

# Koorie Kids: Growing Strong in their Culture

A PLAN FOR ABORIGINAL CHILDREN IN OUT OF HOME CARE

## October 2014 Update

An Update on a joint submission from Victorian Aboriginal  
Community Controlled Organisations and Community Service  
Organisations developed in November 2013.

Presented to the Hon. Mary Wooldridge, Minister for Community Services on  
22 October 2014 by:



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*“If we want to grow strong children, we need to grow culturally strong children.”*

**Aunty Melva Johnson**

We respectfully acknowledge the Traditional Owners of the country throughout Victoria and pay respect to their unbroken connection to land, culture and society and their unreserved aspirations for their children and young people.

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## About this update

This first update to the *Koorie Kids: Growing Strong in their Culture* submission was developed during a workshop on 30 September 2014 convened by the Commissioner for Aboriginal Children and Young People and included representatives from Victorian Aboriginal Community Controlled Organisations (ACCOs) and Community Service Organisations (CSOs) and has been informed from the findings of Taskforce 1000.

The focus of this submission is the more than 1000 Aboriginal children who on any given day are living away from their home for their safety and wellbeing.

It is hoped that the important work of developing a plan to specifically address the alarming and increasing over representation and poor outcomes of Victorian Aboriginal children in out of home care is seen as a priority by all major political parties; and so receives bipartisan support and is actioned regardless of who forms government following the 2014 Victorian State election.

A full list of invited organisations and staff and organisations participating in the workshops is provided at Appendix 1 and Appendix 2.

## Shifting sands

The importance of this second submission is illustrated by the significant reports, policies, legislative change and projects that have been released or commenced since November 2013 that seek to improve outcomes for vulnerable Aboriginal children in out of home care. The following is indicative of what has been released or commenced since late 2013 and during 2014 that has the potential to have direct impact or significant influence on the actions and directions of any plan to address and improve outcomes for Aboriginal children and young people in out of home care:

Victoria's Vulnerable Children's Strategy – baseline performance data report. December 2013

Out of Home Care - a five year plan. March 2014

Residential Care Services for Children - Victorian Auditor General. March 2014

Victorian Government Aboriginal Affairs Report 2013. April 2014

Accessibility of Mainstream Services for Aboriginal Victorians- Victorian Auditor General .May 2014

Closing the Gap- Prime Ministers Report 2014

Commencement of the Taskforce 1000 Area panels. July 2014

Child and Youth Area Partnerships – DEECD 2014

Amendments to the Children Youth and Families Act 2005 (Permanent care and other matters Bill).  
September 2014

# Update

The October 2013 submission *Koorie Kids: Growing Strong in their Culture*<sup>1</sup> (the submission) observed that in 2011-12, one in eleven Aboriginal children in Victoria experienced an out of home care placement, compared to one in 164 for non-Indigenous children.<sup>2</sup>

The Victorian rate of Aboriginal children in out of home care however remains amongst the highest in Australia and significantly higher than comparable international jurisdictions for Indigenous children. The last decade has also seen the number of Aboriginal children subject to a guardianship or custody order in Victoria rise from 439 in 2002-03 to 890 in 2012-13, an increase of 102 per cent.

Although the Victorian government has committed to reducing the gap in the rate of Aboriginal and non-Aboriginal child protection substantiations by 75 per cent by 2023 the rate continues to increase. In 2010-12 the rate for Aboriginal children was 62.5 per 1000 as compared to non-Aboriginal at 6.4 per 1000. This increased to 67.4 per 1000 for Aboriginal children in 2012-13 compared to 7.2 per 1000 for non-Aboriginal substantiations<sup>3</sup>.

This update reaffirms the submission's fundamental position that current approaches are failing Aboriginal children, young people and families. It also emphasizes the need for a plan for Aboriginal children and young people in out of home care to take into consideration the significant role that integrated planning and addressing the key drivers through prevention and early intervention has in reducing the number and rate of Aboriginal children in out of home care.

The preliminary evidence from Taskforce 1000 is indicating that family violence has been a driver of well over ninety per cent of Aboriginal children entering out of home care. Between 2006-7 and 2012-13 the number of Family Incident Reports where the affected family member identified as Aboriginal almost tripled from 794 to 2143 incidents<sup>4</sup>. Alarming 1644 of the attendances in 2012-13 were repeat attendances.

While the sad, shameful legacy of the Stolen Generation is well documented, there is now a clear risk of an emerging *Second Stolen Generation* of Victorian Aboriginal children and young people through placement decisions that do not take into account all potential Aboriginal kin and by the low priority given to the development and monitoring of plans to ensure that the culture and heritage of Aboriginal children in out of home care is recognised and nurtured. An Aboriginal child denied this is a victim of cultural abuse in care. For Aboriginal people identity and connection to family, community and culture through meaningful relationships and experiences is fundamental to wellbeing.

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<sup>1</sup> *Koorie Kids: Growing Strong in their Culture: Five Year Plan for Aboriginal Children in Out of Home Care: A joint submission from Victorian Aboriginal Community Controlled Organisations and Community Service Organisations*, November 2013. Accessible at: <http://www.ccpv.vic.gov.au/downloads/submissions/submission-koorie-kids-growing-strong-in-their-culture-nov13.pdf>

<sup>2</sup> *Report of Government Services*, Productivity Commission (2012) Table 15A.17

<sup>3</sup> Victorian Government Aboriginal Affairs Report 2013. Table 11, p. 29.

<sup>4</sup> Victorian Government Aboriginal Affairs Report 2013. Table 25 p.48.

The original submission also observed that there were good examples of Aboriginal services across the state doing high quality, professional work with vulnerable children and families and delivering good results. Department of Human Services areas with well-established Aboriginal Controlled Community Organisations (ACCOs) were characterised by falling rates of Aboriginal children entering out of home care, clearly pointing to the potential benefits of a stronger role for ACCOs in preventing admissions and supporting earlier reunification.

The submission saw that building on this positive and promising practice would be vital.

In April 2014 the *Out of home care: A Five Year Plan*<sup>5</sup> was released by the Minister for Community Services. The plan acknowledged many of the points raised in the *Koorie Kids* submission, noting the priorities and committed to the development of a complementary plan for Aboriginal children and young people in out of home care. The Department of Human Services have informed that this work is underway and is expected to be finalised in early 2015.

Informing the work on the complementary plan has been the preliminary findings of Taskforce 1000. The Taskforce 1000 Steering Committee met for the first time in May 2014. Co-chaired by the Commissioner for Aboriginal Children and Young People and the Secretary, Department of Human Services, the Taskforce's aim is to:

*... examine the current plans of all Aboriginal children currently in out of home care and seek to identify and respond to particular issues that impact on their stability, development and cultural connectedness. The reviews are intended to have an immediate benefit for children where issues are identified, and work towards delivering the best results from existing resources and services.*<sup>6</sup>

Taskforce 1000 took its name from the approximately 1,000 Aboriginal children and young people at that time who currently were living in out-of-home care in Victoria. The project is based on the recognition that this is far too large a number of children to be living in care – yet at the same time, a small enough number to enable government and service providers to examine why they are in care; their physical, spiritual and cultural wellbeing; and any barriers that may be preventing reunification with their family.

The taskforce aims to draw on the collective resources of government and service providers – both Aboriginal and non-Aboriginal – at the area and local level, to understand the experience of Aboriginal children in care, their families and communities.

A major objective of this work is to inform and drive systemic change both in government and the community sector through tools such as the complementary plan for Aboriginal children and young people by identifying how we might:

- Improve the stability, life outcomes and cultural connections of Aboriginal children and young people in care.

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<sup>5</sup> *Out of home care: A five year plan*, Department of Human Services, 2014

<sup>6</sup> Taskforce 1000, Terms of Reference (2014)

- Reduce rates of entry to care for Aboriginal children and young people.
- Improve opportunities to reunite Aboriginal children and young people with their parents where it is in their best interests to do so.

The taskforce has focussed its attention initially on four Department of Human Service's local areas being: Inner Gippsland, Western Metropolitan Melbourne, Southern Metropolitan Melbourne and the Mallee. These area panels commenced in July 2014 and due to finalise their work by 24 October, following which the taskforce is expected to report on its findings of these areas by the end of 2014. At the time of preparing this submission approximately 215 of the 1000 children's cases had been reviewed.

Preliminary findings and themes emerging from the taskforce area panels and case discussions confirm that in order to improve outcomes for Aboriginal children and young people in out of home care you must take a more holistic look at their lives and the environment around them.

Many but not inclusively are the following themes from Taskforce 1000:

- Intergenerational trauma driven by one or both parents and forebears association with child protection and out of home care
- Past or present incarceration of one or both parents.
- Family Violence and Alcohol and Drug misuse as a primary driver of children entering care
- Issues with separation from siblings, family and community for many years and a lack of coordination of sibling groups.
- Wellbeing of parents and limited support to enable them to parent in the future (family violence, alcohol and drugs, intergenerational; trauma, mental health, sexual abuse, incarceration).
- Lack of wrap around approach and services to the vulnerable child and family needs in many areas.
- Poor engagement of families and kin in decision making for their child through regular and systematic discussions.
- Limited involvement of Aboriginal workers in assisting with decision making and planning for Aboriginal children and the absence of an Aboriginal workforce in child protection.
- Impact of the selection of carers, limited placement options identified; lack of support for kinship carers and inadequate cultural training to non-Aboriginal carers.
- Lack of training and knowledge of cultural support plans and best practice, lack of and inadequate cultural support plans and cultural connectedness strategies.
- Adhoc approach to ensuring children have access to cultural connections and building relationships with other Aboriginal children.

- Barriers to permanent care.
- The lack of awareness by carers of children’s entitlements.
- Limited response and opportunity for healing where there is high incidence of trauma experienced by children; including family violence, intergenerational sexual abuse, abuse and neglect.
- Barriers to reunification not sufficiently addressed; housing, trauma, intergenerational involvement with child protection, family conflict and grief through death.
- Not enough consistent focus on children’s development, support for children with a disability, programs to assist children with learning difficulties and education plans and outcomes.
- Concerns with decisions of the children’s court, as well as many children progressing to youth justice.
- Where there is strong connections to kin and community, a good working relationship between the local ACCO and department; there is better exchange of information, more response to family and child needs and better quality of outcomes for children.

Any response to be effective and long lasting must be built on strong partnerships between the whole of government, service sector and the community to a range of issues impacting upon reasons for children entering care, placement of children in care, plans for children whilst in care and leaving care, support of carers, healing of families, creating a strong self- determining sector response and keeping children safe, well and culturally strong.

This Update consolidates and builds on the recommendations of the original 2013 submission. A revised set of Policy and Practice Principles, Priorities and Outcomes Measures are set out below.

We urge the Victorian Government to give serious consideration to the recommendations in this Update as the *Complementary Out of Home Care Five Year Plan for Aboriginal Children* is finalised. Similarly we seek from whomever forms government after the 2014 State election commit to this submission’s proposed Policy and Practice Principles, Priorities and Outcomes in a comprehensive plan for Aboriginal children and young people in out of home care.

We particularly wish to impress upon the need to demonstrate a real commitment to action by:

Establishing an Aboriginal Child Forum; comprising community and government, to develop a partnership agreement between community, government and agencies to provide policy direction, program development and monitor the implementation and accountability of outcomes for Aboriginal children and young people in out of home care.

Transferring all Aboriginal children and young people in out of home care to ACCOs by 2024.

# Policy and Practice Principles

The following policy and practice principles were proposed in the original submission to inform the *Five Year Plan (November 2013)*:

- Aboriginal services for Aboriginal people
- Vulnerable Aboriginal children need a service system built on social justice principles
- Protecting Aboriginal children is everyone's responsibility
- Protecting Aboriginal children begins with prevention
- A culturally competent child and family welfare service system
- A child-centred service system
- A family focussed system
- Vulnerable Aboriginal children need immediate responses
- Vulnerable Aboriginal children need a strongly connected and integrated service system
- Vulnerable Aboriginal children need therapeutic responses

These policy and practice principles have been reviewed, revised and updated:

- Resilience for young Aboriginal children and young people is built on positive self-identity and strong cultural and community connections.
- Aboriginal children in out of home care placed with Aboriginal carers serviced by Aboriginal organisations.
- Acknowledge that family violence, and alcohol and drugs are the primary drivers of Aboriginal children entering and in out of home care.
- Acknowledge the impact of issues of intergenerational trauma and mental health issues on families and children at risk of child protection intervention or in OOHC.
- Aboriginal services for Aboriginal people.
- Vulnerable Aboriginal children need a service system built on social justice principles.
- A child-centred service system.
- A family focussed system.
- Protecting Aboriginal children is everyone's responsibility.
- Protecting Aboriginal children begins with prevention.
- A culturally competent child and family welfare service system.
- Vulnerable Aboriginal children need immediate responses.
- Vulnerable Aboriginal children need a strongly connected and integrated service system.
- Vulnerable Aboriginal children need therapeutic responses.
- Support evidence based practice as we are more likely to get better outcomes.

# Priorities

The original submission proposed seven key priorities with supporting recommended actions across the following domains:

1. Outcomes
2. Cultural needs
3. Capacity building
4. Care, authority, case contracting and case management
5. Service provision and continuum
6. Aboriginal carers
7. Compliance and accountability

These priorities have been reviewed and updated to reflect the preliminary findings from the Taskforce 1000 work and further consideration by Aboriginal organisations involved in the development of this update. Most significant is the recommendation to establish the Victorian Aboriginal Child Forum to provide the necessary drive and leadership across government and community to give effect to any plan focusing on Aboriginal children in out of home care.

1. Establish a Victorian Aboriginal Child Forum (ACF), comprising community and government, to develop a partnership agreement between community, government and agencies to provide policy direction, program development and monitor the implementation and accountability of outcomes for Aboriginal children and young people in out of home care.
2. Develop an approach and create a comprehensive outcomes framework to address the cultural needs and rights of Aboriginal children and young people in out of home care.
3. Build the life skills and cultural identity of Aboriginal children and young people in out of home care in readiness for leaving care to ensure successful transition to independence.
4. With commitment across departments and the community sector, build the capacity of Aboriginal families, communities and ACCOs to care for their children and young people and to reduce the number of Aboriginal children in out of home care.
5. Place all Aboriginal children and young people in out of home care under the authority, care and case management of an ACCO.
6. Ensure every Aboriginal child and family, regardless of where they live in Victoria, has full access to a continuum of prevention, early intervention and placement services delivered through the ACCO sector.
7. Better support Aboriginal and non-Aboriginal carers to provide in culturally competent placements and maintain and grow the pool of Aboriginal carers.
8. Ensure compliance with the *Children, Youth and Families Act 2005* as it relates to Aboriginal children and young people and make recommendations to strengthen the Act.

Further detail on these priorities is provided on the following pages.

## **Priority 1**

Establish a Victorian Aboriginal Child Forum (ACF), comprising community and government, to develop a partnership agreement between community, government and agencies to provide policy direction and monitor the implementation and accountability of outcomes for Aboriginal children and young people in out of home care.

- 1.1 Establish and maintain a Victorian ACF that is representative of government and the community sector that address the holistic needs of vulnerable children, including family violence, alcohol and drugs, justice, education, health and social well-being, and is modeled on the Aboriginal Justice Forum.
- 1.2 The ACF to prioritise actions of the plan for Aboriginal children in out of home care and their implementation.
- 1.3 Through the ACF, promote innovative and best practice approaches to the design, development, implementation and evaluation of policies initiatives and related programs that impact on Aboriginal children in out of home care.
- 1.4 Develop a set of out of home care targets, performance measures and milestones for government and the sector.
- 1.5 Develop targets and actions for Victorian Government agencies and sector on areas that have direct and indirect impact on Aboriginal children in out of home care (i.e.: Education, Health, Mental Health, Alcohol and Drugs, Disability, Housing, Homelessness, Youth Justice and Family Violence).
- 1.6 Engage the Commissioner for Aboriginal Children and Young People to annually review a minimum 10 per cent of case plans of Aboriginal children in out of home care.
- 1.7 Map where Aboriginal specific programs and services (and associated investment) are provided across the State to ensure at that where an ACCO is available they are the holder of funds and also to ensure equitable distribution as it relates to the numbers of Aboriginal children in out of home care.
- 1.8 Have DHS present quarterly data to the ACF about Aboriginal children and young people, particularly those presenting to Child FIRST, out of home care, youth justice and youth homelessness.
- 1.9 Promote improved practice to reduce overrepresentation of Aboriginal children and young people in out of home care.
- 1.10 Develop an approach to address cross border issues.

## Priority 2

Develop an approach and create a comprehensive outcomes framework to address the cultural needs and rights of Aboriginal children and young people in out of home care.

- 2.1 Develop an integrated Aboriginal Children's Out of home care Outcomes Framework from the perspective of an Aboriginal child, young person and the community.
- 2.2 Review and simplify existing plans and processes for Aboriginal child/young person against the Out of Home Care Outcomes Framework.
- 2.3 Develop an agreed approach that out of home care agencies and DHS can use to identify and promote Aboriginal identity early.
- 2.4 Establish and continually review an approach to cultural support planning that informs the practice of all Government and non-government agencies.
- 2.5 DHS to fund the review by the ACF and the redistribution and promotion of the *Charter for Aboriginal Children's Rights*, developed by the Victorian Aboriginal Child Care Agency, to ensure all Aboriginal children and young people know their rights.
- 2.6 Fully resource ACCOs to develop and enable the implementation of cultural plans for every Aboriginal child and young person in out of home care which includes:
  - Return to Country Cultural Support workers
  - A cultural support person/Aboriginal mentors
  - Access to Genealogy records and services
  - Socialisation/recreational activities with other young Aboriginal people.
- 2.7 Develop Aboriginal specific re-unification guidelines to inform Department of Human Services, CSO and ACCO practice.

## Priority 3

Build the life skills and cultural identity of Aboriginal children and young people in out of home care in readiness for leaving care to ensure successful transition to independence.

- 3.1 While in out of home care, implement a wellbeing package that helps children recover and reflect their evolving life story – something they can take with them on the next part of their journey.
- 3.2 Improve and adequately fund an integrated post-care transition service for every Aboriginal young person leaving care, including priority access to services.
- 3.3 Involve ACCOs in the Stakeholder Advisory Group (SAG) in the Department of Human Services longitudinal study of Beyond 18 and other leaving care studies and research.
- 3.4 Ensure young people in out of home care access to culturally appropriate education relating to sexual health and wellbeing and positive and healthy relationships.

#### **Priority 4**

With commitment across departments and the community sector, build the capacity of Aboriginal families, communities and ACCOs to care for their children and young people and to reduce the number of Aboriginal children in out of home care.

- 4.1 Research and develop and evidence base on the key drivers such as family violence, alcohol and drugs and mental health including intergenerational trauma of entry into care, length of stay and exit pathways to develop targeted, tailored response services and evaluation frameworks.
- 4.2 Invest in expanding and evaluating successful, evidence-based approaches that build family capability through ACCOs.
- 4.3 Develop an integrated response to Aboriginal intergenerational trauma, abuse and family violence.
- 4.4 Establish evidence based community diversionary options for Aboriginal children and young people.
- 4.5 Strengthen the role of Aboriginal men, especially in parenting.
- 4.6 Increase funding of the Aboriginal Child Specialist Advice and Support Service (ACSASS) to reflect the overall growth in child protection funding and the increase in the rates of Aboriginal notifications and Aboriginal children and young people in care over the last 10 years.
- 4.7 Restructure the Aboriginal Family Led Decision Making (AFLDM) program to ensure a more timely, flexible and inclusive service response.
- 4.8 Develop program and practice guidelines to ensure consistent application of the Aboriginal Child Placement Principle.
- 4.9 Create a specific Aboriginal adolescent response to reduce OOHC demand and length of stay.

#### **Priority 5**

Place all Aboriginal children and young people in out of home care under the authority, care and case management of an ACCO.

- 5.1 Commit to, and invest in, developing the capacity of ACCOs taking responsibilities for Section 18 of the *Children Youth and Families Act 2005* by 2020.
- 5.2 Implement a specific strategy with published milestones to transfer all Aboriginal children and young people in out of home care to the direct care of ACCOs by 2024.
- 5.3 Develop and implement protocols and practice where there is no ACCO in the area.
- 5.4 Ensure all new entries and transfers of Aboriginal children and young people go directly to an ACCO or an ACCO in partnership with a CSO (reference NSW policy).

## **Priority 6**

Ensure every Aboriginal child and family, regardless of where they live in Victoria, has full access to a continuum of prevention, early intervention and placement services delivered through the ACCO sector.

- 6.1 Prioritise and adequately resource service investment in the Aboriginal child and welfare sector to improve outcomes for children and young people in out of home care.
- 6.2 Provide an additional weighting on the base price for Aboriginal out of home care placements to reflect the complexity of need and service delivery (as per VicHealth).
- 6.3 Review and amend the placement accommodation criteria for out of home carers to align with Aboriginal community norms to increase placement options.
- 6.4 Develop and implement culturally-based mental health and suicide prevention services and tools targeted to Aboriginal children and young people.
- 6.5 Utilise and/or develop culturally-based mental health and suicide prevention strategies for any Aboriginal child or young person whose social-emotional wellbeing and mental health is at serious risk.

## **Priority 7**

Grow the pool of Aboriginal carers and better support Aboriginal and non-Aboriginal carers to provide culturally competent placements.

- 7.1 Remunerate kinship carers on the same basis as foster carers (equitable access to complex, intensive and general payments).
- 7.2 Fund a State-wide Aboriginal carer network.
- 7.3 Develop and implement a sector wide strategy to grow, inform and support the pool of Aboriginal carers, including specialist training for carers and kinship carers.
- 7.4 Review the eligibility criteria to become a carer and remove any unnecessary barriers.
- 7.5 Resource ACCOs and other stakeholders to provide assessment and training for carers of Aboriginal children and young people.
- 7.6 Ensure ACCOs, carers and Aboriginal children and young people are informed and aware of OOHC entitlements, rights and the availability of programs including post care.

## **Priority 8**

- 8.1 Ensure compliance with the *Children Youth and Families Act 2005* as it relates to Aboriginal children and young people and make recommendations to strengthen the Act.

- 8.2 Conduct and publish an annual independent audit of Department of Human Services and funded agencies to determine gaps in compliance with the Act.
- 8.3 Develop and implement successful strategies to address the gaps and ensure compliance with the Act.
- 8.4 Create Aboriginal cultural competency-based standards for the Department of Human Services, CSO and ACCOs and successfully achieve standards through learning and development.
- 8.5 Introduce ongoing cultural training, reflective practice and coaching for DHS staff, including Child Protection workers and CSOs, to ensure culturally-appropriate practices.
- 8.6 CSOs case managing Aboriginal children in out of home care are supported to develop Aboriginal inclusion plans and Aboriginal employment strategies.
- 8.7 Include cultural abuse within incident reporting mechanisms to address the quality of care process.

# Outcome Measures

It is proposed that a set of agreed outcome measures are incorporated in the Five Year Complementary Plan (or any other comprehensive plan developed for Aboriginal children in out of home care). For each of these indicators, a five year target should be established with annual increments. The following outcomes and measures are proposed:

## *The presence of culture as a protective factor*

- All Aboriginal children and young people in out of home care have a cultural support plan developed from first placement which is reviewed annually and grows with the child.
- All Aboriginal children and young people have their own developing “Lifebook”.
- All Aboriginal children and young people have a re-unification plan within the first year, noting if the plan is not reunification due to concern regarding the child’s safety and wellbeing.
- Within the first year of care, every Aboriginal child and young person has their birth certificate and confirmation of Aboriginality and genealogy.
- Self-determination measure (measures to be developed in consultation with Victorian Aboriginal community).
- Every non-Aboriginal carer, in both ACCOs and CSOs has cultural training.
- All ACCOs have the capacity and opportunity to deliver the full the spectrum of the child and family welfare support services: prevention; early intervention; OOHC placement support; case management; family reunification and guardianship.

## *Service is reflective of culture:*

- All Aboriginal children and young people are placed and case managed by an ACCO or an ACCO in partnership with a CSO by 2024
- The number of Aboriginal children and young people not in an ACCO or an ACCO in partnership with a CSO
- Number of Aboriginal children and young people that are placed with Aboriginal carers and families
- Every Aboriginal child and young person has access to therapeutic assessment and support
- Every Aboriginal child and young person has access to their native title rights
- Every Aboriginal child and young person has immediate access to an Aboriginal Family Led Decision-making (AFLDM) conference
- Increase number of Aboriginal children and young people achieving permanency

*A successful transition back into community*

- Per cent of Aboriginal children and young people where protective orders are transferred back to the local ACCO.
- Every Aboriginal child and young person leaving care has access to appropriate and affordable housing.
- Reunified families are supported holistically to maintain a safe and nurturing environment for children and have access to therapeutic and healing programs.

*Improved wellbeing (refer to Victorian Aboriginal Affairs Framework 2013-2018 targets)*

- Less than five per cent of pre-natal notifications for pregnant Aboriginal women
- Close the gap between Aboriginal and non-Aboriginal babies with low birth weights
- 50 per cent reduction of Aboriginal children and young people in out of home care , comparable to non-Aboriginal children
- Improved literacy and numeracy in Years 3, 5, 7 and 9 for Aboriginal students
- A greater proportion of Aboriginal young people aged 20–24 who have completed at least Year 12 or equivalent
- Closing the gap between Aboriginal and non-Aboriginal young people under youth justice supervision
- The rate of harmful alcohol consumption among Aboriginal Victorians
- A Family Violence indicator to be developed in consultation with Aboriginal community

# Appendix 1

## 30 September 2014 Workshop Participants

Organisation	Attendee
The Bouverie Centre	Esmail Manahan
Bendigo and District Aboriginal Services	Georgina Risley and Eileen Ballangarry
Berry Street	Julien Pocock
Centre for Excellence	Mick Naughton
Commission for Children and Young People (Host)	Andrew Jackomos, Janette Kennedy, Robert Stewart
Department of Human Services (Observers)	Joshua Smith, Paulleen Markwort, David Clements
Mallee and District Aboriginal Services	Donna Hunt
Njernda Aboriginal Cooperative	Theresa Coe
Quantum Support Services Inc	Tanya Nolan
Victorian Aboriginal Child Care Agency	Connie Salamone
Victorian Aboriginal Community Controlled Health Organisation	Dana Pyne
Winda-Mara Aboriginal Cooperative	Michael Bell
Wimmera Uniting Care	Dianna Connor
<b>Apologies:</b> Centre for Excellence Mallee and District Aboriginal Services Victorian Aboriginal Child Care Agency Wathaurong Aboriginal Cooperative	Deb Tsorbaris Rudolph Kirby Muriel Bamblett Tracey Currie
Rapid Impact (Facilitator)	Sue Kelsall

Consultation post workshop	
Koorie Youth Council	Greg Kennedy

## Appendix 2

# Aboriginal Community Controlled Organisations and Community Service Organisations invited to workshop

Anglicare  
Anchor Inc  
Ballarat & District Aboriginal Cooperative Limited  
Baptcare  
Bendigo & District Aboriginal Cooperative Ltd  
Bethany Community Support Inc  
Berry Street  
Centre for Excellence in Child and Family Welfare  
Dandenong & District Aborigines Cooperative Limited  
Gippsland & East Gippsland Aboriginal Cooperative Ltd  
Goolum Goolum Aboriginal Cooperative Limited  
Gunditjmara Aboriginal Cooperative Ltd  
Kildonan Uniting Care  
Mallee District Aboriginal Services  
MacKillop Family Services  
Mungabareena Aboriginal Corporation  
Murray Valley Aboriginal Cooperative Limited  
Njernda Aboriginal Corporation  
Quantum Support Services  
St Lukes  
The Bouverie Centre  
Upper Murray Family Care  
Oz Child  
Ramahyuck District Aboriginal Corporation  
Rumbalara Aboriginal Cooperative Limited  
Victorian Aboriginal Child Care Agency Cooperative Limited  
Victorian Aboriginal Community Controlled Health Organisation  
Wathaurong Aboriginal Cooperative Ltd  
Winda-Mara Aboriginal Corporation  
Westcare (Salvation Army)  
Wesley Mission Victoria  
Wimmera Uniting Care