

The background of the cover is a vibrant Indigenous-style artwork. It features a central circular motif with concentric rings of yellow, green, blue, and red. From this center, several wavy, multi-colored lines radiate outwards, resembling a stylized sun or a network of paths. The background is a mix of orange and red tones, with scattered white handprints and other abstract shapes.

**The Transport
and Planning
Portfolio**

**First Peoples
Self Determination
and Reform Plan**

2025-2029

Description of artwork

Aaron (Gunaikurnai) 'Movements Between the Five Clans' 2019, acrylic on canvas.

'The tracks are going between the five clans of the Gunaikurnai and the hands are the symbols of my spirit travelling around the campsites.'

This artwork was created through programs provided by the Torch. The Torch provides art, cultural and arts industry support to Indigenous offenders and ex-offenders in Victoria. The Torch aims to reduce the rate of reoffending by encouraging the exploration of identity and culture through art programs to define new pathways upon release.



Authorised by the Victorian Government,
1 Spring Street, Melbourne
Victoria 3000
Telephone (03) 9655 6666

Designed and published by the
Department of Transport and Planning

Contact us if you need this information in an accessible format such as large print or audio, please telephone (03) 9655 6666 or email community@transport.vic.gov.au

© Copyright State of Victoria
Department of Transport and Planning
Except for any logos, emblems,
trademarks, artwork and photography this
document is made available under the terms
of the Creative Commons Attribution 3.0
Australia licence.



Acknowledgement

We proudly acknowledge the First Peoples of Victoria. We acknowledge their ongoing strength in practising the world's oldest living culture. We acknowledge the Traditional Owners' lands, waters, and skies on which we live and pay respects to their Elders past and present.

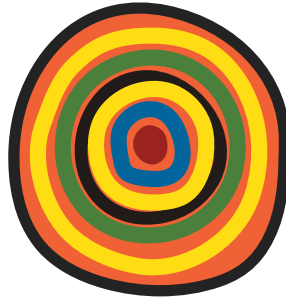
We recognise that there are long-lasting, far-reaching and intergenerational consequences of colonisation. Colonisation established Victoria with the intent of excluding First Peoples. This included their lore, laws, cultures, customs and traditions. This has resulted in entrenched systemic and structural racism. We acknowledge that the impact and structures of colonisation still exist today. We have a responsibility to transform our systems and services, so that First Peoples can hold decision-making power over matters that affect their lives.

Language statement

Language is important and can change over time and words can have different meanings for different people.

We recognise the diversity of First Peoples living throughout Victoria. The terms 'Koorie' or 'Koori' are often used by Aboriginal people of southeast Australia. In this Plan we have respectfully used the term First Peoples. This term refers to all people of Australian Aboriginal and/or Torres Strait Islander descent, living-in or visiting Victoria.

We also use the term Traditional Owners to refer to the original custodians of Victoria who share a deep cultural, spiritual, and social connection with Country. They have unique rights and responsibilities in caring for Country and culture. Each Traditional Owner Group has their own unique culture, history, language, customs, lore and laws.



Executive Director foreword

I'm proud to present the Transport and Planning Portfolio's second self-determination and reform plan to my Community.

This Plan is a continuation of the Portfolio's journey. It shows how our organisation will approach the transformation of the Portfolio and be a champion for reform.

The Plan demonstrates the Portfolio's commitment to doing the work. It seeks to create environments where the self-determination of our First Peoples can flourish.

As a proud Wotjobaluk man and a committed supporter of Treaty for Victoria, this Plan will prepare a foundation for our Portfolio's continued progress.

I encourage everyone to stand with First Peoples by supporting the implementation of this Plan.



Tim McCartney
Executive Director

Ministers' foreword

As Ministers responsible for the Transport and Planning Portfolio, we are proud to endorse the Transport and Planning Portfolio First Peoples Self Determination and Reform Plan 2025-2029.

The Plan represents a long-term commitment to embedding self-determination at the heart of how we operate as a department.

It reflects our shared responsibility to ensure that First Peoples' voices are heard, respected, and elevated in every decision we make, across transport, land use, infrastructure planning, and service delivery.

We acknowledge the truth-telling process led by the Yoorrook Justice Commission, which laid bare the systemic injustices and historical exclusion experienced by First Peoples across Victoria – including transport and planning.

This Plan is part of our response to that truth, it outlines how our integrated Portfolio will work together over the next four years to create workplaces and services that are culturally safe, inclusive, and responsive to the diverse needs of First Peoples in Victoria.

We are fully committed to this Plan and holding ourselves—and our agencies—accountable for delivering on its actions.

Ministers



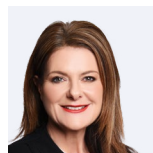
Hon. Gabrielle Williams MP
Minister for Transport Infrastructure
Minister for Public and Active Transport



Hon. Melissa Horne MP
Minister for Roads and Road Safety
Minister for Ports and Freight



Hon. Harriet Shing MP
Minister for the Suburban Rail Loop
Minister for Housing and Building
Minister for Development Victoria and Precincts



Hon. Sonya Kilkenny MP
Minister for Planning



Secretary's foreword

The Yoorrook Justice Commission has highlighted how, for generations, Victoria's planning and transport systems have systemically marginalised and excluded Aboriginal people from their lands. It falls to our generation to work in genuine partnership with Traditional Owners as we seek to deliver thriving places and connected communities for all Victorians.

I am privileged, therefore, to introduce our Transport and Planning Portfolio First Peoples Self Determination and Reform Plan 2025-2029.

This Plan marks the significant and ongoing commitment to embedding self-determination across everything we do and supports the department's vision to create thriving places and connected communities. It is our second plan but the first developed for a fully integrated Transport and Planning Portfolio.

The Plan builds on the progress we've made while broadening our scope, deepening our focus and reaffirming our collective accountability to First Peoples across Victoria.

It recognises that meaningful reform requires collective and sustained action from every part of our Portfolio.

It is not just a plan – it is a roadmap for change: for embedding self-determination, improving cultural safety in our workplaces, and ensuring our services and systems reflect the values, rights and aspirations of First Peoples.

I am committed to working with all our people to develop ever stronger connections and partnerships with Traditional Owners and all Aboriginal Victorians.



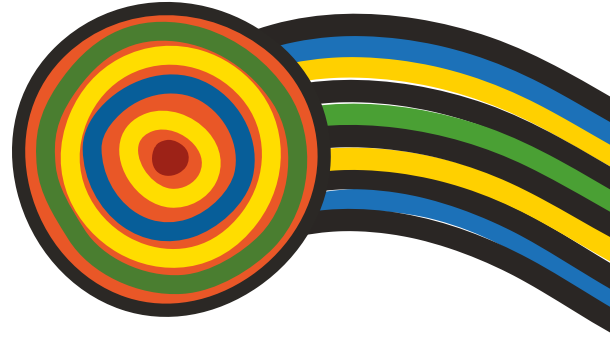
Jeroen Weimar
Secretary



Top: 2023 NAIDOC Week Portfolio event left to right, Chaise Egan (DTP), Professor Aunty Eleanor Bourke AM, The Hon. Sonya Kilkeny

Bottom, left to right: 2023 Reconciliation Week Portfolio event, Chaise Egan (DTP). Fallon Burrows (DTP) with BA Road Services founder and Managing Director Brandon McRedmond. 2024 NAIDOC Week Portfolio event, Zach Martin-Dennis and Yani Bangal Scholarship recipients





Introduction

The former Department of Transport launched the first Transport Portfolio Aboriginal Self-Determination Plan 2020-2023 in late 2020. For the first time, this Plan brought together the whole of the Portfolio to drive collective action to embed self-determination and improve outcomes for First Peoples.

This Transport and Planning Portfolio First Peoples Self Determination and Reform Plan 2025-2029 (Plan) is our second plan and the first which brings together the integrated Transport and Planning Portfolio (Portfolio). The Plan continues the work we've achieved under the previous plan as well as committing to new areas of focus.

The whole of the Portfolio is responsible for delivering the Plan. It will provide a roadmap for embedding self-determination and improving cultural safety in our workplaces, the services we deliver and the interactions between our staff and First Peoples. This Plan will drive change in our behaviours, systems, accountability and how we measure our impact to support improved outcomes for First Peoples.

The Department of Transport and Planning (DTP) First Peoples Self Determination Division supports the entire Portfolio to deliver this Plan. The Division was established in 2021 to support the self-determination reform agenda across the Portfolio. The Division provides leadership, delivers programs, culturally sound advice and strategic guidance to support the Portfolio to deliver its obligations under the Plan.

Who is responsible for delivering the Plan?



Self-determination is a right of First Peoples recognised in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). UNDRIP describes self-determination as the ability for Indigenous Peoples to freely determine their political status and pursue their economic, social and cultural development.





What is self-determination?

Self-determination is a right of First Peoples recognised in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). UNDRIP describes self-determination as the ability for Indigenous Peoples to freely determine their political status and pursue their economic, social and cultural development.

Put simply, self-determination is about First Peoples holding decision-making power over matters that affect their lives.

As a right held by First Peoples, self-determination is not something to be led by Government. However, Government has responsibility for many of the systems and structures that enable (or can limit) self-determination. Government therefore has a responsibility to transform its systems and structures to support self-determination and improve outcomes for First Peoples.

The Victorian Government committed to self-determination as the guiding principle underpinning the Victorian Aboriginal Affairs Framework, to drive action to improve outcomes for First Peoples.

Victoria was established with the intent of excluding First Peoples. This involved excluding First Peoples lore, laws, cultures, customs and traditions from the development of Victorian laws and policies and the systems and structures of Government.

These systems of governance include our current transport and planning systems, services and organisations. We acknowledge that the transport and planning systems have produced historic and ongoing injustices for First Peoples which continue to persist today.

To support self-determination and improve outcomes for First Peoples, we have a responsibility to transform our systems and services. Guided by the evidence and recommendations of the Yoorrook Justice Commission, we are committed to systemic reform across the Portfolio to address systemic injustices.

Victorian Government self-determination reform agenda

The Victorian Government is committed to self-determination as the guiding principle in First Peoples affairs. This is set out through the below frameworks:

- Victoria's Closing the Gap Implementation Plan
- Victorian Aboriginal Affairs Framework
- Victorian Government Self-Determination Reform Framework
- Victorian Government department and agency self-determination plans, including this Plan.

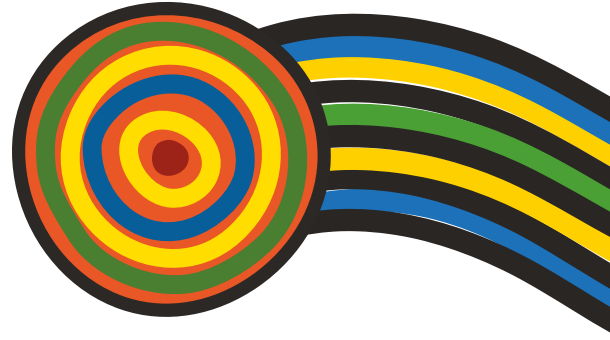
Self-determination is guiding the Victorian Government's participation in Victoria's Treaty process and in how it responds to the Yoorrook Justice Commission's truth-telling process.

For more information see 'background notes' at the end of the Plan.



Rising: Melbourne Art Trams 2023.
Artist (top): Jay Van Nus, Pibelmun Noongar.
Artist (bottom): Charlotte Allingham, Wiradjuri Ngayampaa.





Overview of the Portfolio

As an integrated Transport and Planning Portfolio, DTP and its agencies:

- plan, build and operate a transport network that keeps people and freight moving now and into the future
- manage precinct, policy, land, planning, building and heritage systems to shape places and communities
- understand the social, economic, and physical needs of communities so that we can develop meaningful connections and thriving local places
- oversee the delivery of the major transport infrastructure program to build a better transport future for Victoria.

Victorian Transport and Planning Portfolio agencies

See 'key agency appendix' for more information.

Portfolio Public Entities

ārbv
Architects
Registration Board
of Victoria

CLADDING
SAFETY
Victoria

DEVELOPMENT
VICTORIA

North East Link
State Tolling
Corporation

OCI Office of the
Chief Investigator
Transport Safety

PORT OF
HASTINGS
CORPORATION

PORTS VICTORIA

SAFE TRANSPORT VICTORIA

SUBURBAN
RAIL LOOP

V/Line

VicTrack

VIDA VICTORIAN
INFRASTRUCTURE
DELIVERY
AUTHORITY

BPC
Building and
Plumbing
Commission

The purpose

The purpose of this Plan is to drive and deliver change to support the transformation of our Portfolio.

The goal of this Plan is to support better outcomes for First Peoples and Traditional Owners who:

- use the transport system
- interact with our planning functions
- work within the Transport and Planning Portfolio
- engage with the Portfolio
- are recognised rights holders over land.

Our entire Portfolio and workforce are part of our Plan. We all have a responsibility to support the Plan's success.

Our work to date includes:

Transport Portfolio Aboriginal Self-Determination Plan 2020-2023

The first Transport Portfolio Aboriginal Self-Determination Plan 2020-2023 set out 11 priority actions for the Portfolio.

Implementation of the plan has led to delivery of the following outcomes:

Yani Bangal Transport and Planning Portfolio First Peoples Careers Strategy

The Strategy is a strategic integrated approach to building a skilled, diverse, and thriving First Peoples workforce across all areas of the Portfolio.

The Strategy is underpinned by a minimum two per cent First Peoples employment target.

Yani Bangal has 41 actions which aim to deliver positive career outcomes for First Peoples staff.

Yani Bangal First Peoples Scholarship Program

The First Peoples Scholarship Program was first launched in 2021.

It aims to provide financial and career support to First Peoples secondary, TAFE and university students. The program nurtures career and leadership development and creates a long-term talent pipeline into the Portfolio.



Wurrek-al 'Talking with Purpose' First Peoples Engagement Framework

Wurrek-al equips Portfolio staff with the necessary skills and tools to foster effective and meaningful engagement with Traditional Owners and the First Peoples Community.

Wurrek-al aims to streamline and better coordinate engagement across the Portfolio.

Transport and Planning Portfolio First Peoples Cultural Safety Framework

The Framework enacts the Portfolio's commitment to promote cultural safety.

The purpose of the Framework is to advance the cultural safety of First Peoples who work in or engage with the Portfolio and who use the Transport and Planning Networks.

Partnership Agreement with Taungurung Land and Waters Corporation

In 2024, the Portfolio entered into a Partnership Agreement with the Taungurung Land and Waters Corporation – the Traditional Owner Group Entity and Registered Aboriginal Party representing the Taungurung People.

The agreement supports strategic conversations about transport and planning activities on Taungurung's traditional lands and waters.

The Portfolio is continuing to work with other Traditional Owner corporations across the state to develop tailored Partnership Agreements.

Yoorrook Justice Commission

The Portfolio has participated as part of the whole of Victorian Government response to the Yoorrook Justice Commission's truth-telling process and is committed to supporting the implementation of recommendations, where adopted by the Government.

Transport and Planning Portfolio First Peoples Self Determination Steering Committee

The Transport and Planning Portfolio First Peoples Self Determination Steering Committee was established in 2020. Its membership is comprised of senior executives from across the Portfolio.

Its purpose is to:

- oversee the implementation of the Portfolio's self-determination commitments
- coordinate integrated advice
- report on progress to Government on embedding First Peoples self-determination.



The Plan's framework

Our Plan is broad, so we can:

- reform our systems
- support our people
- respond to:
 - Victoria's Statewide Treaty process
 - Yoorrook Justice Commission
- comply with Recognition and Settlement Agreements
- meet the changing needs of Community
- account for changes to our Portfolio
- hold ourselves accountable
- ensure our work has an impact.

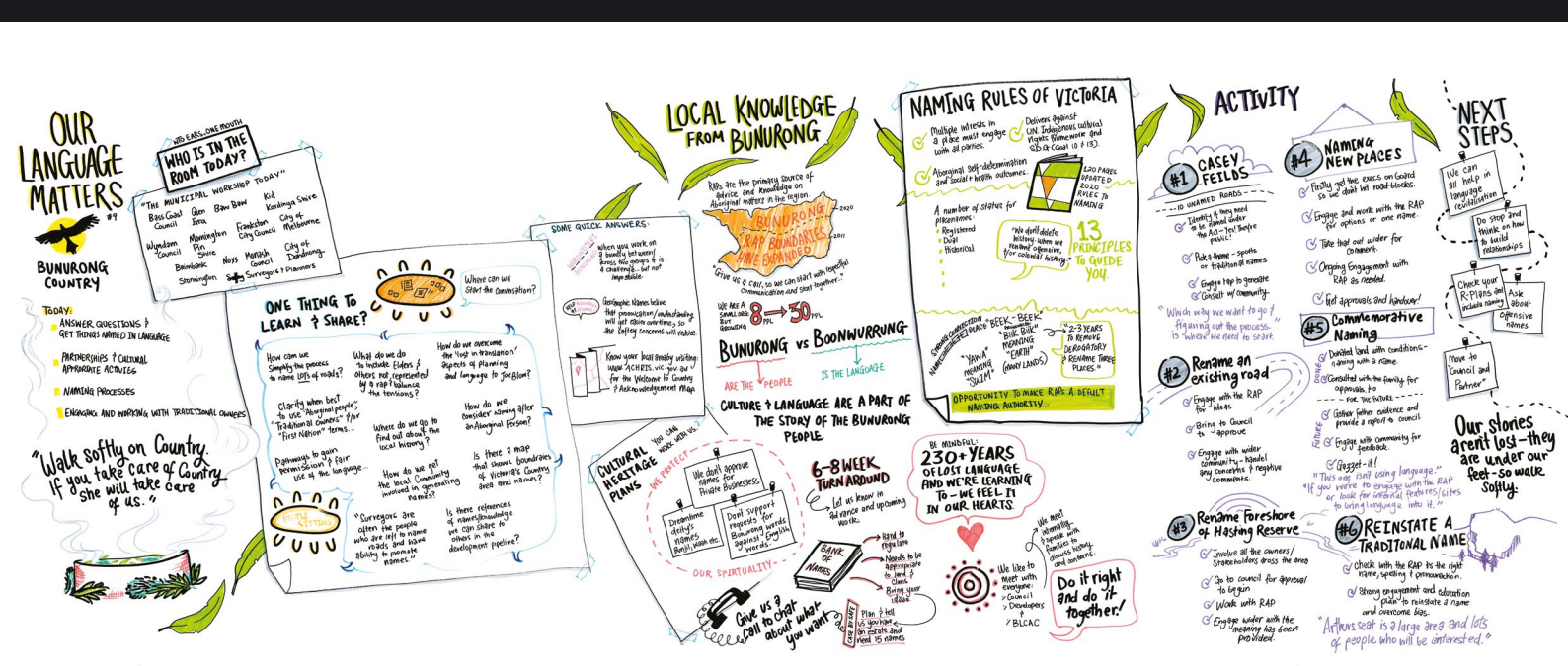
How our work connects

The Plan connects our work to date and future work together.

Central Action Plan	Transport and Planning Portfolio First Peoples Self Determination and Reform Plan 2025-2029			
Current Strategies and Frameworks	Yani Bangal Transport and Planning Portfolio First Peoples Careers Strategy	Wurrek-al 'Talking with Purpose' First Peoples Engagement Framework	The Transport and Planning Portfolio First Peoples Cultural Safety Framework	
Place-based Regional Action Plans	Loddon Mallee and Hume	Barwon South West and Grampians	Gippsland	Metropolitan Melbourne
Traditional Owner corporations	Co-designed Partnership Agreements with Traditional Owner corporations			



Top: Yani Bangal Scholarship recipients
 Bottom: Bunurong place naming graphic - Our Language Matters workshop, Geographic Names Victoria





Focus areas of the Plan

We'll focus on:

- First Peoples employees
- First Peoples led governance
- place-based actions
 - partnering with Traditional Owners with formal recognition
 - engagement with First Peoples Community
- procurement outcomes for Traditional Owners and First Peoples owned businesses
- policies, resources, services and opportunities
- Indigenous Data Sovereignty
- leadership
- our people, including leadership and employees
- measuring our Plan's impact
- transparency and accountability.

These areas of focus have been informed by what we've been told by the Traditional Owners and First Peoples Community we engage with and by our First Peoples employees.

Our focus areas have also been informed by whole of Victorian Government priorities including the Yoorrook Justice Commission lines of inquiry, Treaty readiness and Closing the Gap priority reforms and targets.

This Plan will support the Portfolio to prepare for and respond to Victoria's Treaty process, Yoorrook Justice Commission findings and recommendations, and other First Peoples matters.

The Plan will be flexible and we will review and adapt our Plan annually in response to the progress of Victoria's Treaty and Government's response to the Yoorrook Justice Commission recommendations.

How do we get there?

To support our work, we'll use the four domains, as defined under the Victorian Government Self-Determination Reform Framework.

These are:

- people
- systems reform
- accountability and outcomes.



These domains are consistent with:

- our Transport Portfolio Aboriginal Self-Determination Plan 2020-2023
- the Victorian Aboriginal Affairs Framework 2018-2023.

2020–2024 Self-determination in action

Cultural safety and prioritising culture

- Transport and Planning Portfolio First Peoples Cultural Safety Framework launched during Reconciliation Week 2024
- Annual First Peoples Staff Conferences
- Melbourne Art Trams
- Celebration of First Peoples culture and language across DTP Spring Street and Ringwood offices

Partnerships with Traditional Owner corporations

- Yorta Yorta 'Welcome to Country' signs
- Taungurung Partnership Agreement

\$27.7m contracts awarded
to Victorian Aboriginal owned businesses

**60 Transport
Portfolio scholarships**
awarded between 2021-2024

**Wurrek-al Engagement Framework
launched January 2024**

Trialling **pooled funding**
across the Portfolio

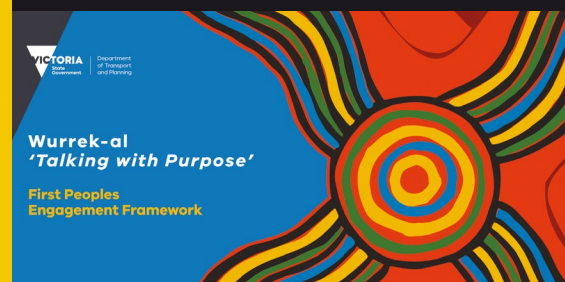
Aboriginal Flag flying
permanently on the West Gate Bridge



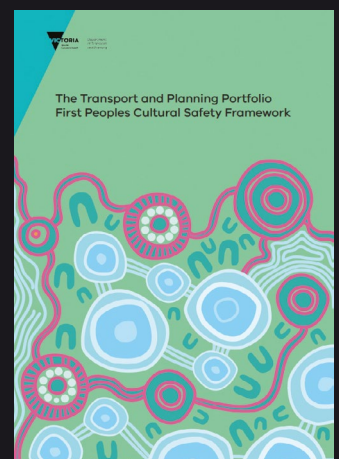
Aboriginal Flag flying permanently
on the West Gate Bridge



First Peoples Staff Conference 2024



Wurrek-al Engagement Framework
launched January 2024

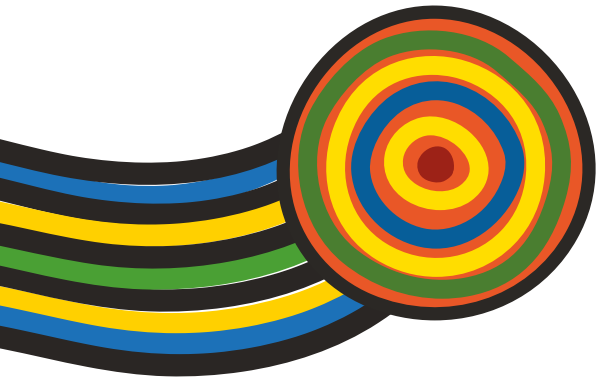


Cultural Safety Framework
launched during Reconciliation Week 2024



Rising: Melbourne Art Trams, Coree Thorpe, Yorta
Yorta, Wurundjeri, Gunnai, Gundiitjmara

Supporting policy and legislative changes to enable Traditional Owner and First Peoples led aspirational reforms



Our Plan

We're making the following commitments to structure our self-determination and reform journey by focusing on:

- sharing resources and enabling joint decision-making with Traditional Owners and First Peoples Community organisations
- embedding the rights of Traditional Owners and First Peoples in our frameworks, policies and plans
- leading or supporting policy and legislative changes to enable Traditional Owner and First Peoples led aspirational reforms.

People are integral to our Plan. This includes cultivating culturally safe environments and changing behaviours.

Focus Area

Improve First Peoples employment experience, opportunities and connection

Actions	Outcomes
<p>1.1 Be a leading Victorian Government First Peoples employer by:</p> <ul style="list-style-type: none"> implementing targeted career initiatives under Yani Bangal Transport and Planning Portfolio First Peoples Careers Strategy 2023-2028 developing and implementing targeted Cultural Safety Action Plans consistent with First Peoples Cultural Safety Framework. 	<p>1.1 Implement targeted initiatives to:</p> <ul style="list-style-type: none"> create a more culturally inclusive attraction and recruitment experience for First Peoples invest in our First Peoples workforce providing career experiences to help them progress in the public sector build a culturally safe and inclusive workplace enhance support for First Peoples staff through tailored programs and services.

Focus Area

Strengthening executive leadership accountabilities on First Peoples matters

Actions	Outcomes
<p>1.2 Portfolio executive leadership to champion behaviour change, focusing on:</p> <ul style="list-style-type: none"> communication role modelling skills building. 	<p>1.2 Tailored actions are developed and embedded into Cultural Safety Action Plans. Plans are:</p> <ul style="list-style-type: none"> consistent with First Peoples Cultural Safety Framework monitored quarterly and achieved.
<p>1.3 Review First Peoples Self Determination and Reform Governance Framework to embed executive leadership responsibility.</p>	<p>1.3 First Peoples Self Determination and Reform Governance Framework:</p> <ul style="list-style-type: none"> reviewed and updated to embed executive leadership responsibility reviewed annually.

Focus Area

Progress the cultural capability of Portfolio employees to improve cultural safety

Actions	Outcomes
<p>1.4 Progress employee cultural capability by developing and implementing:</p> <ul style="list-style-type: none"> targeted Cultural Safety Action Plans consistent with First Peoples Cultural Safety Framework training and support materials for Wurrek-al 'Talking with Purpose' First Peoples Engagement Framework. 	<p>1.4 Employees develop their cultural capability practice to:</p> <ul style="list-style-type: none"> be aware of differences consider power relationships use reflective practice question own biases.

Our systems can innately work against our progress. Our systems reform actions seek to address this.

Focus Area

Partner with Traditional Owners and engage with First Peoples

Actions	Outcomes
<p>2.1 Partner with Traditional Owner corporations to:</p> <ul style="list-style-type: none"> • support strategic approaches, including: <ul style="list-style-type: none"> – “front-end” integration of cultural heritage considerations into our planning work – within DTP’s remit, strengthening Victoria’s planning and land systems to ensure Traditional Owner rights and interests in land can be recognised and protected. • within DTP’s remit, enhance the delivery of: <ul style="list-style-type: none"> – Traditional Owner priorities – Transport and Planning projects – Traditional Owner corporations’ interests in land (including through our land use planning projects) • support economic development. <p>2.2 Develop and roll out an implementation plan for Wurrek-al ‘Talking with Purpose’ First Peoples Engagement Framework.</p>	<p>2.1 Partnerships will:</p> <ul style="list-style-type: none"> • feature joint decision-making • support Traditional Owner corporations’ responsibilities to manage and protect Country • enable ‘beyond compliance’ with Recognition and Settlement Agreements • respect Traditional Owner rights and support aspirations for Country. <p>2.1 First Peoples are valued and reciprocated for their:</p> <ul style="list-style-type: none"> • knowledge and expertise • cultural and intellectual property. <p>2.2 Implementation plan will include:</p> <ul style="list-style-type: none"> • 100% compliance target for relevant employees using the Framework • 100% of relevant employees to undertake training • Framework reviewed yearly and monitored quarterly • engagement data collected and reported • 100% of projects loaded into database.

Our systems can innately work against our progress. Our systems reform actions seek to address this.

Focus Area

Ensure Transport and Planning policies, resources, services and opportunities are culturally safe and accessible to First Peoples

Actions	Outcomes
<p>2.3 Develop place-based Self Determination Implementation Plans for DTP regions.</p>	<p>2.3 Place-based Self Determination Implementation Plans will:</p> <ul style="list-style-type: none"> • leverage the Portfolio as a whole to deliver self-determined outcomes for First Peoples Community • capture local activities • use whole of Portfolio model of engagement • reflect the diversity of: <ul style="list-style-type: none"> – regional needs – cultures and characteristics – governance structures – intersectionality.
<p>2.4 Progress the development of an Aboriginal language naming policy for the Portfolio to apply to:</p> <ul style="list-style-type: none"> • place naming • assets • landmarks. 	<p>2.4 Aboriginal language naming policy development will consider:</p> <ul style="list-style-type: none"> • celebrating connection to Country • connecting the Victorian public to a sense of place and history • reflecting Traditional Owners' aspirations and right to self-determination.
<p>2.5 DTP and Portfolio agencies will each develop and implement tailored Cultural Safety Action Plans consistent with First Peoples Cultural Safety Framework.</p>	<p>2.5 Cultural Safety Actions Plans will:</p> <ul style="list-style-type: none"> • review cultural safety within: <ul style="list-style-type: none"> – systems – practices – governance structures and systematic behaviours • identify structures and systems that don't: <ul style="list-style-type: none"> – enable self-determination – involve First Peoples in decision making about matters that affect them.

Our systems can innately work against our progress. Our systems reform actions seek to address this.

Focus Area

Recognise and enable First Peoples Data Sovereignty across the Portfolio

Actions	Outcomes
<p>2.6 Develop and launch a First Peoples Data Sovereignty foundational policy, principles and implementation plan.</p>	<p>2.6 First Peoples Data Sovereignty foundational policy, principles and implementation plan:</p> <ul style="list-style-type: none"> • considers the rights of Traditional Owners and First Peoples in data collection, use and access • respects First Peoples choices about their data • considers existing DTP policies, procedures and broader legislative framework.
<p>2.7 Strengthen the technical data capability of:</p> <ul style="list-style-type: none"> • Traditional Owner corporations • DTP. 	<p>2.7 Strengthening of technical data capability:</p> <ul style="list-style-type: none"> • empowers self-determination • supports the return of First Peoples data held by DTP to First Peoples • promotes access by First Peoples to data that is relevant to them • DTP staff understand their role in progressing First Peoples Data Sovereignty: <ul style="list-style-type: none"> – in a culturally safe way – to uphold cultural and intellectual property rights – through appropriate handling of sensitive information.

Our systems can innately work against our progress. Our systems reform actions seek to address this.

Focus Area

Accelerate procurement from First Peoples businesses

Actions	Outcomes
<p>2.8 Develop a Portfolio First Peoples Procurement Strategy.</p>	<p>2.8 First Peoples Procurement Strategy will:</p> <ul style="list-style-type: none"> • align with: <ul style="list-style-type: none"> – Natural Resource Management procurement strategies under Recognition and Settlement Agreements – other relevant agreements and plans • remove pre-qualification barrier for First Peoples businesses • support year-over-year growth in procurement with First Peoples businesses • set an expectation of cultural safety and actively eliminate racism • protect: <ul style="list-style-type: none"> – Traditional Owner knowledge and rights – cultural and intellectual property • be evaluated one year after launch.

Focus Area

Strengthen First Peoples leadership across Portfolio boards

Actions	Outcomes
<p>2.9 Increase representation on DTP and Portfolio boards of interest by:</p> <ul style="list-style-type: none"> • using the First Peoples Self Determination Division's networks to promote board vacancies to First Peoples Victorians • striving to receive applications from First Peoples Victorians for boards. 	<p>2.9 Support year-over-year growth in First Peoples board representation across Portfolio boards.</p>

Outcomes & Accountability



To transform our Portfolio, we need to be externally accountable and focus on the impact of outcomes.

Focus Area

Clear governance arrangements and processes to drive delivery and reporting on self-determination commitments

Actions	Outcomes
<p>3.1 Governance framework of the First Peoples Self Determination Division reviewed to include regional place-based self-determination governance forums, including:</p> <ul style="list-style-type: none"> • meetings between: <ul style="list-style-type: none"> – CEOs from Traditional Owner corporations – Executive Director, First Peoples Self Determination, DTP – Regional Director, DTP • establishing Community feedback loops • holding bi-annual meetings with First Peoples from Victorian regions. <p>3.2 Central advice from First Peoples Self Determination embedded into DTP's 'business as usual' process for matters that impact First Peoples.</p>	<p>3.1 Forums to:</p> <ul style="list-style-type: none"> • guide systemic change to transform services and systems and improve outcomes for First Peoples • inform: <ul style="list-style-type: none"> – Regional Self Determination Implementation Plans – Partnership Agreements with Traditional Owner corporations • focus on outcomes that are most meaningful to Community • align with Victorian Aboriginal Affairs Framework and Closing the Gap goals. <p>3.2 DTP's internal cabinet and budget processes updated to demonstrate:</p> <ul style="list-style-type: none"> • impacts of policy proposals on Traditional Owner rights and First Peoples • development and alignment with Victorian Government commitments under: <ul style="list-style-type: none"> – the Victorian Aboriginal Affairs Framework – Closing the Gap – Treaty and Truth-telling processes.

Focus Area

Develop and strengthen accountability and outcomes mechanisms

Actions	Outcomes
<p>3.3 Develop and implement a First Peoples monitoring and evaluation framework.</p>	<p>3.3 Monitoring and evaluation framework will:</p> <ul style="list-style-type: none"> • focus on impact of outcomes and Portfolio transformation • be co-designed with First Peoples • collect meaningful data • focus on wellbeing and connection.

Outcomes & Accountability



To transform our Portfolio, we need to be externally accountable and focus on the impact of outcomes.

Focus Area

Progressing and supporting Victorian Government commitments

Actions	Outcomes
3.4 Implement recommendations from the Yoorrook Justice Commission, consistent with Victorian Government implementation plans.	3.4 Implementation of relevant Commission recommendations are: <ul style="list-style-type: none"> • collated, tracked and publicly reported • embedded into relevant action plans.
3.5 DTP continues Treaty readiness and supporting Treaty process.	3.5 DTP is ready to support Treaty processes.
3.6 DTP continues to progress DTP-related Closing the Gap Priority Reform targets.	3.6 DTP reports our progress against Closing the Gap Priority Reform target commitments.
3.7 DTP contributes to the State’s negotiation and implementation of Recognition and Settlement Agreements.	3.7 DTP is implementing its obligations under Recognition and Settlement Agreements.

Focus Area

Transparency and commitment to public reporting and updates

Actions	Outcomes
3.8 Public reporting on the progress of our: <ul style="list-style-type: none"> • Portfolio Self Determination and Reform Plan 2025-2029 • Transport and Planning Portfolio First Peoples Cultural Safety Framework and DTP Cultural Safety Action Plan 2024-2028 • Yani Bangal Transport and Planning Portfolio First Peoples Careers Strategy 2023-2028 • Wurrek-al ‘Talking with Purpose’ First Peoples Engagement Framework • summary of DTP-related achievements included in relevant Victorian Government annual reports. Reporting on DTP-related achievements to include: <ul style="list-style-type: none"> – Closing the Gap targets – Victorian Aboriginal Affairs Framework goals and measures – Self-Determination Reform Framework. 	3.8 Public progress reporting: <ul style="list-style-type: none"> • utilises the Portfolio First Peoples monitoring and evaluation framework • is in line with Indigenous Data Sovereignty principles • focuses on the impact of outcomes and Portfolio transformation • is made externally available • is updated annually • is independently reviewed • is accessible.

To support self-determination and improve outcomes for First Peoples, we have a responsibility to transform our systems and services. Guided by the evidence and recommendations of the Yoorrook Justice Commission, we are committed to systemic reform across the Portfolio to address systemic injustices.





Victorian Government Self Determination reform agenda

Victoria's Closing the Gap Implementation Plan

The Closing the Gap National Agreement (National Agreement) commits to:

- a partnership approach to address the disadvantage experienced by First Peoples
- all Australian governments implementing four Priority Reforms as drivers for sustainable change
- achieving 19 socio-economic targets to achieve life outcomes equal to all Australians.

Victoria's Closing the Gap Implementation Plan ensures coordinated delivery and reporting against:

- National Agreement targets
- the Victorian Aboriginal Affairs Framework commitments and requirements.

The new Victorian Closing the Gap Implementation Plan 2025-2030 is currently in development.

Victorian Aboriginal Affairs Framework

The Victorian Aboriginal Affairs Framework (VAAF) sets direction for how Government will plan, act, measure, and evaluate to progress change across Government, address inequity, and deliver stronger outcomes for and with Aboriginal Victorians.

The VAAF has four self-determination enablers:

- prioritise culture
- address trauma and support healing
- address racism and promote cultural safety
- transfer power and resources to communities.

The Victorian Government's Self-Determination Reform Framework

The Self-Determination Reform Framework (SDRF) guides the Victorian Public Service action to enable self-determination in line with the VAAF.

It has four domains: People, Systems, Outcomes and Accountability.



Yoorrook Justice Commission

The Yoorrook Justice Commission (the Commission) was established in May 2021 as a Royal Commission to investigate historical and ongoing injustices experienced by First Peoples since colonisation.

The Commission's aim was to:

- establish an official record of the impact of colonisation on Traditional Owners and First Peoples in Victoria
- develop a shared understanding among all Victorians of the impact of colonisation, as well as the diversity, strength, and resilience of First Peoples' culture
- make recommendations for:
 - healing
 - system reform
 - practical changes to law policy and education
 - possible matters to include in future treaties.

The Commission concluded its formal truth-telling inquiry in June 2025 following delivery of its third interim report and final report, which were tabled in Parliament on 1 July 2025.

Treaty

Victoria has been on the Truth and Treaty path for nearly a decade. Three pieces of legislation have been passed, policies developed, and commitments have been made across every level of government.

Statewide Treaty negotiations opened with a ceremonial event at Darebin Parklands on 21 November 2024.

The First Peoples' Assembly of Victoria has been operating since 2019 as the independent body representing First Peoples in Victoria's Treaty process. Assembly members are democratically elected representatives from Traditional Owner corporations in all areas of the state.

The Victorian Government and the First Peoples' Assembly agreed and established all the elements required under the *Advancing the Treaty Process with Aboriginal Victorians Act 2018*, including a Treaty Authority, Self-Determination Fund, Treaty Negotiation Framework and a dispute resolution process.

The Victorian Government has negotiated a Statewide Treaty and will negotiate local Traditional Owner Treaties.

Traditional Owner Treaty negotiations will be led by First Peoples' Treaty Delegations made up of all Traditional Owners who want to negotiate Treaty over a particular local area.

Treaty negotiations have been informed by the Yoorrook Justice Commission's findings and recommendations.



Background notes

Our Plan is informed by:

- Victorian Aboriginal Affairs Framework 2018-2023 (extended to 2025)
- Victorian Government Self-Determination Reform Framework
- Victorian Closing the Gap Implementation Plan 2021-2023 (extended to 2025)
- Pupangarli Marnmarnepu 'Owning Our Future' Aboriginal Self-Determination Reform Strategy 2020-2025
- Yuma Yirramboi (Invest in Tomorrow) Aboriginal Employment and Economic Strategy
- Victorian Social Procurement Framework
- United Nations Declaration on the Rights of Indigenous Peoples
- Charter of Human Rights and Responsibilities Act 2006
- Treaty for Victoria
- Yoorrook Justice Commission.

How the Plan connects to policy and guiding bodies

Commonwealth Government	National Cabinet National Agreement on Closing the Gap			
Victorian State Government	Victorian Aboriginal Affairs Framework			
	Victorian Self-Determination Reform Framework	Barring Djinang First Peoples Workforce Development Framework	Balit Murrup Aboriginal Social and Emotional Wellbeing Framework 2017-2027	Yuma Yirramboi Aboriginal Employment and Economic Strategy
State Government Departments	Transport and Planning Portfolio First Peoples Self Determination and Reform Plan 2025-2029			



Key agency appendix

Development Victoria develops and revitalises public buildings and land to create spaces and homes to help achieve social and economic outcomes for the Victorian community.

Ports Victoria provides safe, fair and efficient access to Victoria's commercial ports through the provision of marine navigation services.

Safe Transport Victoria manages the safety, compliance, accreditation and registration for commercial passenger vehicles, buses, and the marine sector.

Suburban Rail Loop Authority is responsible for planning and delivering Suburban Rail Loop (SRL). It is the largest infrastructure project in Victoria's history, the state's biggest investment in transport and Australia's largest housing project, which will help deliver 70,000 additional homes to the areas around the SRL East stations.

Victorian Infrastructure Delivery Authority

(VIDA) delivers the state's transport and health infrastructure programs. This includes more than 200 projects, such as:

- the Metro Tunnel
- North East Link
- West Gate Tunnel
- removal of 110 level crossings
- building new hospitals
- upgrades to ambulance stations, specialist health services and early parenting centres.

VIDA is made up of four project offices:

- Level Crossing Removal Project (also delivering Regional Rail Revival and Melbourne Airport Rail)
- Major Roads Projects Victoria (incorporating Big Build Roads, West Gate Tunnel Project and North East Link)
- Metro Tunnel Project
- Victorian Health Building Authority.

VicTrack holds Victorian public transport and road corridor reserves. They're responsible for delivery of minor capital and maintenance activities.

V/Line is our regional services contract manager and operator. They provide passenger and freight services across the state.



