



Crime and Misconduct Commission

Indigenous engagement strategy

The Crime and Misconduct Commission acknowledges the traditional owners of the land and sea and we pay our respects to the elders both past and present.

Strengthening our relationship with Aboriginal and Torres Strait Islander people, organisations and communities is fundamental to the CMC's work.

This is reflected in the Commission's *Strategic Plan 2012–16* and one of the agency's priorities over the coming year.

Developing the *Indigenous engagement strategy* is an important first step in demonstrating this commitment. We recognise that delivery of the activities and actions included in the strategy is essential to improved relationships and outcomes.

Our *Indigenous engagement strategy* is centred on three key themes:

- Our relationships
- Our work
- Our people.

By building our relationships with Indigenous people, organisations and communities, and ensuring that our staff better understand the importance of those relationships, we will improve our services to Aboriginal and Torres Strait Islander people.

Ross Martin SC
Chairperson



Vision:

The CMC's commitment to Indigenous people is embedded throughout our organisation.

Goal of strategy:

Enhance our engagement with Indigenous people, communities and organisations.

Our activities and initiatives:

We have identified a number of activities and initiatives that we will be undertaking over 2012–13, and have committed to reporting on our progress during that time.

We will:

- improve our regional visits and outreach program to better promote the role and responsibilities of the CMC
- put communication plans in place for investigations or projects that will significantly impact on Indigenous stakeholders
- ensure that the follow-up work from our 2009 *Restoring Order* report is communicated back to the communities we have visited
- work with other organisations to strengthen the ability of Aboriginal and Torres Strait Islander Councils to prevent and deal with misconduct
- review our complaints process to ensure that the requirements are clear and that those wanting to make complaints are supported in doing this.



Our strategy:

Our commitment	What we will do
<p>Our relationships</p> <p>Strengthen our relationships with Aboriginal and Torres Strait Islander people, communities and organisations</p>	<ul style="list-style-type: none"> Engage Indigenous communities in what we do, and seek out partnering opportunities with other agencies. Improve access to our complaints mechanisms for Indigenous people. Develop communication and engagement strategies as part of major projects or activities that will have significant impact on Indigenous stakeholders. Develop and promote practical and culturally appropriate CMC publications, including advisory materials, to meet the needs of Indigenous stakeholders.
<p>Our work</p> <p>Embed our commitment in core service delivery and operational outcomes, and strengthen the capacity of CMC officers to deliver culturally appropriate core services</p>	<ul style="list-style-type: none"> Deliver cultural awareness training across the agency, including targeted training for operational staff. Develop and implement protocols guiding CMC officers' visits to Indigenous communities. Develop and introduce culturally appropriate protocols for CMC-hosted functions, our publications and website that draw upon the knowledge within Indigenous communities. Ensure business plans for all areas across the CMC reflect our commitment to improved outcomes for Indigenous stakeholders, and identify activities or initiatives to deliver on the commitment.
<p>Our people</p> <p>Increase recruitment and retention of Aboriginal and Torres Strait Islander officers across the agency, and promote a culturally inclusive workplace</p>	<ul style="list-style-type: none"> Increase recruitment of Indigenous employees across the CMC. Continue to implement an Indigenous traineeship and/or cadetship program. Establish a support group for Indigenous staff members that caters for cultural maintenance. Ensure Indigenous officers' needs are catered for in a professional mentoring program, including the identification of development opportunities.

Indigenous artwork courtesy of Bill Ivinson.

CRIME AND MISCONDUCT COMMISSION



QUEENSLAND

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