



'Together' by Sarrita King and Tarrise King

Queensland Fire and Emergency Services Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2022-2025

Principles	Outcomes	
1. Leadership & Accountability	1.1 Cultural capability informs QFES' governance structures, policies and processes.	1.2 QFES Leaders actively drive and support the cultural capability of the department including formal accountability through Executive Performance.
2. Valuing Culture	2.1 QFES staff and volunteers acknowledge and celebrate Aboriginal and Torres Strait Islander peoples and culture through active engagement and promotion.	2.2 QFES actively and respectfully shares stories and experiences of Aboriginal and Torres Strait Islander staff and volunteers and celebrates culturally significant events and activities.
3. Building Cultural Capability to Improve Economic Participation	3.1 QFES seeks to provide culturally aligned professional development and leadership opportunities in support of career pathways for Aboriginal and Torres Strait Islander people.	3.2 QFES supports Aboriginal and Torres Strait Islander people responding to and assisting communities through emergency services volunteering and volunteer leadership opportunities.
4. Aboriginal and Torres Strait Islander Engagement & Stronger Partnerships	4.1 QFES seeks to engage, collaborate and partner with Aboriginal and Torres Strait Islander peoples, organisations and communities to develop and deliver culturally appropriate fire and emergency services.	4.2 QFES acknowledges, promotes and celebrates achievements delivered in partnership with Aboriginal and Torres Strait Islander communities.
5. Culturally Responsive Systems and Services	5.1 Aboriginal and Torres Strait Islander perspectives are incorporated into departmental business to ensure culturally appropriate and effective delivery of services.	

A culturally capable agency integrates knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal and Torres Strait Islander peoples. This Action Plan is underpinned by the Queensland Government's [Cultural Capability Framework](#) and QFES Values.

