

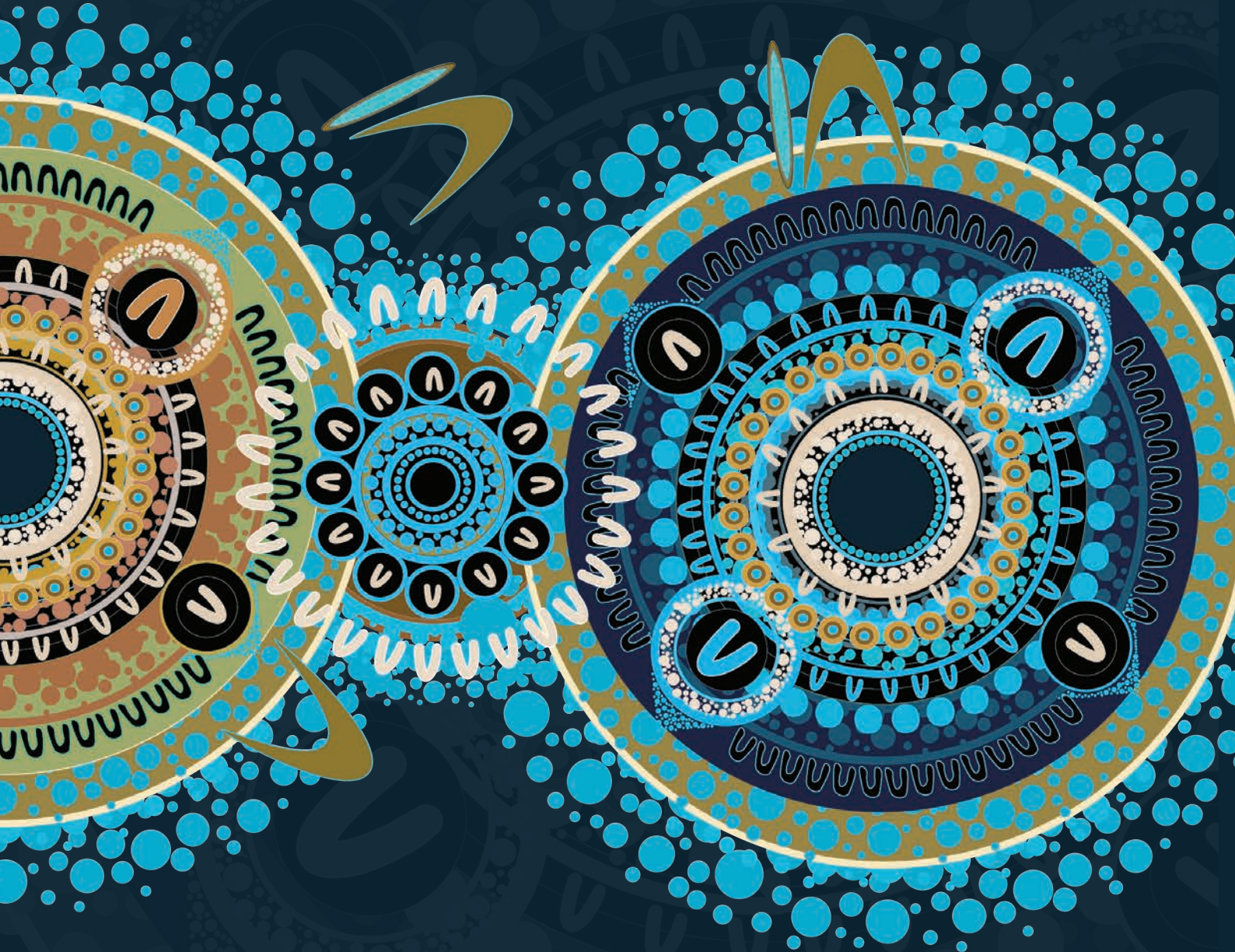


Australian Government

Defence

FIRST NATIONS COMMITMENT

2025-2030



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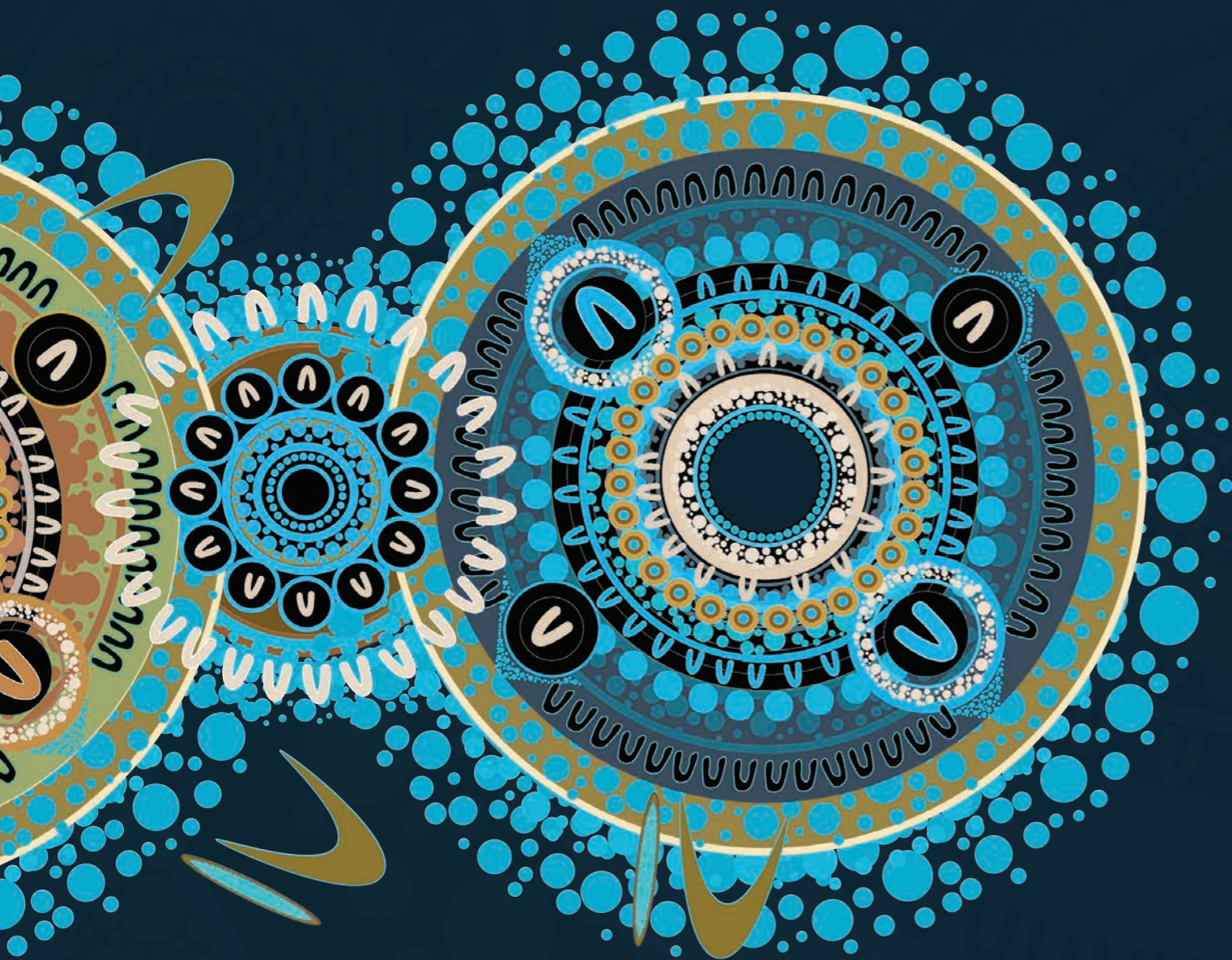
First Nation peoples are advised that this document may contain images or content referring to deceased persons. It may also contain words or descriptions that may be deemed culturally insensitive.

The terms 'First Nations and Indigenous' are used in this document to refer to Aboriginal and/or Torres Strait Islander Peoples.

All Images are sourced from Defence Image Gallery.

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ACKNOWLEDGEMENT OF COUNTRY

Defence acknowledges the Traditional Custodians of Country throughout Australia. Defence recognises their continuing connection to traditional lands and waters and would like to pay respect to their Elders both past and present.

Defence would also like to pay respect to the First Nations peoples who have contributed to the defence of Australia in times of peace and war.



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ARTIST ATTRIBUTION

Lynnice Letty Church

Lynnice Letty Church is named after her grandmother, Letty Little (nee Bell), a Ngunnawal woman who inspires Lynnice every time she paints. Lynnice's connections extend across Ngunnawal, Wira djuri and Kamilaroi Country on both her mother's and father's sides.


This artwork represents the Department of Defence and symbolises Navy, Army and Air Force and the ongoing defence mission to defend Australia and its national interest.

This is an artwork that shows the important role that our Defence personnel play in protecting our country and waters including the people and communities in Australia and overseas.

The artwork recognises the ongoing practice of valuing, respecting and embedding First Nations knowledge and culture in strengthening the cultural capability of Defence.

The symbols used show many people, many roles, voices and knowledge systems coming together as part of the work Defence does, as well as the importance of relationships for true reconciliation.

The Defence colours have been used as the artworks backdrop as well as colours of the Australian Landscape and waters that surround us as an Island Nation.



MESSAGE FROM THE SECRETARY OF THE DEPARTMENT OF DEFENCE AND CHIEF OF THE DEFENCE FORCE

We pay our respects to First Nations peoples as the Traditional Custodians of the land and commit to working towards an equal and respectful future. Defence recognises the enduring contribution of First Nations peoples, who have long protected Country and served Australia in times of peace and war. Their knowledge, service and continuing connection to Country strengthen Defence capability.

The Defence First Nations Commitment is a vision to foster an environment where First Nations peoples are respected, empowered, and integral to our defence efforts, mission and values.

The commitment is built on four pillars, supported by actions and initiatives focused on delivering measurable outcomes. These pillars of Employment and Education, Inclusion and Reconciliation, Health, Wellbeing and Truth-Telling, and Economic Empowerment will drive change across the Defence enterprise for First Nations peoples.



Greg Moriarty AO
Secretary of the Department of Defence

Defence recognises that meaningful progress is achieved through genuine collaboration, a deep respect for the knowledge and wisdom of First Nations peoples and communities, and a willingness to learn from past shortcomings. This approach will help shape a strong, inclusive and shared future.

As we progress on this journey, we remain committed to listening and learning from First Nations peoples; engaging respectfully and taking practical action. The Commitment will continue to evolve in response to this engagement and ongoing evaluation.

We are proud to present the Defence First Nations Commitment.



Admiral David Johnston AC RAN
Chief of the Defence Force



OUR COMMITMENT

The Defence First Nations Commitment stands as a testament to Defence's steadfast dedication to addressing historical challenges and fostering a shared future of reconciliation, inclusivity, understanding, and respect.

Defence, through the Defence First Nations Commitment, is committed to taking practical action to support First Nations peoples join Defence, to help them thrive while they are in Defence and to continue to live fulfilling lives.

The Commitment also assists Defence engagement with local communities and cultures by ensuring action is embedded, and upheld, in alignment to the National Agreement on Closing the Gap.

OVERVIEW

Seeking to listen, engage, question and take action – the Defence First Nations Commitment brings together whole of government priorities including:

National Agreement on Closing the Gap (Annex A refers), the National Defence Strategy and the Defence Culture Blueprint – cascading as an open commitment to drive and embed real and positive change for First Nations peoples, communities and cultures.

PILLAR 1

Employment and Education:

Targeted First Nations recruitment and career development strategies.

PILLAR 2

Inclusion and Reconciliation:

Enhanced connections to culture and country.

PILLAR 3

Health, Wellbeing and Truth-Telling:

Enhanced cultural safety and health measures.

PILLAR 4

Economic Empowerment:

Enhanced First Nations Industry partnerships and place-based collaboration.

LIFECYCLE

The Defence First Nations Commitment is a living, ever-evolving and agile document, which will continue to advance – consistent with the National Agreement on Closing the Gap, the National Defence Strategy and the Defence Culture Blueprint.

PILLAR 1

Employment and Education:

Targeted First Nations recruitment and career development strategies.



PLAN OF ACTION

Outcome: Defence optimises First Nations recruitment and retention.

INITIATIVES	OWNER	IMPLEMENTATION
1. Deliver Defence Work Experience Program initiatives (specifically focused on promoting Australian Defence Force (ADF), Australian Public Service (APS) and Defence Industry careers) for First Nations youth in partnership with schools, sporting associations and various community organisations.	Defence People Group Defence Service Chiefs	Annually
2. Increase the number of Australian Public Service (APS) affirmative measure recruitment rounds that occur throughout Defence.	Defence People Group	Annually
3. Continue and evolve Defence's participation in First Nations Development and Employment Programs, which seek to provide opportunity to First Nations staff and personnel to develop their career pathways.	Defence People Group	Annually
4. Defence to appoint a First Nations Ambassador, as a spokesperson for Defence First Nations Recruitment and Retention, to increase awareness and support a campaign to increase the representation of First Nations peoples within Defence.	Defence People Group	2026
5. Defence to produce a First Nations led review on the recruitment, retention and separation of First Nations peoples, with the intent to provide recommendations on how to improve Defence attraction, recruitment, participation and retention for First Nations peoples.	Defence People Group	2027
6. Increase First Nations participation in Defence to five per cent in the Australian Defence Force (ADF).	Defence People Group	2030
7. Increase First Nations Officer Roles in the Australian Defence Force (ADF).	Defence People Group	2030
8. Increase First Nations participation in Defence to five per cent in the Australian Public Service (APS).	Defence People Group	2030
9. Increase First Nations Senior Leadership participation to three per cent in the Australian Public Service (APS).	Defence People Group	2030

Outcome: Defence optimises education and professional development pathways for First Nations personnel.

INITIATIVES	OWNER	IMPLEMENTATION
10. Increase Defence First Nations Australian Public Service (APS) Science, Technology, Engineering and Mathematics (STEM) engagement by building a diverse STEM pipeline, ensuring Defence has an innovative workforce into the future.	Defence Science and Technology Group Defence People Group	Annually
11. Support participation in the Navy youth programs, providing First Nations youth with hands-on experience, highlighting the range of career opportunities available within Navy.	Chief of Navy	Annually
12. Support participation in the Air Force youth programs, providing First Nations youth with hands-on experience, highlighting the range of career opportunities available within Air Force.	Chief of Air Force	Annually
13. Support participation in the Army youth programs (EX First Look and EX First Glance), providing First Nations youth with hands-on experience, highlighting the range of career opportunities available within Army.	Chief of Army	Annually
14. Support the Industry Pathway Program, a 12-month skills development program for Defence Industry targeting Small to Medium Enterprises (including First Nations owned) business needs.	Group Heads Defence Service Chiefs	Annually
15. Deliver in the Indigenous Graduate Program (IGP), a dedicated pathway for First Nations tertiary graduates to apply for the Australian Government Indigenous Graduate Program.	Defence People Group	Annually
16. Deliver in the Indigenous Apprenticeship Program (IAP), a 15-month entry-level employment and development program (aimed at the APS 2-3 level).	Defence People Group	Annually
17. Continue with the intent to increase the pool of applicants for the Australian Defence Force (ADF) Indigenous pre-recruit program (IPRP), a program focused on building resilience, confidence and improving fitness to meet the Physical Fitness Assessment standards in a structured military environment.	Defence People Group	Annually
18. Increase the pool of applicants in the Navy Indigenous Development Program (NIDP). This program aims to support First Nations participants with a focus on the development of skills that will enhance opportunities for employment, including entry into the Royal Australian Navy and the broader Australian Defence Organisation.	Chief of Navy	Annually

Measurement: Defence defers to key Commonwealth agencies in setting key milestones and targets as they relate to First Nations employment. However, through this commitment, Defence will ensure ongoing improvements to First Nations recruitment and retention efforts outlined in Pillar one - at least five per cent of the Defence workforce is First Nations by 2030.

PILLAR 2

Inclusion and Reconciliation:

Enhanced connections to culture and country.

PLAN OF ACTION

Outcome: Defence culture, values and behaviours optimise Defence as an employer of choice throughout First Nations communities.

INITIATIVES	OWNER	IMPLEMENTATION
19. Defence to maintain an Indigenous Cultural Advisory Group (ICAG) for members to: <ul style="list-style-type: none"> Consider significant First Nations matters applicable to the Defence workforce. Provide cultural advice to Defence Senior Leaders. Strengthen Defence policies, strategies, and programs, ensuring they are culturally appropriate. 	Defence People Group	Annually
20. Defence to maintain Cultural Advisory Boards (First Nations) to provide cultural advice to the Service Chiefs and/or their representatives.	Defence Service Chiefs	Annually
21. Defence to reaffirm its commitment to the National Agreement on Closing the Gap through a commitment statement in the Defence Annual Report.	Defence People Group	Annually
22. Defence to coordinate a Defence First Nations conference offering the opportunity for cultural awareness, consultation, and connection across the Defence First Nations Network.	Defence People Group	2026 (ongoing)
23. Defence to develop and implement an engagement plan to uphold the Defence Aboriginal and Torres Strait Islander (DATSIN) Chapter Lead role, enhancing engagement with First Nations personnel.	Defence People Group	2025 (ongoing)
24. Defence to maintain the appointment of Defence (First Nations) Elders for each Service.	Defence Service Chiefs	2026 (ongoing)
25. Defence to introduce the appointment of an Australian Public Service (APS) (First Nations) Elder.	Defence People Group	2026 (ongoing)

Outcome: Defence culture, values and behaviours demonstrate respect and inclusion, providing meaningful pathways to reconciliation.

INITIATIVES	OWNER	IMPLEMENTATION
26. Defence to support and train First Nations personnel (where culturally appropriate) to: <ul style="list-style-type: none"> Partake in (for example) Yidaki, Clap Stick and Conch Shell training which supports official ceremony purpose. Partake in First Nations cultural dance training which supports official ceremonial purposes. 	Group Heads Defence Service Chiefs	2025 (ongoing)
27. Defence (where culturally appropriate) to provide opportunity for Defence First Nations Personnel and Service Leaders to access First Nations language training – to deliver the Acknowledgement of Country in the language of Traditional Owners of areas where Defence personnel work and train.	Group Heads Defence Service Chiefs	2025 (ongoing)
28. Defence to commission (where culturally appropriate), in partnership with and subject to the consent of local First Nations communities, First Nations cultural recognition on Defence Bases such as: <ul style="list-style-type: none"> Dual naming of Defence bases to recognise the First Nations place name on base entrance signage. Development of First Nations cultural spaces such as yarning circles. Acknowledgement of local First Nations country within Defence bases or establishments. 	Security and Estate Group	2025 (ongoing)
29. Defence to develop and implement joint training opportunities in order to: <ul style="list-style-type: none"> Enhance and maintain the effectiveness of Navy Regional Indigenous Development Coordinator (RIDC) positions. Enhance and maintain the effectiveness of Army Regional Indigenous Liaison Officer (RILO) positions. Enhance and maintain the effectiveness of Air Force Indigenous Liaison Officer (ILO) positions. 	Defence Service Chiefs	2027
30. Defence to scope the appointment of local First Nations 'Community Officers', for key Defence sites, to: <ul style="list-style-type: none"> Advocate mutual interest between Defence and local First Nations communities. Facilitate and maintain relationships with the Defence enterprise, workforce and local First Nations communities. Support the development and implementation of community engagement plans. 	Defence People Group	2027
31. All Defence Groups and Services to engage in: <ul style="list-style-type: none"> National Reconciliation Week (NRW), through the establishment of a Group or Service NRW activity. NAIDOC Week, through the establishment of a Group or Service NAIDOC activity. 	Group Heads Defence Service Chiefs	2025 (ongoing)
32. Defence to invest in cross-cultural opportunities that aim to (where culturally appropriate): <ul style="list-style-type: none"> Increase exposure to First Nations culture, customs and country. Improve and protect First Nations culture, customs and country. 	Group Heads Defence Service Chiefs	2025 (ongoing)
33. Defence to produce a First Nations led review of Cultural Leave – with the intent to review presumptions underlying cultural leave policies and consider adequacy of discretion provided to supervisors.	Defence People Group	2027

Measurement: The number of First Nations Defence personnel reporting they feel culturally safe will be baselined in 2026. With improvement of at least five percent within five years.



PILLAR 3

Health, Wellbeing and Truth-Telling:

Enhanced cultural safety and health measures.



PLAN OF ACTION

Outcome: Culturally appropriate physical, psychological and psychosocial health measures are identified and implemented across Defence business.

INITIATIVES	OWNER	IMPLEMENTATION
34. Defence to develop First Nations led First Nations Mental Health First Aid training, including: <ul style="list-style-type: none"> The development of guidelines to support the mental health and wellbeing of Defence First Nations personnel, offering First Nations led collaboration circles to address specific First Nations mental health and wellbeing issues within Defence. The development of a health needs analysis aimed to identify health requirements for First Nations ADF personnel. 	Defence People Group	2025
35. Defence to invest in the Army Aboriginal Community Assistance Program (AACAP), in partnership with the National Indigenous Australians Agency, improving health and living standards in First Nations Communities creating First Nations employment opportunities.	Chief of Army	2025
36. Defence to continue to invest in Exercise Kummundoo, a key community engagement program, organised in partnership with the National Aboriginal Community Controlled Health Organisation (NACCHO), focused on the deployment of Air Force personnel and resources for the delivery of health services to First Nations communities on mutually agreed projects.	Chief of Air Force	2025 (ongoing)
37. Navy, in consultation with relevant First Nations stakeholders to continue to invest in the development and implementation of a community assistance program to assist First Nations communities.	Chief of Navy	2025 (ongoing)

Outcome: Opportunities for truth-telling and healing form part of Defence business practices in the development of high performing and cohesive teams.

INITIATIVES	OWNER	IMPLEMENTATION
38. Defence to invest in and support local First Nations culturally significant events, including First Nations cultural ceremonies, sustaining First Nations cultural expression and assisting First Nations personnel with maintaining their social and emotional well-being.	Group Heads Defence Service Chiefs	2025 (ongoing)
39. Defence to develop an intranet page attributed to the First Nations Defence history.	Defence People Group	2026
40. Defence to invest in First Nations storytelling, growing First Nations visibility, through implementing First Nations artefacts which demonstrate the context of Australian Defence tradition, deepening awareness of the achievements of past First Nations leaders and, in turn, mitigating the psychosocial challenges the current generation of leaders face in an ADF environment.	Defence Service Chiefs	2026 (ongoing)

Measurement: Pillar three will need to be measured on a pragmatic basis. Noting the potential harm arbitrary measures may have (such as program uptake), it is crucial that qualitative benchmarking is applied. With appropriate co-design, it is achievable to assure the duty of care required of First Nations personnel while achieving outcomes toward the National Agreement on Closing the Gap and support for First Nations retention.



PILLAR 4

Economic Empowerment:

Enhanced First Nations Industry partnerships and place-based collaboration.

PLAN OF ACTION

Outcome: Defence optimises delivery of the Indigenous Procurement Policy (IPP) through Defence procurement practices.

INITIATIVES	OWNER	IMPLEMENTATION
41. Defence to contribute to the National Indigenous Australians Agency Indigenous Procurement Policy (IPP) Reform.	Capability Acquisition and Sustainment Group	2025 (ongoing)
42. Defence to Implement the Defence Procurement Plan of Action and mandatory requirements of the Commonwealth Indigenous Procurement Policy to meet the portfolio targets set by the National Indigenous Australians Agency awarding at least three per cent of Defence's contracts by number to First Nations enterprises.	Capability Acquisition and Sustainment Group	2025 (ongoing)
43. Defence to enhance First Nations Capital Facilities participation.	Security and Estate Group	2026

Outcome: Place based partnerships are co-designed to improve economic empowerment by supporting local communities in the development of business and skills appropriate and relevant to them.

INITIATIVES	OWNER	IMPLEMENTATION
44. Enhanced First Nations Base Services participation through the Base Services Transformation program.	Security and Estate Group	2026
45. Defence to develop First Nations Place-based partnership arrangements, recognising First Nations heritage and the important process of developing heritage management plans that incorporate relevant information from First Nations Traditional Owners and peoples.	Security and Estate Group	2026
46. Defence to increase engagement with First Nation Small to Medium Enterprises (SME) across Australia as they provide significant support to Defence as a key part of our industry base.	Security and Estate Group	2026
47. Defence to expand opportunities for First Nations Service Providers to tender and compete for business, encouraging larger Service Providers to engage with First Nations Service Providers for sub-contracting opportunities.	Security and Estate Group	2026

Measurement: National targets for increasing First Nations economic empowerment are set at the whole of government level. At a minimum, Defence will use these requirements as its baseline.

IMPLEMENTATION – GOVERNANCE – EVALUATION

The Defence First Nations Commitment reinforces the action required to support First Nations peoples, communities and cultures – a program of work focused on regular First Nations engagement, greater cultural awareness and cultural uplift.

To ensure alignment to the National Agreement on Closing the Gap, the National Defence Strategy and the Defence Culture Blueprint dedicated implementation, governance and evaluation is critical.



IMPLEMENTATION:

- **Delivery:** The Defence enterprise, in its entirety, is responsible for implementation – each Group and Service is required to develop implementation plan(s) to embed their components of the Defence First Nations Commitment.
- **Prioritisation:** Priority will form as a function of the National Agreement on Closing the Gap, the National Defence Strategy and the Defence Culture Blueprint requirements, in balance with Defence First Nations engagement.



GOVERNANCE:

- **Project Management Office (PMO):** A PMO will be established within Defence People Group (DPG) to lead and govern the Defence First Nations Commitment, assuring sustainable program management and enduring benefits absorption into Defence.
- **Performance Reporting:** Annual reporting of the Defence First Nations Commitment will be undertaken by the PMO to assess progress towards outcomes. The performance reporting will mature in line with the National Agreement on Closing the Gap, the National Defence Strategy and the Defence Culture Blueprint.
- **Funding Provisions:** The PMO will be funded to deliver governance of, and where applicable implementation of, the Defence First Nations Commitment. Groups and Services will fund initiatives where they are identified as the owner.



EVALUATION:

- Initial performance measures have been outlined for each of the four pillars.
- **Principles:** Assuring the successful execution of the Defence First Nations Commitment and true co-design, the following principles will apply when evaluating the initiatives within the Defence First Nations Commitment:
 - Strive for complementarity and collaboration.
 - Apply innovation, pro-activity, responsiveness and flexibility.
 - Transparency in sharing knowledge and information.
 - Consideration of scalability and future proofing of initiatives.



INDIGENOUS CHAMPIONS CONCLUSION

For over a decade Defence has appointed Indigenous Champions to advocate for greater outcomes for First Nations peoples, communities and cultures. The role of Indigenous Champion enables an inclusive culture by providing visible leadership and support for a range of First Nations initiatives.

As Indigenous Champions, we are committed to building a culturally intelligent organisation where First Nations personnel and their cultures are respected and reflected.

We celebrate the progress Defence has made previously and we support, and agree with the shared ambition to go further.

Defence wholeheartedly believes it can and should pursue the mission of enhancing the defence of Australia through supporting the Government's ongoing commitment to the National Agreement on Closing the Gap – these goals are complementary.

We are pleased to present the Defence First Nations Commitment and acknowledge the enduring efforts to bring this vision to fruition.

Celia Perkins
Deputy Secretary Security and Estate

Lieutenant General Susan Coyle
AM CSC DSM
Chief of Joint Capabilities

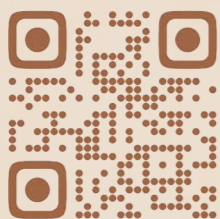
ANNEX A

THE NATIONAL AGREEMENT ON CLOSING THE GAP

The National Agreement on Closing the Gap is a formal, national commitment between Australian governments and First Nations representatives to work together to improve life outcomes for First Nations people.

It outlines four Priority Reforms aimed at changing the way governments work with First Nations communities, including building strong partnerships, supporting community-controlled services, transforming government institutions, and improving data and accountability (Page 23 refers). Alongside these reforms, the agreement sets out specific targets across key areas such as health, education, employment, housing, and justice (Page 24-25 refers).

The agreement is underpinned by the belief that 'when First Nations people have a genuine say in the design and delivery of policies, programs and services that affect them, better life outcomes are achieved'.



For more information on the Australian Governments, National Agreement on Closing the Gap, July 2020.

PRIORITY REFORMS

At the heart of the National Agreement on Closing the Gap are four Priority Reforms; developed to change the way governments work with First Nations people. Each Priority Reform is supported by specific targets.

PRIORITY REFORM
1

Formal Partnerships and Shared Decision Making

'There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives'.

PRIORITY REFORM
2

Building the Community-Controlled Sector

'Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations'.

PRIORITY REFORM
3

Transforming Government Organisations

'Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism'.

PRIORITY REFORM
4

Shared Access to Data and Information at a Regional Level

'Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development'.

TARGETS

The National Agreement on Closing the Gap outlines key socio-economic targets across areas that have an impact on life outcomes for First Nations people.

Each target has a series of indicators to provide an understanding of how progress can be measured and tracked.

- 1 Aboriginal and Torres Strait Islander people enjoy long and healthy lives – ‘Close the gap in life expectancy within a generation, by 2031’.
- 2 Aboriginal and Torres Strait Islander children are born healthy and strong – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent’.
- 3 Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early year – ‘By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in year before full-time schooling early childhood education to 95 per cent’.
- 4 Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early year – ‘By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in year before full-time schooling early childhood education to 95 per cent’.
- 5 Aboriginal and Torres Strait Islander students achieve their full learning potential – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 20–24 years attaining year 12 or equivalent qualification to 96 per cent’.
- 6 Aboriginal and Torres Strait Islander students reach their full potential through further education pathways – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25–34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent’.
- 7 Aboriginal and Torres Strait Islander youth are engaged in employment or education – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth aged 15–24 years who are in employment, education or training to 67 per cent’.
- 8 Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to Target 62 per cent’.
- 9 Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and need – ‘By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent’.
- 10 Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system – ‘By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent’.
- 11 Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system – ‘By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people aged 10–17 years in detention by 30 per cent’.
- 12 Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system – ‘By 2031, reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent’.
- 13 Aboriginal and Torres Strait Islander families and households are safe – ‘By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero’.
- 14 Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing – ‘Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero’.
- 15 Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters – ‘Target: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal and Torres Strait Islander people’s legal rights or interest’.
- 16 Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing – ‘By 2031, there is a sustained increase in number and strength of Aboriginal and Torres Strait Islander languages being spoken’.
- 17 Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision making regarding their own lives – ‘By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion’.



OFFICIAL RECOGNITION FLAGS

The Aboriginal Flag and the Torres Strait Islander Flag are official flags of Australia. Both flags were officially recognised under Federal legislation in July 1995 under an amendment to the Flags Act 1953.

ABORIGINAL FLAG

The Aboriginal Flag was designed in 1971 by Aboriginal Elder Harold Thomas of the Luritja people of Central Australia.

- The flag is designed to symbolise Aboriginal identity.
- The top half of the flag is black to represent the Aboriginal people.
- The red in the lower half represents the red earth (the relationship to the land) and also the red ochre used in Aboriginal ceremonies.
- The circle of yellow represents the sun (giver of life) and yellow ochre.

TORRES STRAIT ISLANDER FLAG

The Torres Strait Islander flag was designed by the late Mr Bernard Namok, and adopted in 1992. The flag symbolises the unity and identity of all Torres Strait Islanders.

- The green stripes represent the land, the black stripes represent the people, and the blue represents the sea.
- The flag features a white Dhari (headdress) which is a prominent symbol of the Torres Strait Islander people.
- The white five pointed star symbolises peace, the five major island groups and the navigational importance of the stars to the seafaring people of the Torres Strait.

