

The Yhurri Gurri Framework

2021–2024

Department of State Development, Infrastructure,
Local Government and Planning



Acknowledgement of Country

The department acknowledges the First Nations peoples in Queensland: Aboriginal and Torres Strait Islander peoples and their connections to the lands, winds and waters we now all share. We pay our respect to Elders, past, present and emerging.

We also acknowledge the continuous living culture of First Nations Queenslanders – their diverse languages, customs and traditions, knowledges and systems. We acknowledge the deep relationship, connection and responsibility to land, sea, sky and Country as an integral element of First Nations identity and culture.

The Country is sacred. Everything on the land has meaning and all people are one with it. We acknowledge First Nations peoples' sacred connection as central to culture and being. We acknowledge the stories, traditions and living cultures of First Nations peoples and commit to shaping our state's future together.

DSDILGP recognises the contribution of First Nations peoples and communities to the State of Queensland and how this continues to enrich our society more broadly.

The Department of State Development, Infrastructure, Local Government and Planning connects industries, businesses, communities and government (at all levels) to leverage regions' strengths to generate sustainable and enduring economic growth that supports well-planned, inclusive and resilient communities.

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Copies of this publication are available on our website at www.statedevelopment.qld.gov.au and further copies are available upon request.

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Deputy Premier Foreword



Aboriginal and Torres Strait Islander peoples possess a unique connection to Queensland, a history that must never be forgotten. Equally, the truth of our shared history must be willingly and openly spoken.

As we strive to move forward as a united, harmonious and inclusive Queensland, it is vital that those with the longest history with this land are also at the heart of our shared future.

The Queensland Government is committed to righting the relationship with First Nations peoples by ensuring they play an important role in delivering economic, employment, health and housing outcomes in Queensland, benefitting every Queenslanders.

My department is ensuring that First Nations businesses, communities and peoples are able to participate in the Queensland economy, enshrining the State's commitment to the Path to Treaty. This involvement is displayed by my department developing the Yhurri Gurri Framework 2021 – 2024, which puts First Nations businesses, communities and peoples at the forefront of our strategic and operational agenda. It commits my agency to expand its approach to working together, which will strengthen pathways to self-determination and empowerment for the First Nations people of Queensland.

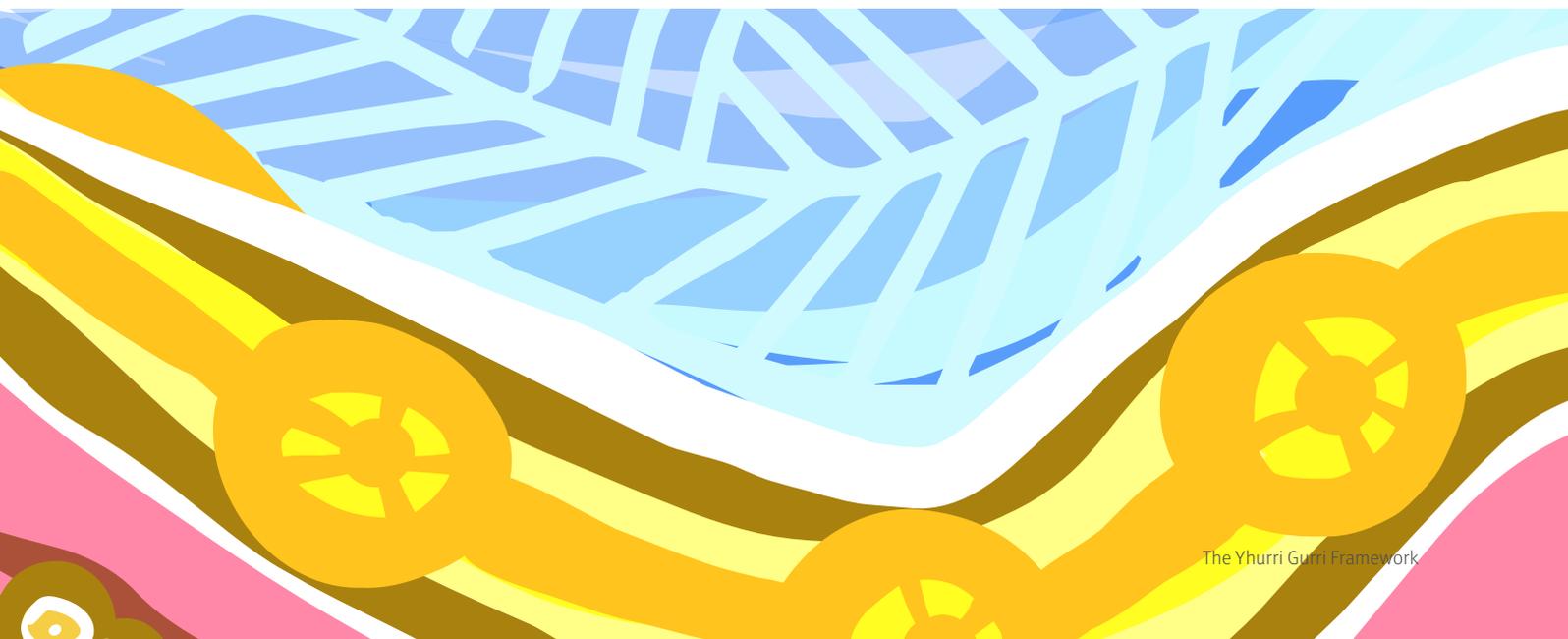
This is why the Yhurri Gurri Framework will recognise and capitalise on the significant benefits that First Nations businesses, communities and peoples can bring and continue to bring to this state. I therefore commend the delivery of the Yhurri Gurri Framework.



The Honourable Steven Miles MP

Deputy Premier

Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympics Infrastructure



Director-General Message



We acknowledge First Nations peoples' sacred connection as central to culture and being. First Nations peoples speak to Country, sing up Country, dance up Country, understand Country and long for Country.

They have a rich history of innovation, problem solving, and environmental adaptability and have much to offer to Queensland's economy.

Together we can benefit from forging a closer relationship with the aim of increasing communication, consultation and sharing learnings.

I am pleased to present the Department of State Development, Infrastructure, Local Government and Planning's Yhurri Gurri Framework.

Yhurri Gurri means come this way, welcome friend (Wakka Wakka [Burnett River]). The phrase – and this plan – is an invitation for the department, its staff and our stakeholders to work to make a meaningful difference.

Our department is the economic powerhouse of Queensland. We all have a role to play to help ensure the state's economic prosperity is expansive and inclusive. The framework is one part of that.

It draws together the department's vision, purpose and specific initiatives to increase the participation, and contribution of First Nations communities and peoples to Queensland's dynamic economic environment.

First Nations peoples bring a rich cultural diversity to Queensland's economic landscape and that knowledge will frame the delivery of our policies and programs to make us stronger economic leaders and service providers. The Framework reinforces the department's commitment to proactively lead economic growth, while supporting First Nations communities, businesses and peoples in achieving increased levels of active involvement and resilience.

I am proud and committed to spearheading this work, alongside my departmental employees, which will reform our approach and enrich our workforce through cultural capability, engagement, participation and recognition of First Nations peoples.



Mike Kaiser

Director-General

Department of State Development, Infrastructure,
Local Government and Planning



The Yhurri Gurri Framework Vision

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The Yhurri Gurri Framework (the Framework), as developed by the Department of State Development, Infrastructure, Local Government and Planning, emphasises the importance of understanding, acknowledging and respecting First Nations peoples, culture and knowledge. Engagement on and opportunities for the department's First Nations staff to feel proud about their involvement in the design and delivery of the Framework is paramount.

The Framework outlines the department's ongoing commitment to grow First Nations participation in its everyday business with initiatives that support First Nations communities, businesses and peoples across Queensland.

First Nations involvement is critical to achieving the department's strategic objectives. The Framework provides a foundation so opportunities for First Nations peoples remain a priority for the department. The department's commitment to the Framework will foster a workplace of choice for First Nations peoples.

Mari Dhiyaan (Aboriginal family) First Nations Staff

Mari Dhiyaan was recently formed to provide a culturally safe environment for the department's First Nations staff to yarn, bring together ideas and raise concerns. On 13 December 2021, the first meeting of Mari Dhiyaan occurred and since then Mari Dhiyaan has actively engaged with a range of departmental business units providing advice on matters impacting First Nations peoples.

Yhurri Gurri (come this way, welcome friend) – is language of the Wakka Wakka people (Burnett River), name given to Framework and Participation Plan, following Mari Dhiyaan consultation.

Treaty Readiness

The Path to Treaty is the journey to a new shared future between First Nations and non-Indigenous Queenslanders. The Path to Treaty has informed, and informs change to, the Framework and the related strategically focused Yhurri Gurri Participation Plan.



The Framework Design

The Framework purpose is to serve as an integral part of the department's day-to-day operations to have a positive impact on First Nations businesses, communities and peoples, and to influence our strategic and operational agenda. By applying the Framework across the department, the aim is to work side-by-side in collaborative and mutually respectful partnerships that enhance relationships within the department as well as with public and private sector partners.

The department is committed to greater acknowledgement, respect, participation and inclusiveness with First Nations peoples. The Framework is a living and dynamic document which recognises the strength of our existing partnerships and strategies and builds on these. The Framework takes a collaborative approach that invites and encourages the participation of all departmental people and recognises and listens to the expertise and knowledge of First Nations staff.

The Framework will help drive learning, create independence and explore opportunities for both the department and First Nations businesses, communities and peoples. Importantly, this will include working closely with First Nations staff on opportunities for involvement, from leading tasks to shadowing senior staff.

The outcomes achieved under the Framework will provide a necessary foundation for Treaty Readiness, strategically focused participation, embedded behavioural change in the department, and enhanced recognition of the department's leadership role. The Framework is the catalyst to redefine relationships across the department, Public Service and with local communities and as a benchmark for success of engaging positively with First Nations businesses, communities and peoples.

The Framework relies on our underlying commitment to working together to deliver our strategic priorities and to redefine in our everyday working practices. The Framework has been endorsed by the Executive Leadership Team and will be reviewed annually.

The department acknowledges all who have contributed to the development and implementation of the Framework, and the central role of our First Nations employees. Special thanks to the participation of Mari Dhiyaan members and their openness in sharing cultural guidance and invaluable input.

Alignment

The Framework aligns with the Queensland Government's First Nations Cultural Capability Framework (CCF), which provides strategic direction for Queensland Government agencies' cultural capability planning. The CCF's strategic vision is to provide efficient, effective and responsive services to First Nations peoples by ensuring their perspectives are an inherent part of core business across all agencies, underpinned by five principles: valuing culture, leadership and accountability, building cultural capability to improve economic participation, engagement with First Nations and businesses, and culturally responsive systems and services.

The Framework contributes towards the delivery of the Queensland Government's Moving Ahead Strategy 2016-2022, Reconciliation Action Plan 2018-2021, Cultural Capability Action Plan, Building and Construction Training Policy, Path to Treaty, Closing the Gap commitments and the Queensland Indigenous Procurement Policy.

The Framework also aligns with the Queensland Public Service values of:



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

Additionally, the Framework respects, protects and promotes human rights in our decision making and actions, in accordance with the *Human Rights Act 2019*.



Framework Initiatives

In shaping Queensland's future and driving economic growth and enabling well-planned, inclusive resilient local communities, the Framework strives to ensure that First Nations businesses, communities and peoples are true partners in Queensland's future growth and direction.

Overview

Seven initiatives have been developed to achieve successful outcomes of: Being adaptable and responsive; First Nations Workforce; Procurement and Grants; Cultural Growth; Governance; Language and Communication; and Structural Reform.

These initiatives constitute the initial direction of the Framework and will be operationalised through strategies and action plans as appropriate.

Framework Initiatives

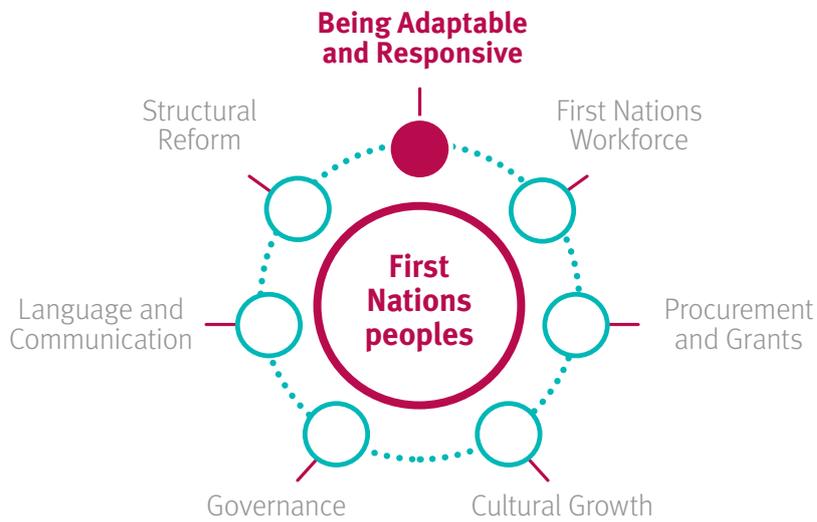


Under the seven initiatives, the department will respect, enhance, empower, grow, adapt, co-partner and co-design with First Nations peoples to jointly work towards successfully achieving our strategic objectives and capitalise on opportunities.

The initiatives will strengthen the department as a leading, culturally capable and competent Queensland Government agency, in developing and enhancing First Nations relationships, partnerships, culture, and respect.

The initiatives will become stronger over time, mature and expand to keep pace with continual change and adaptation in an ever-changing First Nations landscape.

Initiatives in focus



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Initiative 1 – Being Adaptive and Responsive

Objective

Embed the Framework into the department’s core practice and working environment

Strategy

Framework is adopted and progressed by all the department business areas

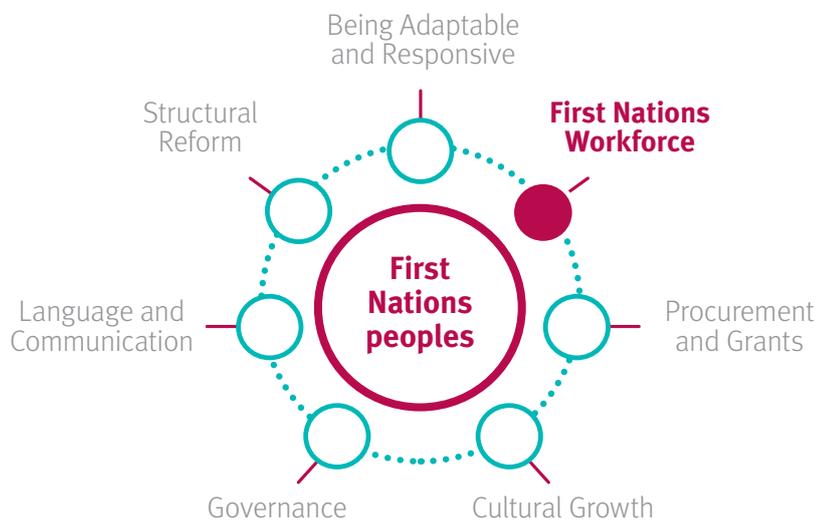
Outcome

Framework is reflected in the department’s strategic direction

Framework is reflected in the department’s Executive Leadership Team Key Performance Indicators

Framework is reflected in the department individual business area operational plans

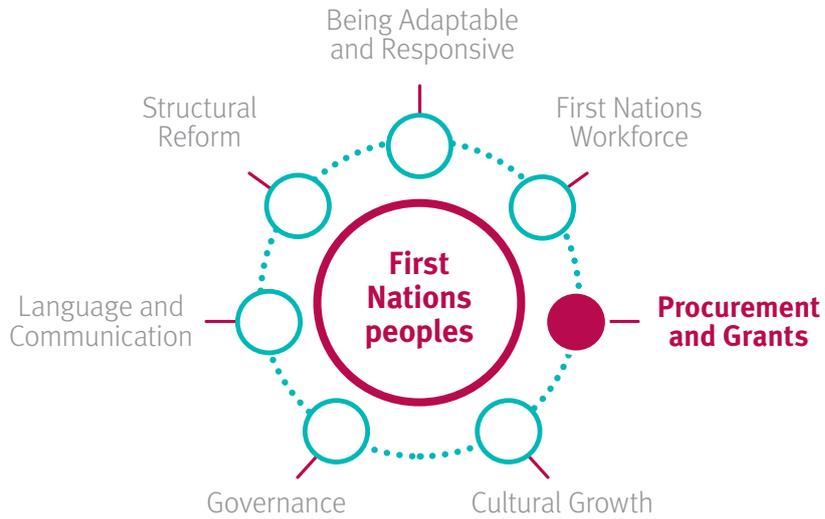
Framework is reviewed on an annual basis



Initiative 2 – First Nations Workforce

Objective	Employment strategies are adaptive, appropriate and responsive for First Nations employees
Strategy	Department employment policies enable recruitment opportunities, career development and retention practices/strategies for First Nations peoples and employees
Outcome	<p>Increasing the department's First Nations employee numbers across all classification levels</p> <p>Three per cent direct employment of First Nations peoples in DSDILGP</p> <p>Employment strategies are adaptive, appropriate and responsive for First Nations employees</p>

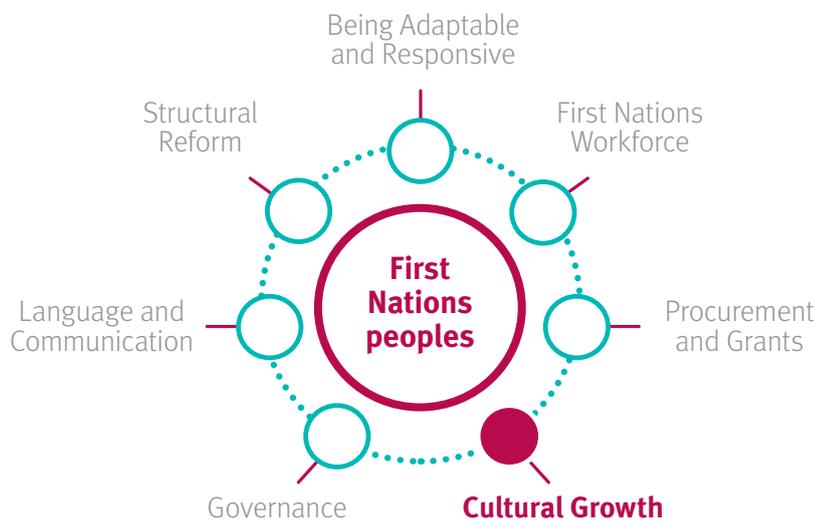
Initiatives in focus



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Initiative 3 – Procurement and Grants

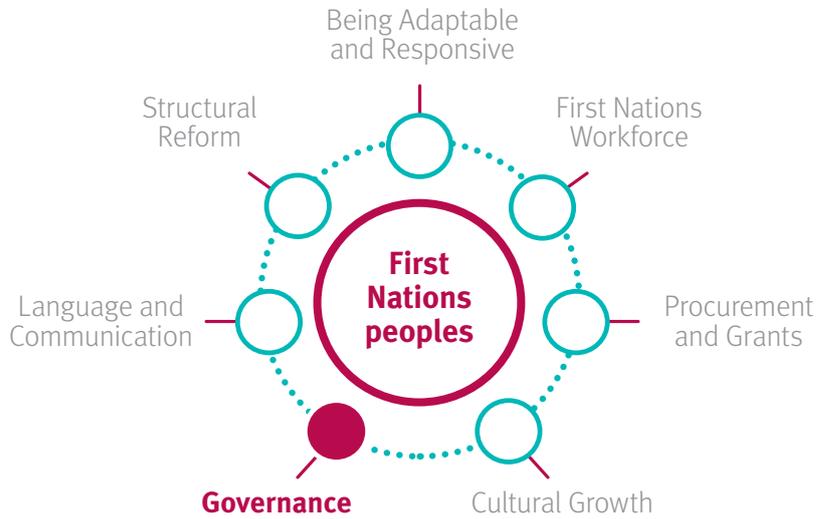
Objective	Increasing the department’s procurement engagement, practices and spend with First Nations businesses
Strategy	Department procurement activities align with the Queensland Indigenous Procurement Policy (QIPP)
Outcome	<p>Department addressable spend achieves QIPP government procurement target of three per cent</p> <p>First Nations procurement protocols incorporated into the department’s Agency Procurement Plan</p> <p>Greater First Nations procurement awareness and practices amongst department employees</p>



Initiative 4 – Cultural Growth

Objective	Recognising, respecting and valuing First Nations cultures in the department
Strategy	Build greater First Nations cultural awareness, capability and understanding amongst department employees
Outcome	<ul style="list-style-type: none"> Cultural capability is embedded and applied in the department Provision of and access to cultural educational mechanisms (e.g. training programs; information seminars; cultural portals) Strengthened relationships with First Nations peoples Focussed effort on a specialised understanding about First Nations economic participation

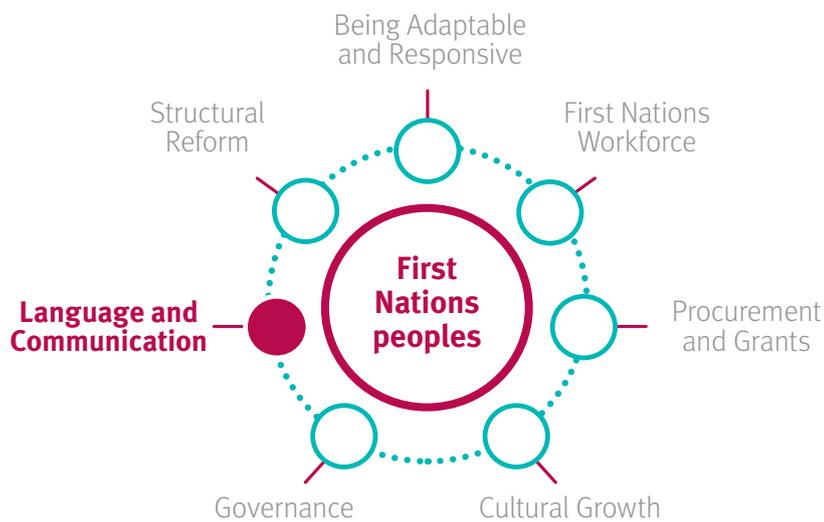
Initiatives in focus



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Initiative 5 – Governance

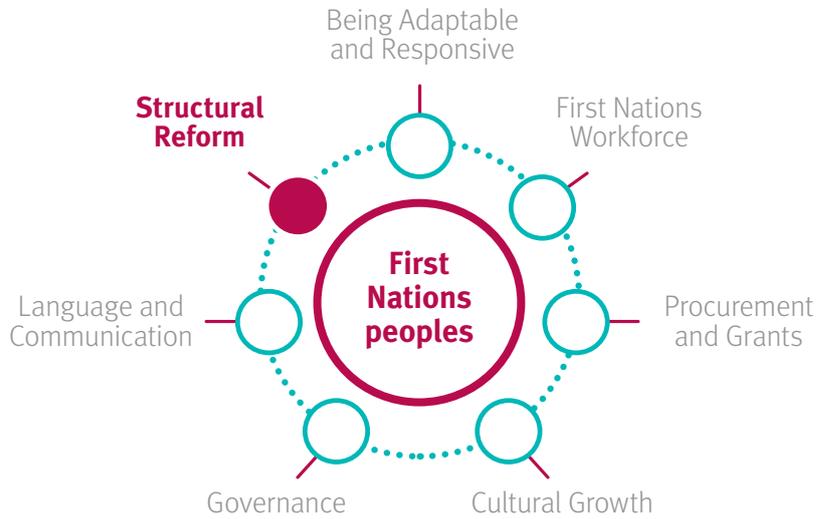
Objective	Embed a culture of commitment and mutual responsibility in the successful delivery of the Framework
Strategy	Framework is successfully overseen in driving and delivering workplace change
Outcome	<p>Framework commitment forms part of Senior Executive Service (SES) Officers' performance plans</p> <p>Development and implementation of the Yhurri Gurri Participation Plan to deliver positive outcomes for the department and First Nations businesses, communities and peoples</p> <p>Delivery of actions is monitored and showcased</p>



Initiative 6 – Language and Communication

Objective	The department's language and communication strategies are culturally appropriate to First Nations peoples
Strategy	Build and strengthen the department's language and communicative capability and capacity that demonstrates our respect and commitment to First Nations peoples
Outcome	<p>Department employees have the appropriate mechanisms and resources when communicating with First Nations peoples</p> <p>First Nations languages and success stories are reflected and incorporated into the department's communicative environment</p>

Initiatives in focus



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Initiative 7 – Structural Reform

Objective

The department’s strategic approach and legislative portfolio supports and facilitates improved outcomes for First Nations businesses, communities and peoples

Strategy

First Nations matters are embedded in the department deliverables/practices

Outcome

The department’s legislation, policies and programs are developed and designed having regard to the perspectives, priorities and knowledge of First Nations peoples

The department’s response to First Nations matters will be reflected in the relevant procedures and operations

Engagement with First Nations peoples is embedded in business processes to facilitate aspirations of First Nations peoples

Creative Description

Yhurri Gurri is an invitation to walk with us.

Journeying along the many tracks within this embodied design, you'll find pathways to growth, infrastructure, empowerment, and change.

From the big projects with vast ideas, to the small details that flow through the work we do across Queensland, we invite you to dream with us and create opportunities for our communities.

Together, when we walk as one - we celebrate our Culture, cement our connection, and build our future.

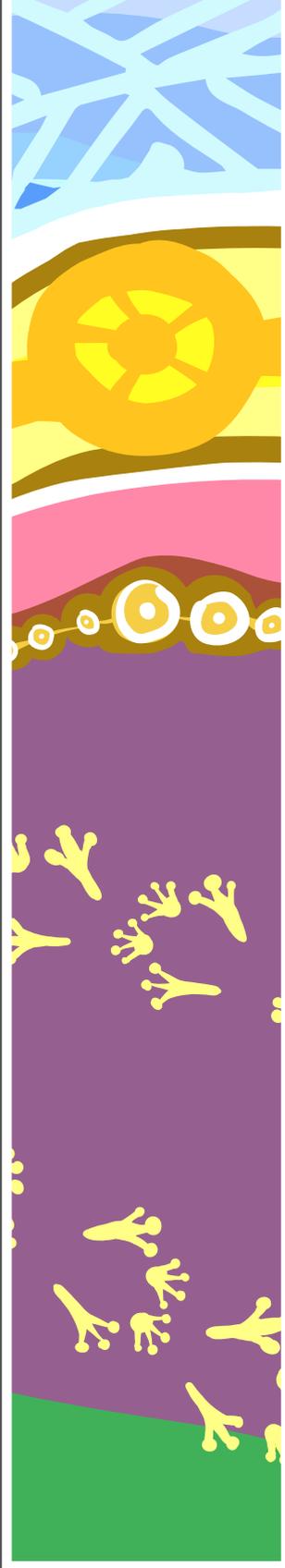
About Iscariot

Iscariot Media Pty Ltd (IM) is a 100 per cent Indigenous owned and managed Brisbane-based business.

Like many Indigenous businesses in Queensland, Iscariot evolved from a micro-business creating Indigenous education resources for teachers into one of Queensland's leading full service Indigenous creative and training agencies.

They design and deliver creative, digital, and training solutions that connect with and empower Indigenous people, communities and services.

Iscariot Media acknowledges the unceded sovereignty of Aboriginal and Torres Strait Islander Peoples.



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