination commitments and consideration of legal obligations into business planning processes.</li> <li>• Aboriginal self-determination remains embedded in the annual Executive Performance Planning cycle. All DEECA executives are required to have an Aboriginal Self Determination measure under the mandatory “DEECA Priorities” goal in their performance development plan. DEECA will further work on impact, reflective practice and active learning of these goals through internal cultural safety surveys.</li> </ul>
<p>Deliver mandatory Cultural Safety Training package to DEECA staff</p>	<ul style="list-style-type: none"> <li>• Aboriginal Cultural Safety Training (ACST) Modules (now essential for all staff), completion rates as of 31 December 2025:             <ul style="list-style-type: none"> <li>○ ACST Module 1 – launched 11 August: 88.3 per cent (5,663/6,375)</li> <li>○ ACST Module 2 – launched 16 September: 73.66 per cent (4,696/6,375)</li> </ul> </li> <li>• Aboriginal employment (as of 31 December 2025) against a target of 3 per cent: 1.95 per cent (106/5,439), an increase from 2024 at 1.83 per cent, noting the exemption of certain employee categories, such as seasonal or casual workers. DEECA’s First Peoples Workforce Strategy was finalised in September 2025. Implementation of Priority actions for the Culturally Safe Recruitment Framework, Hiring Managers Toolkit, Managers Guide, Leadership and Mentoring Program and First Peoples Talent Pool is scheduled for completion by June 2026.</li> <li>• Plans are underway for the third women’s Aboriginal Staff Network (ASN) forum to be held in May and the all-staff ASN forum set for June. DEECA’s 2025 annual Cultural Safety Survey was analysed and incorporated into an implementation action plan to support recommendations. The next annual Cultural Safety Survey is scheduled for September 2026.</li> <li>• The Aboriginal Cultural Capability Framework (ACCF) Implementation Action Plan (IAP) has been approved. The ACCF is also undergoing an internal evaluation to ensure relevance and alignment to Pupangarli Marnmarnepu Aboriginal Self-Determination strategy, further strengthening cultural capability and safety across DEECA.</li> </ul>
<p>Identify ways in which Traditional Owner values can be better reflected in DEECA’s planning systems</p>	<ul style="list-style-type: none"> <li>• In 2024–25, a revised methodology was implemented to analyse the Traditional Owner Satisfaction Survey, this methodology was also applied to historic data to increase the validity of the data set. DEECA sent the most recent iteration of the survey to the 12 TOC Caucus members. 73% of responses (46 out of 60) are satisfied with how DEECA is progressing First Peoples self-determination in 2024-25, down from 83% of responses (33 out of 40) in 2023-24.</li> <li>• DEECA is exploring options for Groups to clearly identify forward legislative program, policy and reform agenda to facilitate the Traditional Owner Corporation (TOC) Caucus to self-determine their engagement requirements.</li> <li>• A preferred pathway and approach to progress this will be presented to the TOC Caucus and the SCfCPF for discussion in April.</li> <li>• Following this, DEECA intends to pilot the approach following the business planning cycle and prior to SCfCPF15 in October. This is intended to become an annual process reviewed for continuous improvement opportunities.</li> </ul>
<p>Identify the potential DEECA legislative improvements to support the principles of self-determination</p>	<ul style="list-style-type: none"> <li>• In 2025, DEECA has continued to support legislative reform improvements which support the principles of self-determination, including:             <ul style="list-style-type: none"> <li>○ Addressing legislative barriers through Public Land reform to enable First Peoples to manage public land. Introduction of new legislation into parliament is planned for 2026.</li> <li>○ Working with Emergency Management Victoria and other sector partners to further embed Traditional Owners into emergency management frameworks to support real-time input into emergency management. In addition to existing frameworks with Traditional Owners, a Country Advisor role is being piloted for Incident Management Teams for Class 1 emergencies over the 2025-26 and 2026-27 summer seasons.</li> <li>○ Department of Transport and Planning (DTP) launched its Landholding Policy and Guidelines in late November 2025. Once launched, this work will be supported by a DEECA-led policy paper on where it is appropriate to transfer land with public land values to Traditional Owners to broaden the base of Crown Land and freehold land available.</li> </ul> </li> </ul>
<p><b>Department of Families, Fairness and Housing (DFFH)</b></p>	

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<p>Transitioning greater control to Aboriginal Community control</p>	<ul style="list-style-type: none"> <li>• The transfer of decision-making power for Aboriginal children involved with child protection continues to grow through the Aboriginal Children in Aboriginal Care (ACAC) Program and Community Protecting Boorais (CPB) pilot, CPB authorises Aboriginal agencies to investigate reports made to child protection.</li> <li>• Under the ACAC program, the department transfers authority from itself to the Aboriginal Community Controlled Organisations (ACCO) for Aboriginal children on a court order.</li> <li>• Investment in ACCOs to deliver child and family services is at the highest level to date.</li> <li>• Through CPB, the Victorian Aboriginal Child and Community Agency (VACCA) and Bendigo and District Aboriginal Co-operative (BDAC) are piloting the program. With an additional ACCO to deliver the program in late 2026.</li> <li>• The expansion of ACAC continues with the allocation of eight new ACAC teams and one CPB team – building the capacity of ACCOs to support 1152 children across Victoria.</li> <li>• Implementation monitoring for the Statement of Recognition Act continues, with the ACCO Advisory and Monitoring Group to oversee workshops that investigate implementation of the Recognition Principles and the broader Aboriginal and Torres Strait Islander Child Placement Principle.</li> </ul>
<p>Work undertaken to improve cultural safety of mainstream services including Government departments</p>	<ul style="list-style-type: none"> <li>• The following are achievements under the DFFH Aboriginal Workforce Strategy 2021–2026 and Aboriginal Cultural Safety Framework.</li> <li>• DFFH has exceeded the 4 per cent Aboriginal Executive Target ahead of the deadline. 8.28 per cent of the executive workforce are Aboriginal. This includes representation on the executive board. 2.42 per cent of the department’s workforce are Aboriginal.</li> <li>• As of December 2025, the Aboriginal Child Protection Retention and Wellbeing project has delivered:             <ul style="list-style-type: none"> <li>○ Three online wellbeing sessions facilitated by First Nations providers. The sessions are focused on the needs of the workforce. Topics included managing colonial load, walking in two worlds, mental health resilience, practical skills to support wellbeing and self-care, boundary setting (cultural and personal) and strategies on cultural articulation. Each session has had a minimum of 30 staff attend.</li> <li>○ People and Culture have conducted 33 check-ins to a total of 18 new Aboriginal recruits.</li> <li>○ In October 2024, DFFH held its first Aboriginal Child Protection Workforce Gathering. The one-day event focussed on the needs of the workforce and their wellbeing. The Gathering was successful in terms of attendance (37 staff) and the feedback received highlighting the ongoing need for their cultural wellbeing and cultural connection. The Gathering provided a safe space to identify gaps or areas of improvement.</li> <li>○ The second Aboriginal Child Protection Workforce Gathering was held on 22 October 2025. 30 staff registered to attend, but due to sorry business and unexpected weather warnings, only 20 staff were able to attend. This gathering was themed ‘Using country to heal’, and there was an overwhelmingly positive response of being able to get out on Yorta Yorta country (northeast Victoria) for this workshop.</li> <li>○ DFFH has maintained approximately 76 per cent retention of Aboriginal Child Protection staff over the entire pilot program (2023/24 to 2024/25)</li> </ul> </li> <li>• The Aboriginal Staff Network Conference continues to provide an opportunity for connection and development for Aboriginal and Torres Strait Islander staff.</li> <li>• The results of the 2025 Aboriginal Cultural Safety Measurement and Assessment tool show progress and areas of improvement since 2024. Forty-five scores (76 per cent) have either improved or remained stable since the 2024 baseline.</li> <li>• The Aboriginal cultural safety curriculum is focused on building capability and addressing all recommendations accepted by government from the <i>Yoorrook for Justice</i> report. This includes:             <ul style="list-style-type: none"> <li>○ Aboriginal cultural safety facilitated by the Koorie Heritage Trust, which is mandatory for all staff and People Leaders. As of December 2025, 19 per cent of People Leaders in DFFH completed the People Leader Part 1 and Part 2 sessions. 3 per cent of staff without leadership responsibilities in DFFH completed the All-Staff Part 1 and Part 2 sessions.</li> <li>○ Compulsory e-learn in Aboriginal Cultural Safety, with over 85 per cent completion.</li> <li>○ Aboriginal Cultural Safety Workshops and Anti-Racism Workshops that are interactive, coaching style 2-hour development for all staff. 10 per cent of DFFH staff have completed the Aboriginal Cultural Safety Workshop and over 14 per cent of DFFH staff have completed the Anti-Racism Workshop.</li> <li>○ The Community Services and Self-Determination Education Series, an advanced learning developed in collaboration with the University of Melbourne. Over 15 per cent of the workforce have completed one or more micro certificate.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ Anti-racism People Leaders Facilitated Training with Kind Enterprise, completed by over 65 per cent of people leaders.</li> <li>○ A new program for Child Protection staff in Cultural Elements Training, delivered by VACCA with 360 practitioners attending in 2025.</li> </ul>
Establishment of Aboriginal Housing and Homelessness Branch	<ul style="list-style-type: none"> <li>● The Aboriginal Housing and Homelessness Branch has continued to grow and now has responsibilities for: <ul style="list-style-type: none"> <li>○ Delivery and strategy including delivery of housing targets</li> <li>○ Aboriginal homelessness reform which focuses on the implementation of the Blueprint for an Aboriginal-specific homelessness system in Victoria</li> <li>○ Policy and reform initiatives including data sharing approaches and supporting the delivery of the CtG reform agenda</li> <li>○ A delivery of a \$20M First Peoples Home Ownership Program</li> <li>○ Increasing cultural safety across the mainstream housing and homelessness services systems and within Homes Victoria</li> <li>○ The implementation of the VAHHF which includes partnerships with the sector through governance.</li> </ul> </li> </ul>
Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families 2018-2028 Agreement	<ul style="list-style-type: none"> <li>● In 2025, the Aboriginal Sexual Assault Working Group engaged in a series of workshops to determine the implementation approach that provided a boost to existing service delivery commencing in 2025-26 and expansion to an additional site in 2027-28.</li> <li>● Funding has been allocated across two ACCOs to design and deliver a program for Aboriginal fathers who have used family violence. This project will result in evidence of important elements of program design that can be shared with other ACCOs and be considered with future funding investments.</li> <li>● Flexible service development funding was allocated to ACCOs delivering family violence case management and counselling. ACCOs have determined how to use this funding most effectively to support service delivery capacity – examples include data frameworks, supervision models and workforce training.</li> <li>● The department has engaged Karen Milward, in partnership with Urbis and Deb Walsh, to conduct an evaluation of the Strengthening Cultural Safety project between November 2025 and April 2026. The evaluation will assess the impact of the project, identify opportunities to embed cultural safety more deeply and sustainably across The Orange Door Network, and provide recommendations for future delivery.</li> </ul>
<b>Department of Justice and Community Safety (DJCS)</b>	
Strategies to effect structural transformation	<p><u>Burra Lotjpa Dungaludja - Aboriginal Justice Agreement Phase 4</u></p> <ul style="list-style-type: none"> <li>● The Aboriginal Justice Agreement (AJA) is Victoria’s primary strategy committed to driving systemic change to address the over-representation of Aboriginal people in the justice system.</li> <li>● The agreement embeds self-determination to deliver better justice outcomes for Aboriginal Communities. The AJA is an enduring 25-year formal partnership with the Victorian Aboriginal Community, currently in its fourth phase, Burra Lotjpa Dungaludja.</li> <li>● This agreement is the longest running Aboriginal justice agreement in Australia. Burra Lotjpa Dungaludja (AJA4) takes an outcomes approach to organise and communicate its priorities through the Aboriginal Justice Outcomes Framework (the Framework). The Framework reflects Aboriginal justice partners’ aspirations for change across a range of domains. These include strong and safe Aboriginal families and communities; fewer Aboriginal people in the criminal justice system; a more effective justice system with greater Aboriginal control; and greater self-determination in the justice system.</li> <li>● The Department of Justice and Community Safety focuses on improving Aboriginal outcomes aligned under this framework, with key principles set out in AJA4 for how departments will work with the Aboriginal Justice Caucus and other Aboriginal partners to realise Aboriginal aspirations for change.</li> </ul> <p><u>AJA Grants Management Framework</u></p> <ul style="list-style-type: none"> <li>● The Grant Management Framework is designed to ensure that AJA grant funding decisions, and the monitoring and evaluation of AJA funded initiatives, is conducted through AJA community governance structures, including the AJC and RAJACs.</li> <li>● Significant grant processes in 2025 where Aboriginal community partners had the leading role in selecting initiatives to be funded, included: <ul style="list-style-type: none"> <li>○ A procurement process was finalised in December 2025 across all justice regions, which resulted in awarding of RAJAC Implementation Funding to Aboriginal Organisations in accordance with the priorities of each RAJAC region.</li> </ul> </li> </ul>

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- At a statewide level, AJC's previous decision to continue the Local Justice Worker Program, continues to be supported, with the procurement process live during the reporting period and due to be finalised by the end of March 2026.

### Aboriginal Justice Agreement Phase 5 – In Development

- The development of the next phase of the Victorian Aboriginal Justice Agreement, Phase 5, has commenced in partnership with the Aboriginal Justice Caucus (Caucus) and aims to further Victoria's progress on reducing rates of Aboriginal over-representation and ensure a culturally safe justice system for Aboriginal people that is underpinned by self-determination. AJA5 will build on the successes and strengths of previous phases of the AJA and seek to drive greater transformation within the justice system.
- AJA5 will be an evidence-based, contemporary strategy, that responds to the current Victorian justice environment and allows flexibility to evolve over life of the agreement. The development methodology for AJA5 has been carefully designed to ensure its inputs identify the most effective, efficient and appropriate enablers for strengthening self-determination within the justice system and breaking the cycle of incarceration experienced by Aboriginal people.

### Wirkara Kulpa – Aboriginal Youth Justice Strategy

- *Wirkara Kulpa* is Victoria's first Aboriginal Youth Justice strategy. It is a strategy written for and by Aboriginal children and young people and led by the Caucus, under the umbrella of *Burra Lotjpa Dungaludja* (AJA4). It is a 10-year strategy focused on supporting Aboriginal children and young people so they remain outside the youth justice system and live culturally rich lives.
- The Caucus and the Youth Collaborative Working Group (YCWG) (a sub-group of the Aboriginal Justice Forum Co-Chaired by the CEO of the Koorie Youth Council) oversee the implementation of *Wirkara Kulpa*.
- Implementation of the 75 actions contained in *Wirkara Kulpa* will be completed across four tranches, with all actions expected to commence by 2026-27. Into the future, *Wirkara Kulpa* will continue to be guided by the Caucus and YCWG.

### Wirkara Kulpa Performance Framework

- The *Wirkara Kulpa* Performance Framework 12-month project (Framework) has been completed, in collaboration with a Project Governance Committee (PGC) composed of the Caucus members and Youth Justice staff. The framework received endorsement from the YCWG and Caucus in late 2024. The Framework is now being implemented and will set justice-related targets and accountability measures to improve Aboriginal children and young people's outcomes. The Framework will be reported annually; the first report, the 2024-25 annual report, is currently in progress.
- To respect Aboriginal self-determined decision making and advice for Framework development a PGC comprised of self-nominated members of the Caucus and YCWG members has been set in place to deliver Aboriginal decision making and advice in the development of the Framework. To date, the PGC has participated in workshops and one-on-one engagements focussed on advising the projects scope, measures and indicators, methods and process for endorsement of the Framework. The YCWG will guide implementation to ensure the Framework best meets Aboriginal community priorities.
- The Framework project strengthened accountability towards achieving outcomes within *Wirkara Kulpa* and furthered Aboriginal Data Sovereignty and transparency with Aboriginal community.

### Aboriginal Wellbeing Officer Recruitment and Retention Strategy (AWO Strategy) and development of the associated Action Plan

- The Aboriginal Wellbeing Officer Recruitment and Retention Strategy (AWO Strategy), recognises the significant and critical roles and responsibilities of the AWO position. The Action Plan defines 29 key deliverables to guide attraction and recruitment of suitable people to these positions, including a focus on support during initial engagement, expanded training and professional development opportunities and fostering connections with broader Aboriginal staff and community. Updates on progress continues to be provided through the Rehabilitation and Reintegration Collaborative Working Group in which both internal and external stakeholders are members.

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	<ul style="list-style-type: none"> <li>The AWO handbook was created and launched in April 2025, rolling recruitment campaign was implemented to support recruitment to the AWO role. Given continuous vacancies this has made it difficult to implement other priority areas. Within the Action Plan of the 29 deliverables 18 are completed and ongoing (62 per cent), 10 are in progress (35 per cent) and 1 has not been started (3 per cent).</li> </ul> <p><u>Financial Assistance Scheme - Marra Yattakunar Pathway</u></p> <ul style="list-style-type: none"> <li>Community members who apply to the Victims of Crime Financial Assistance Scheme (FAS) are able to engage via the Marra Yattakunar Pathway for a culturally considered and safe experience. Marra Yattakunar staff answer a dedicated phone line, and applicants have the option to opt in and opt out of the pathway at any time and will be consistently supported through the application process by staff.</li> <li>The Pathway has been used by over 300 applicants to date, with many utilising cultural safety plans to support the Scheme in assessing their recovery needs. The FAS receives over 100 calls to the dedicated line per month and has so far has finalised 19 Victim Recognition Statements for First Nations applicants who have received financial assistance.</li> </ul> <p><u>Aboriginal Workforce Strategy 2024 - 2027</u></p> <ul style="list-style-type: none"> <li>The Aboriginal Workforce Strategy 2024 – 2027 (Workforce Strategy) was developed in consultation with Aboriginal stakeholders and its initiatives follow an agile, feedback-driven, iterative cycle that embeds Aboriginal perspectives, ensuring continuous improvement and alignment with community priorities.</li> <li>Consultation with the Aboriginal workforce and the Aboriginal Justice Caucus was crucial in developing this strategy, and their feedback on initiatives has been key to its ongoing success. Working with these stakeholders ensures that the initiatives are responsive to emerging needs, are culturally appropriate and aligned with departmental priorities.</li> <li>The Strategy focuses on the attraction, retention and development of Aboriginal staff in the department. Since the launch of the Strategy in October 2024, the department’s Aboriginal workforce has grown from 213 to 262 in December 2025, representing a growth of 23 per cent in 15 months. This number represents the highest number of Aboriginal employees in the department’s history.</li> <li>As of December 2025, Aboriginal staff represent 2.4 per cent of the department’s overall workforce, this exceeds the Victorian Public Sector Commission’s target of 2 per cent. The department’s Workforce Strategy commits to achieving a target of 2.5 per cent.</li> </ul>
<p>Implementation of the Cultural Review of the Adult Custodial Corrections System Implementation (Cultural Review)</p>	<ul style="list-style-type: none"> <li>Corrections Victoria’s Prison Workforce Strategy (Workforce Strategy) seeks to support and uplift the capability of Victoria’s prison workforce and is central to ongoing cultural reform and CV’s mission to create safer prisons, safer people and safer communities.</li> <li>Enhancing Aboriginal Cultural Safety is a key focus area of the Strategy and includes actions to grow and support CV’s Aboriginal workforce and equip the prison workforce to provide culturally responsive services to Aboriginal people in our care.</li> <li>Corrections Victoria’s continues to deliver on its commitment to make prisons culturally safe environments for Aboriginal people (staff, people in prison and visitors). Two specific initiatives are included below.</li> </ul> <p><u>Workforce Cultural Capability Framework</u></p> <ul style="list-style-type: none"> <li>In 2025, CV continued its work to develop a cultural capability framework to inform tailored Aboriginal cultural capability training for prison staff (aligned to recommendation 5.5 of the Cultural Review). That work is progressing in partnership with Aboriginal Justice Caucus engagement forum.</li> </ul> <p><u>New binding minimum standards for Aboriginal cultural spaces</u></p> <ul style="list-style-type: none"> <li>In 2025, CV completed a Review of Aboriginal Cultural Spaces in Victoria’s Prisons (review). The review delivered recommendation 5.7 of the Cultural Review and provided an in-depth look at Aboriginal cultural spaces across Victoria’s prison system and how these spaces support Aboriginal people in prison to connect to culture.</li> <li>Informed by extensive living experience engagement, the review’s key outcome was a set of binding minimum standards for Aboriginal cultural spaces across the prison system (public and private).</li> </ul>

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	<ul style="list-style-type: none"> <li>The new standards were developed via the Aboriginal Justice Forum partnership mechanisms and endorsed by the Aboriginal Justice Caucus.</li> </ul>
Aboriginal Independent Prison Visitor (AIPV) Recruitment and Retention Strategy	<ul style="list-style-type: none"> <li>DJCS has focussed on improving policies and procedures around recruitment and retention of volunteers to increase cultural safety, provide support to volunteers (both existing and new), stronger governance and a wrap-around experience for AIPVs.</li> <li>DJCS has developed resources to support streamlined recruitment, training and onboarding -including an AIPV Handbook to support consistent practice across volunteers.</li> <li>DJCS is continually working with the AIPV Advisory Committee to review the Scheme and explore ways to improve practice.</li> </ul>
Development of Aboriginal Cultural Awareness Training	<ul style="list-style-type: none"> <li>DJCS are embedding Cultural Capability training across our workforce to build understanding and capability for Aboriginal self-determination. The learning and capability approach is guided by Aboriginal voices. DJCS worked closely with the Aboriginal Justice Caucus and the Regional Aboriginal Justice Advisory Committees to ensure training and initiatives reflect community needs and priorities. This partnership ensures our actions are responsive and meaningful.</li> <li>Aboriginal Cultural Awareness training is mandatory for Corrections Victoria, Youth Justice and Sheriffs frontline staff.</li> <li>Voluntary Programs on offer include: <ul style="list-style-type: none"> <li>Aboriginal Mental Health First Aid training</li> <li>Aboriginal Cultural Awareness Training</li> <li>Aboriginal Cultural Safety training</li> <li>White privilege workshop</li> <li>On-Country training experiences</li> <li>Acknowledgement of Country practices</li> <li>Understanding Cultural Load for Allies</li> <li>Birrarung Wilam (River Camp) Walk</li> <li>Inner-city cultural walks, with flexibility to adapt to local contexts</li> </ul> </li> <li>Staff may also enrol in a Treaty Micro Certificate, offered in partnership with DJCS and the University of Melbourne. There are two modules available in 2026: <ul style="list-style-type: none"> <li>Treaty Education Program MMC1: Understanding Treaty</li> <li>Treaty Education Program MMC2: Indigenous and Other Sovereignties</li> </ul> </li> <li>There will be six modules available in 2027: <ul style="list-style-type: none"> <li>Treaty Education Program MMC1: Understanding Treaty</li> <li>Treaty Education Program MMC2: Indigenous and Other Sovereignties</li> <li>Treaty Education Program MMC3: Lawful Relations with Indigenous Peoples</li> <li>Treaty Education Program MMC4: Recognition, Reconciliation, Refusal</li> <li>Treaty Education Program MMC5: Nationhood and Self-Determination</li> <li>Treaty Education Program MMC6: Stolen Generations, Truth-Telling, and Treaty</li> </ul> </li> </ul>
Operational Guide for Engaging with Aboriginal Justice Partners	<ul style="list-style-type: none"> <li>An operational guide has been implemented within DJCS in 2024 and continues in 2025, to guide departmental staff on when and how to engage with the Aboriginal Justice Caucus and other Aboriginal justice partners in the development of policies, programs or legislation.</li> <li>The guide provides a step-by-step process to support engagement with the most appropriate Aboriginal justice partners. Developed in partnership with the AJC, the guide includes details on AJC's engagement in executive recruitment, grants and procurement activities. In 2025 DJCS continued to support adherence with this guidance, and provided the guide to AJF members, to support members to consider their own ways of working with the AJA's Aboriginal governance bodies.</li> </ul>

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<p>Strengthening cultural safety in healthcare</p>	<ul style="list-style-type: none"> <li>• Throughout 2025 DJCS has continued to make progress in implementing recommendations from the Victorian Ombudsman report ‘Investigations into healthcare provision for Aboriginal people in Victorian prisons’ as well as other recommendations from a number of inquests including the passings of Veronica Nelson, Michael Suckling and Heather Calgaret. This includes: <ul style="list-style-type: none"> <li>○ Continued collaboration with VACCHO to design an Aboriginal led model of care (see Priority Reform 2 for further details)</li> <li>○ Design and implementation of a cultural capability and learning plan for Justice Health staff to enhance knowledge in the delivery of culturally responsive healthcare</li> </ul> </li> <li>• In 2025, Health Service Providers began using Justice Health’s Cultural Safety Self-Assessment Tools to identify areas within their organisation and at local sites that required improvements the cultural safety of custodial health services.</li> <li>• In addition to the progress to respond to recommendations, the Healthcare Services Quality Framework 2025 was implemented in Victorian public prisons on 1 July 2025 and includes a chapter dedicated to the delivery of secondary mental health services. The updated Quality Framework was developed in consultation with a diverse group of Aboriginal stakeholders to improve the cultural safety of forensic mental health services in custody and ensure services respond to the needs of Aboriginal people. Key stakeholders included senior Aboriginal public servants, the Aboriginal Justice Caucus and VACCHO members.</li> <li>• The introduction of the 2025 Quality Framework ensures that the secondary mental health service provider (Forensicare) is obligated to operate under Domain 5 of the Quality Framework which specifically focuses on Aboriginal people in prison and provision of culturally safe healthcare</li> <li>• In the Youth Justice system, the Youth Healthcare Services Quality Framework was introduced in March 2025 which includes a domain specific to enabling culturally safe care for Aboriginal children and young people in custody and culturally safe workplaces for Aboriginal health staff (Domain 5). A new service was added requiring an Aboriginal health worker to offer a face-to-face Aboriginal Health Appointment to all young people within 72 hours of their arrival. Providers must report monthly on their compliance with this requirement. The Quality Framework and new service requirement were drafted in consultation with young people in custody and the Aboriginal Justice Caucus’ Youth Collaborative Working Group (including the chair of the Koorie Youth Council).</li> </ul>
<p>Increased number of Aboriginal Wellbeing Officers across the prison system</p>	<ul style="list-style-type: none"> <li>• The Aboriginal Wellbeing Officer Recruitment and Retention Strategy (AWO Strategy), recognises the significant and critical roles and responsibilities of the AWO position. The Action Plan defines 29 key deliverables to guide attraction and recruitment of suitable people to these positions, including a focus on support during initial engagement, expanded training and professional development opportunities and fostering connections with broader Aboriginal staff and community. Updates on progress continues to be provided through the Rehabilitation and Reintegration Collaborative Working Group in which both internal and external stakeholders are members.</li> <li>• The AWO handbook was created and launched in April 2025 and a rolling recruitment campaign was implemented to support recruitment to the AWO role. Given continuous vacancies this has made it difficult to implement other priority areas. Within the Action Plan of the 29 deliverables 18 are Completed and Ongoing (62 per cent), 10 are In Progress (35 per cent) and 1 has Not Started (3 per cent).</li> </ul>
<p>Growing Aboriginal staff and leadership in DJCS</p>	<ul style="list-style-type: none"> <li>• The Aboriginal Workforce Strategy 2024 – 2027 (Workforce Strategy) was developed in consultation with Aboriginal stakeholders and its initiatives follow an agile, feedback-driven, iterative cycle that embeds Aboriginal perspectives, ensuring continuous improvement and alignment with community priorities.</li> <li>• The Strategy focuses on the attraction, retention and development of Aboriginal staff in the department. Since the launch of the Strategy in October 2024, the department’s Aboriginal workforce has grown from 213 to 262 in December 2025, representing a growth of 23 per cent in 15 months. This number represents the highest number of Aboriginal employees in the department’s history.</li> <li>• As of December 2025, Aboriginal staff represent 2.4 per cent of the department’s overall workforce, this exceeds the Victorian Public Sector Commission’s target of 2 per cent. The department’s Workforce Strategy commits to achieving a target of 2.5 per cent.</li> <li>• A key initiative of the Aboriginal Workforce Strategy is the distribution of an annual full scholarship, for a DJCS Aboriginal staff member with executive aspirations to complete the Australian New Zealand School of Government Executive Masters in Public Administration. This initiative advances self-determination by providing development opportunities for Aboriginal staff to support their transition into executive leadership positions.</li> </ul>

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	<ul style="list-style-type: none"> <li>Expressions of interest are sought from Aboriginal staff of VPS 6 and above. Recipients are selected by an Aboriginal-led panel based on their eligibility, demonstrated leadership potential, executive sponsorship and career aspiration with a commitment to the public sector.</li> <li>One full scholarship was awarded for the 2024-25 financial year, and a second recipient has been selected for the 2025-26 financial year.</li> </ul>
Strategy for Aboriginal Community-led Emergency Recovery and inclusion of Aboriginal Culture and Healing line of recovery	<ul style="list-style-type: none"> <li>Launched in 2023, the Strategy for Aboriginal Community-led Recovery is being revised to incorporate key developments in Victoria in relation to treaty, truth-telling and to reflect changes within emergency management sector arrangements, including those linked to the transitional arrangements of response (relief phase) to early recovery. The project-based revision was approved by the State Recovery Coordination Committee – Business (a subcommittee of the Secretary-level State Crisis and Resilience Council) on 3 September 2025 with a view to final approval of a revised version by the State Crisis and Resilience Council by mid-2026.</li> <li>The initial Strategy for Aboriginal Community-led Recovery launched in 2023 was developed in close consultation with all relevant stakeholders. An extensive consultation process with Victorian Aboriginal communities impacted by the Eastern Victorian Fires 2019–20 was led by the Federation of Victorian Traditional Owner Corporations throughout 2022.</li> <li>Further insights were gathered following subsequent disaster events and shaped by key expertise from staff in the Emergency Recovery Victoria Aboriginal Culture and Healing team. Emergency Recovery Victoria will continue to work to revise the strategy and its action plan to ensure an outcomes focused approach and support Aboriginal self-determination in emergency recovery.</li> </ul>
Aboriginal Youth Social and Emotional Wellbeing Strategy	<ul style="list-style-type: none"> <li>Justice Health in partnership with the Youth Social and Emotional Wellbeing Sub Working Group have developed the Youth Social and Emotional Wellbeing Strategy. The Strategy was endorsed by the Aboriginal Justice Caucus on 12 February 2025.</li> <li>An Implementation Plan for the Strategy has been drafted and was endorsed by AJC on 11 June 2025.</li> <li>Justice Health is working with business units across DJCS on the implementation approach, to commence in 2025-26 and 2026-27. A number of actions under the Strategy align with Tranche One and Two <i>Wirkara Kulpa</i> actions.</li> <li>The Youth Social and Emotional Wellbeing Sub Working Group will oversee and monitor the implementation of the Strategy.</li> </ul>
<b>Victoria Police</b>	
Victoria Police Self Determination Framework	<ul style="list-style-type: none"> <li>The Victoria Police Self Determination Framework will be implemented with the guidance of the Aboriginal Portfolio Reference Group. It will provide a practical tool for police to guide engagement with the Aboriginal community and delivery of police initiatives.</li> </ul>
Aboriginal Cultural Awareness Training (ACAT) Refresher	<ul style="list-style-type: none"> <li>The Chief Commissioner Statement of Commitment Action 26 is to develop a refresher ACAT package.</li> <li>In early 2025, prior to commencing development of a refreshed ACAT package, Victoria Police engaged Aboriginal consultants, to undertake a review of the current training and develop an updated version of ACAT.</li> <li>In June 2025, Victoria Police established the ACAT Refresher Steering Committee to ensure inclusion of Aboriginal cultural expertise in accordance with the principles of self-determination. Membership on the steering committee includes Aboriginal Justice Caucus Members.</li> <li>Updated mandatory online training will commence in the second half of 2026.</li> </ul>
Aboriginal and Torres Strait Islander Inclusion Action Plan	<ul style="list-style-type: none"> <li>Victoria Police is developing the Aboriginal and Torres Strait Islander Inclusion Action Plan 2026-2027 informed by the guidance of the internal Self-Determination Reform Working Group and the APRG.</li> <li>The Aboriginal and Torres Strait Islander Inclusion Action Plan 2026-2027 will be launched during Reconciliation Week 2026.</li> </ul>
<b>Department of Jobs, Skills, Industry and Regions (DJSIR)</b>	
Whole-of-department activities	<ul style="list-style-type: none"> <li>In 2025, DJSIR embedded First Peoples economic empowerment as the core objective in the DJSIR Social Procurement Strategy 2025–2028, establishing group-level First Peoples procurement spend targets, briefing senior executives on procurement opportunities, and reporting progress quarterly to the Executive Board. The department also continued to drive awareness with departmental buyers, engaged with Kinaway, Supply Nation and the Department of Government Services to</li> </ul>

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	<p>improve supplier access to State contracts, and commenced work to update DJSIR’s Contract Management Framework to strengthen integration and cultural safety for First Peoples contractors.</p> <ul style="list-style-type: none"> <li>• DJSIR also implemented the First Peoples Cultural Safety Framework and First Peoples Recruitment and Career Development Strategy. Both initiatives continue to build a working environment that is inclusive, culturally respectful, and free from discrimination – empowering First Peoples employees to fully express their cultural identity while strengthening representation, development and leadership. Over 90 per cent of DJSIR staff have completed cultural safety training, and the department has delivered tailored additional learning for priority cohorts including leaders and People and Culture practitioners.</li> <li>• Across 2025, DJSIR undertook education and training sessions with all DJSIR Group executives to facilitate Treaty preparedness education. The sessions covered embedding self-determination in the design of policies is a key goal in Treaty preparedness and best practice for engagement with the First Peoples Assembly.</li> </ul>
<p>Geelong Aboriginal Employment Action Research report</p>	<ul style="list-style-type: none"> <li>• The Action Research Summary Report, <i>“Strength, pride, hope, care”: Employment pathways for First Nations communities of Geelong</i>, was published and provided to Geelong Aboriginal Economic Taskforce and AED.</li> </ul>
<p><b>Department of Government Services (DGS)</b></p>	
<p>The Koorie Records Unit within the Public Record Office Victoria (PROV) promotes awareness of Victorian Government records about Aboriginal Victorians within the PROV collection and aims to improve accessibility of these records to First Peoples in appropriate and culturally respectful ways</p>	<ul style="list-style-type: none"> <li>• The Koorie Records Unit provides dedicated services and support for First Peoples, including Stolen Generations survivors and their families, wishing to access historic Victorian Government records relating to themselves and their families. This includes a Koorie Reference Service in collaboration with the National Archives of Australia’s Victorian office, as Victorian Aboriginal Affairs records are held in both collections.</li> <li>• During 2025, the Koorie Reference Service received 197 requests for Aboriginal family history research assistance, resulting in 2721 names searched and 6,683 name results located in PROV records using the Koorie Index of Names (KIN) database. A total of 4,321 copies of records from the PROV collection were provided free of charge to Koorie Reference Service clients.</li> <li>• The Koorie Records Unit provided a number of workshops and advisory services for Aboriginal clients.</li> <li>• As part of PROV’s ongoing commitment to address legacy issues of description and increase the accessibility of records of high interest to First Peoples, several projects were completed including creation of a more detailed listing of a key series (VPRS1694 Correspondence Files created by the Board for the Protection of Aborigines 1889-1946) and development work on the KIN database.</li> <li>• PROV worked with the Yoorrook Justice Commission to ensure that the Commission records are protected and that First Peoples evidence continues to be managed in accordance with Indigenous Data Sovereignty principles. PROV is continuing to work with DPC on transferring permanent value Commission records to PROV.</li> </ul>
<p>Improve engagement with Aboriginal and Torres Strait Islander people through the Social Procurement Framework</p>	<ul style="list-style-type: none"> <li>• DGS works with Kinaway Chamber of Commerce to strengthen government procurement opportunities for certified Aboriginal businesses. DGS supported Kinaway’s ‘Deadly in Melbourne Expo 2025’ (held on 19 June 2025) which showcased Victorian Aboriginal businesses, with strong attendance from Government Buyers.</li> <li>• Through Kinaway’s partnership agreement with DGS, Kinaway regularly engaged Departments and large agencies to discuss potential opportunities for certified Victorian Aboriginal businesses in government procurement.</li> <li>• DGS published the Social Procurement Framework Annual Report for 2023-24 and 2024-25 which reported increased engagement of Aboriginal businesses by Victorian Government. In 2023-24, the Victorian Government’s ten departments and largest agencies spent \$51.36 million directly with 113 certified Victorian Aboriginal businesses, which increased in 2024-25 to \$56.10 million and 118 Victorian Aboriginal businesses.</li> </ul>
<p>Amendments to the <i>Local Government Act 2020</i></p>	<ul style="list-style-type: none"> <li>• In 2024, the Victorian Government implemented further reforms to stamp-out inappropriate councillor behaviour and improve overall councillor conduct. Under the new Model Councillor Code of Conduct, councillors are required to support the Council when applying the Council’s community engagement policy to develop respectful relationships and partnerships with Traditional Owners, Aboriginal community-controlled organisations and the Aboriginal community. These reforms will support traditionally underrepresented cohorts to nominate for council elections by creating a more positive environment.</li> </ul>

Table D

Priority Reform Four – Shared access to data and information at a regional level

National Agreement Clause 72 – Government Parties commit to implementing the data and information elements, including to:

- share available, disaggregated regional data and information
- establish partnerships to improve collection, access, management and use of data
- make data more transparent by telling people what data they have and how it can be accessed
- build capacity of organisations and communities to collect and use data.

<b>Department of Premier and Cabinet (DPC)</b>	
Establishing formal data sharing partnerships	<ul style="list-style-type: none"> <li>• The Victorian Aboriginal Child and Community Agency (VACCA), the Partnership Forum’s children and families sector representative, was funded to lead a scoping exercise and develop a business case for the combined Placed-based Partnership and Community Data Project (PBP/CDP).</li> <li>• DPC worked in partnership with VACCA on the development of the business case and engaging stakeholders through the Strategic Governance Group, Co-Chaired by VACCA and DPC.</li> <li>• The business case, which was developed in consultation with community members and agreed to by Ngaweeyan Maar-oo members, was considered as part of the 2026/27 State Budget process.</li> </ul>
<b>Department of Education (DE)</b>	
Sharing data about Koorie learners with Koorie stakeholders in education	<ul style="list-style-type: none"> <li>• DE continues to provide relevant education data to First Nations stakeholders, including through an annual data report to the Marrung Central Governance Committee. This includes data from the Attitudes to Schools Survey on student experiences of racism.</li> <li>• DE is also developing a community data dashboard which will provide First Nations communities with public access to key educational data at a state, regional and area-level. The first iteration of this dashboard is scheduled for release in Term 2, 2026.</li> <li>• DE continues to actively contribute relevant data for the Victorian Closing the Gap Partnership Forum, the Victorian Aboriginal Affairs Framework, the Self Determination Reform Framework report, and the ACARA National Report on Schooling in Australia.</li> </ul>
Alignment with Aboriginal Data Sovereignty Principles	<ul style="list-style-type: none"> <li>• DE continues to review its practices to support alignment with the principles of Aboriginal data sovereignty. This includes working with internal stakeholders and First Nations partners. It is anticipated that the new First Nations education strategy will include specific actions regarding data sovereignty and governance.</li> </ul>
<b>Department of Transport and Planning (DTP)</b>	
Quarterly reporting to Ministers on First Peoples procurement and employment data	<ul style="list-style-type: none"> <li>• The Portfolio’s total expenditure targeted to First Peoples businesses for 2024-25 was \$21.58 million and has grown consistently over five years (listed below), reinforcing the Portfolio’s sustained commitment to increasing First Peoples economic participation.                             <ul style="list-style-type: none"> <li>○ 2019-2020 = \$1,489,810</li> <li>○ 2020-2021 = \$1,339,300</li> <li>○ 2021-2022 = \$2,897,530</li> <li>○ 2022-2023 = \$7,877,089</li> <li>○ 2023-2024 = \$16,355,191</li> <li>○ 2024-2025 = \$21,577,663.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>• In 2025, the Portfolio improved its performance against the whole of Victorian Government 2 per cent First Peoples employment target with 92 First Peoples employees (0.61 per cent)—a 7 per cent increase on 2024 (86 First Peoples employees).</li> <li>• Additionally, in 2025:             <ul style="list-style-type: none"> <li>○ Ports Victoria exceeded the whole of Victorian Government 2 per cent First Peoples employment target, with 2.9 per cent of its workforce identifying as First Peoples as of 30 June 2025</li> <li>○ the number of First Peoples staff across the Portfolio represented at VPS5 and VPS6 levels increased to 33 staff, an increase of 14 per cent on the previous year</li> <li>○ five First Peoples were appointed to boards across the Portfolio, representing 2.6 per cent of the Portfolio’s board membership, exceeding the target of 1 per cent Aboriginal board representation across the Portfolio’s boards.</li> </ul> </li> </ul>
<b>Department of Health (DH)</b>	
<p>Support VACCHO to deliver a digital transformation of the Victorian Aboriginal health sector including embedding of telehealth, improved client and referral management systems and development of the Victorian Aboriginal Health Information System</p>	<ul style="list-style-type: none"> <li>• Digital transformation forms part of the broader Aboriginal Health in Aboriginal Hands initiative. The total funding allocated through the 2024–25 State Budget is \$10.8 million, which also supports the expansion of a Client and Case Management System. The system is improving the efficiency of Aboriginal Community Controlled Health Organisations (ACCHOs) and ensuring their data is accurate, secure, and remains under Aboriginal community control.</li> </ul>
<p>The review and refinement of the Koori Maternity Services (KMS) minimum dataset, in partnership with VACCHO and the KMS workforce, including establishment of an agreed format and processes for data reports back to KMS providers (health services and ACCOs)</p>	<ul style="list-style-type: none"> <li>• The KMS minimum dataset provides comprehensive service delivery and client profile data including information on various aspects of maternity care such as antenatal visits, smoking during pregnancy, vaccination status, and postnatal care.</li> <li>• With the potential for additional KMS sites to be established, new and existing KMS services will continue to contribute to the design, format and reporting processes for the KMS dataset.</li> </ul>
<p>Strengthened data monitoring of Statewide Aboriginal cancer screening participation through the Victorian Cancer Screening</p>	<ul style="list-style-type: none"> <li>• The Department has funded a committee, led by VACCHO (The Indigenous Cancer Screening Data Co-Governance Committee) to ensure that the principles of Indigenous Data Governance are applied to cancer screening data under the Victorian Cancer Screening Framework. This innovative approach supports self-determination and embeds culture by enabling Aboriginal people to determine how that data is collected and portrayed.</li> </ul>

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Data Monitoring Framework	
<b>Department of Energy, Environment and Climate Action (DEECA)</b>	
Explore what Indigenous Data Sovereignty, as committed to in the Government's Self-Determination Reform Framework, means to Traditional Owners within Victoria in relation to DEECA	<ul style="list-style-type: none"> <li>Significant progress has been made through a series of targeted organisational readiness activities, including: a systems audit, a data audit, and incorporating IDS content into DEECA's Aboriginal Cultural Safety Training modules.</li> <li>In late 2025, the Traditional Owner Corporation Caucus (TOC Caucus) authorised DEECA to partner with the Federation of Victorian Traditional Owner Corporations (FVTOC) to design a dedicated IDS Policy co design process.</li> <li>Progressing IDS at DEECA is closely tied to: Whole of Victorian Government IDS directions being developed by DPC, Treaty implementation, and Yoorrook Justice Commission recommendations. DEECA continues monitoring these developments to ensure future policy aligns with statewide directions.</li> </ul>
<b>Department of Families, Fairness and Housing (DFFH)</b>	
Establishing formal data sharing partnerships	<ul style="list-style-type: none"> <li>The ACF Data Working Group has refreshed its governance and is now co-chaired by an ACCO representative, in addition to DFFH representative.</li> <li>The forward agenda (May 2026 onwards) will be co-designed with ACCOs through the ACCO co-chair.</li> <li>DE and DH will actively participate in coming meetings to progress on agreed actions from the October 2025 ACF and April 2026 workshop.</li> </ul>
Increase access and ownership of Aboriginal Housing and Homelessness data	<ul style="list-style-type: none"> <li>Through the Aboriginal Housing and Homelessness Forum (AHHF), Homes Victoria continues the data sharing process that offers the AHHF access to specific Aboriginal housing and homelessness data to support the implementation approach of the VAHHF.</li> <li>Homes Victoria provides a deidentified quarterly report on disaggregated the social housing waitlist data report to the AHHF. The report highlights (Victoria Housing Register (VHR) application numbers across the state, with a focus on the area where the AHHF is hosted for each meeting. This data are used by AHHF members to get an understanding of the level and characteristics of demand for each area and to determine housing delivery and service response approaches.</li> <li>Through Homes Victoria's partnership with the AHHF, there are protocols in place to support Aboriginal housing organisations' access and send direct data requests to Homes Victoria. These requests usually pertain to their local areas, to get understanding of housing demand.</li> <li>Homes Victoria's initiative, Aboriginal Portfolio Optimisation Model (POM) - will allow shared access to data for forecasting future needs, to achieve the goals of the National Agreement on Closing the Gap of shared access to location specific data and VAHHF's objective to build 5,000+ social housing properties by 2036.</li> <li>The development of the POM is being completed through an iterative process with a focus on consultation with key stakeholders to both share information regarding the POM and to gather insights into how the POM can/should be extended in a way which assists Aboriginal housing and homelessness providers and communities.</li> </ul>
Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families 2018-2028 Agreement	<ul style="list-style-type: none"> <li>Throughout 2025, the department has collaboratively worked with Dhelk Dja Action Group Chairpersons to better understand their data needs and to further refine the Regional Data Reports. In July 2025, a dedicated data session was held with Dhelk Dja Action Group Chairpersons and Dhelk Dja Koori Caucus members to support analysis and interpretation of data provided.</li> <li>Based on feedback from Dhelk Dja Koori Caucus, the Dhelk Dja Partnership Forums held in 2025 were centred around a family violence-related theme. Chairpersons requested that the reports include data on these specific themes to support discussions at the forums. For example, the July 2025 Dhelk Dja Partnership Forum focused on 'people who use violence', and the Regional Data reports provided targeted data on alleged offenders, such as breaches of Family Violence Intervention Order.</li> </ul>
<b>Department of Justice and Community Safety (DJCS)</b>	

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Continued monitoring and evaluation of the implementation of AJA4	<ul style="list-style-type: none"> <li>The evaluation of AJA4 sought to understand the performance of the AJA partnership, progress against milestones to reduce over-representation of Aboriginal people in the Victorian justice system and determine where further effort will be required under the next iteration of the Agreement (AJA5). This evaluation helped ensure accountability of government and that the AJA is responsive to the needs of Aboriginal Victorians.</li> <li>The framework for the evaluation was developed in partnership with the Caucus in 2020, to ensure the evaluation was undertaken in a self-determined manner and to ensure accountability and oversight by Aboriginal stakeholders.</li> <li>The AJA4 evaluation shows strong progress toward a more equitable, self-determined justice system and the 2026 Closing the Gap report shows this trend has continued beyond the evaluation.</li> <li>As of 30 June 2025, Victoria was the only jurisdiction to reduce the adult Aboriginal imprisonment rate and one of four that reduced the youth detention rate, achieving a 6 per cent drop in adult incarceration and a 47 per cent reduction in youth detention since 2019.</li> </ul>
Regional data sharing through AJF papers, Collaborative Working Groups or regional level frameworks and initiatives	<ul style="list-style-type: none"> <li>Partners of the AJA commit to data sharing, including available disaggregated and regional data. This is generally facilitated directly through the AJA’s governance committees including the Aboriginal Justice Forum, Aboriginal Justice Caucus, Collaborative Working Groups, and Regional Aboriginal Justice Advisory Committees.</li> <li>Government departments/agencies regularly report key data to stakeholders through standing agenda items delivered through the Aboriginal Justice Forum.</li> <li>Standing papers for data updates come to AJFs which shares data with members that is not otherwise publicly accessible.</li> <li>Current data reported through AJF standing papers include but are not limited to: Complaints of Alleged Mistreatment, Leave permits and Use of Oleoresin Capsicum Spray by Corrections and Justice Services, Aboriginal and Torres Strait Islander People Complaints and Allegations Data by Victoria Police, Refusal of Parole by Corrections and Justice Services.</li> <li>As part of the <i>Wirkara Kulpa</i> Performance Measurement Framework, Youth Justice provides quarterly regional data dashboards to each Regional Aboriginal Justice Advisory Committee (RAJAC).</li> <li>The framework aligns with Aboriginal Data Sovereignty principles and draws on existing data sources.</li> <li>These dashboards form a key data source within the framework, offering region-level insights on Aboriginal young people in Youth Justice, including supervision trends and the age and gender profile of local cohorts.</li> </ul>
Crime Statistics Agency’s Aboriginal Data Indicators	<ul style="list-style-type: none"> <li>The Crime Statistics Agency launched a re-developed version of the Aboriginal Justice Indicators Dashboard published online in December 2025. The dashboard aims to make data provision more regular and accessible to Aboriginal people in line with the <i>Burra Lotjpa Dunguludja</i>, Aboriginal Justice Agreement Phase 4, outcome ‘increased Aboriginal community ownership of and access to data’ and self-determination principles more broadly provide a transparent and publicly shared way to regularly monitor goals of <i>Burra Lotjpa Dunguludja</i> and <i>Wirkara Kulpa</i>.</li> <li>It also provides an accessible resource with quantitative evidence on criminal justice system outcomes for Aboriginal people, better aligning information available to internal government stakeholders with what is available to all Victorians.</li> <li>The new dashboard makes significantly more data available and enhances the ability for users to breakdown the data across a range of geographic areas and demographic factors. Data is organised thematically across the following areas: <ul style="list-style-type: none"> <li>Family violence</li> <li>Victims of crime</li> <li>Alleged offending</li> <li>Women and girls</li> <li>Children</li> <li>Pathways through the justice system.</li> </ul> </li> </ul>
Available data on Aboriginal people’s interactions with the justice system	<ul style="list-style-type: none"> <li>Quarterly RAJAC data packs are provided and include summary RAJAC specific data and metrics related to the Aboriginal Justice Agreement.</li> <li>A range of police-recorded data on Aboriginal offending, victims and family violence is published quarterly by the Crime Statistics Agency</li> </ul>

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	<ul style="list-style-type: none"> <li>Statistics on bail decisions across police and some courts, and on remand receptions and discharges to bail across Corrections Victoria and Youth Justice are published quarterly by the Crime Statistics Agency.</li> <li>Bespoke crime data is available on request from the Crime Statistics Agency.</li> </ul>
Independent Aboriginal-led evaluation into the justice impacts of the public intoxication reform	<ul style="list-style-type: none"> <li>The evaluation led by Monash University has been delivered in close partnership with Aboriginal stakeholders, including the AJC. The final report was delivered in December 2025, providing recommendations for how government can reduce police contact with persons intoxicated in public, particularly for Aboriginal people.</li> <li>The evaluation’s advisory committee included significant Aboriginal representation to ensure was conducted in a culturally sensitive way and aligns with community expectations. Research has included partnering with key Aboriginal stakeholders, including Regional Aboriginal Justice Advisory Committees (RAJACs) across Victoria, to centralise Aboriginal voices in the evaluation and its findings and recommendations.</li> <li>Continued engagement with AJC and RAJACs is critical to ensuring that the significant support from Aboriginal communities throughout the evaluation translates to tangible improvements in outcomes for Aboriginal people. Prioritisation will need to be given to centralising Aboriginal voices and new and existing Aboriginal governance in ongoing service delivery.</li> </ul>
Stolen Generations Reparations Package Access to Records program	<ul style="list-style-type: none"> <li>The Stolen Generations Reparations Unit (SGRU) was established in 2022 to deliver the Victorian Stolen Generations Reparations Package. Aboriginal leadership underpins delivery of the program through an all-Aboriginal Advisory Committee and an Independent Assessment Panel led by a Stolen Generations person.</li> <li>SGRU established a supported Access to Records program that provides eligible applicants with records of removal that have been identified by the SGRU when researching applications. DFFH records accessed through this program have minimal redactions due to a Public Interest Determination from the Information Commissioner.</li> <li>Collaboration between the SGRU and National Archives of Australia (NAA) led to the NAA establishing the Lillardia Room. Named after Margaret Lillardia Tucker MBE (‘Aunty Marg’), a Yorta Yorta and Wurundjeri woman, activist and herself a member of the Stolen Generations, the room is a culturally appropriate and safe space for Aboriginal people to interact with government records.</li> </ul>
<b>Victoria Police</b>	
Regional Aboriginal Justice Advisory Committee (RAJAC) and State Level Aboriginal Data Reports	<ul style="list-style-type: none"> <li>This report provides quarterly data and trends on Aboriginal and non-Aboriginal victim and offender statistics to support Victoria Police engagement with Aboriginal communities.</li> </ul>
<b>Department of Jobs, Skills, Industry and Regions (DJSIR)</b>	
Data sharing with the Yuma Yirramboi Koori Council	<ul style="list-style-type: none"> <li>In 2025, previous data sharing arrangements with the Yuima Yirramboi Council’s Koori Caucus remained in place.</li> <li>Work to review the draft DJSIR Indigenous Data Sovereignty Framework is underway with a tentative goal to have it approved by the DJSIR EB before end of 2026.</li> <li>DJSIR has a data sharing agreement in place with the University of Melbourne (through its Dilin Duwa Centre for Indigenous Business Leadership) to support the University’s work on their Indigenous Economic Power Project. This agreement began in 2021 and is in place until 2031.</li> </ul>
<b>Department of Government Services (DGS)</b>	
Enhance data development and sharing across Government on community infrastructure provision in discrete indigenous	<ul style="list-style-type: none"> <li>In relation to telecommunications, which is nationally regulated, the jurisdictional standard covering the adequacy of mobile and broadband telecommunications services is inadequate and outdated. Whilst target 9b does not include telecommunications among essential services, the Victorian Government advocated through the 2024 Regional Telecommunications Review (RTR) for telecommunications to be treated as an essential service with a modernised approach to minimum standards. This includes a national data platform required to monitor and improve telecommunications transparency and resilience for First Nations and the broader community.</li> </ul>

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<p>communities to support target 9b of the National Agreement.</p>	<ul style="list-style-type: none"><li>• In 2025 the Commonwealth Government responded to the RTR. The Commonwealth’s response emphasised its commitment to legislating a Universal Outdoor Mobile Obligation (UOMO). The Uomo obligates carriers to provide reasonable access to mobile, SMS and voice calls outdoors throughout Australia.</li><li>• In relation to the Uomo, the Victorian Government is advocating to the Commonwealth Government to adopt service standards and a national data platform. Victoria’s advocacy includes a focus on Triple Zero, which is an issue for communities on the outskirts of population centres and remote locations. Uomo service standards should include access to Triple Zero irrespective of a person’s mobile carrier, text-based access, and automatic location sharing from Triple Zero callers to assist emergency services.</li></ul>
<p>Maggolee website, developed by Reconciliation Victoria, is a resource for local councils to work more closely with Aboriginal communities</p>	<ul style="list-style-type: none"><li>• Maggolee continues to provide the resources previously developed under VALGS to Councils through its website to support their implementation of the VALGs principles and pillars.</li></ul>