



Priority Reform 3

Transforming government organisations



Priority Reform 3 commits all government organisations to transformation that includes:

- Systemic and structural change.
- Improving accountability.
- Changing how they respond to the needs of Aboriginal and Torres Strait Islander people.
- Identifying and eliminating racism.
- Embedding and practicing meaningful cultural safety.
- Improving engagement with Aboriginal and Torres Strait Islander people.

Transformation requires ongoing changes to:

Policies and processes of government organisations

Workplace culture in the public sector

Incentives that determine how public sector staff and leadership behave

Services that governments fund

What are governments doing to transform?

- Cultural capability training.
- Strategies to increase employment of Aboriginal and Torres Strait Islander people in the public sector.
- Engaging in self-assessment to understand their current state and how to progress Priority Reform 3.

There is a lack of whole of government or organisation-level strategies for driving and delivering this transformation.

What do governments still need to do?

- Get out of doing business-as-usual and consider the scale of what they have committed to.
- Explain what transformation looks like, how it will be achieved and how implementation will be tracked.
- Draw on the perspectives and experiences of Aboriginal and Torres Strait Islander people, organisations and communities to assess where institutional racism and unconscious bias lies within their systems and operations.
- Implement the independent mechanism.



Have your say

Read the draft report

Lack of progress on Priority Reform 3 is putting the other Priority Reforms and the Agreement as a whole at risk.

