

Victorian Implementation Review of the Recommendations
from the Royal Commission into Aboriginal Deaths in Custody

Review Report
Volume 1
October 2005

An initiative of the
Victorian Aboriginal Justice Agreement

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WARNINGS:

- Aboriginal and Torres Strait Islander readers be aware that this Review Report may contain names and/or reference to deceased Indigenous persons which may be distressing and cause sorrow.
- Readers should be aware that this document may contain language that some people may find offensive.

This Review Report was prepared by the Implementation Review Team on behalf of the Victorian Aboriginal Justice Forum.

In the preparation of this Report, the Implementation Review Team has taken into account the government material provided and, through consultations, the views of the Victorian Indigenous community and others, and believes that the Report fulfils the requirements of the Terms of Reference and the demands of balance, comprehensiveness, and accuracy.

The Review Team has also respected the need for confidentiality in its consultations. Nevertheless, while the Review Team was mindful of the general need not to identify individuals who have expressed concerns about or have made allegations regarding matters occurring after the Royal Commission in 1991, to adequately illustrate the nature of some aspects disclosed by the persons consulted, it has been necessary in a number of instances to record the actual information received. Unless otherwise specified, 'Regional Victoria' and 'Metropolitan Melbourne' always refers to Indigenous persons as the source of the quotations.

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Email: antoinette.gentile@justice.vic.gov.au

Website: <http://www.justice.vic.gov.au>

Contents: Volume 1

List of Tables and Figures.....	i
Acknowledgements.....	iii
Attorney-General's Foreword.....	iv
Introduction by Review Chairpersons.....	vi
Terms of Reference.....	x
Steering Committee Membership and Implementation Review Team.....	xi
Abbreviations.....	xii
1 Executive Summary.....	1
Structure of Report.....	1
1.1 Introduction.....	2
1.2 Successfully Tackling the Underlying Issues.....	6
1.2.1 Government Summary.....	6
1.2.2 Indigenous Community Views.....	12
1.2.3 The Way Forward.....	15
1.3 Effective Reduction of Indigenous Over-Representation in the Criminal Justice System.....	17
1.3.1 Government Summary.....	18
1.3.2 Indigenous Community Views.....	20
1.3.3 The Way Forward.....	23
1.4 Making Implementation and Monitoring an Ongoing Commitment and Process.....	24
1.4.1 Government Summary.....	24
1.4.2 Indigenous Community Views.....	25
1.4.3 The Way Forward.....	25
1.5 Major Conclusions.....	27
1.5.1 Successfully Tackling the Underlying Issues.....	27
1.5.2 Effective Reduction of Indigenous Over-Representation in the Criminal Justice System.....	27
1.5.3 Making Implementation and Monitoring an Ongoing Commitment and Process.....	27
1.5.4 Driving a Whole-of-Government Framework for Implementation.....	28
1.5.5 Strengthening Cultural Awareness and Understanding of Indigenous People.....	28
1.5.6 Making Indigenous Participation Effective.....	28
1.5.7 Emerging Issues.....	29
1.6 Review Recommendations.....	30
2 Background to the Implementation Review.....	77
2.1 Summary.....	77
2.2 The Royal Commission into Aboriginal Deaths in Custody.....	78
2.3 Implementation of the Royal Commission's Recommendations.....	81
2.4 The Victorian Implementation Review of the Recommendations from the Royal Commission.....	85

3	How the Victorian Implementation Review was conducted	87
3.1	Summary	87
3.2	A Partnership Approach	88
3.3	Getting the Review Started.....	88
3.4	Major Phases of the Review.....	90
3.5	Communication Activities	90
3.6	Release of Discussion Paper	91
3.7	Collecting the Evidence about Implementation Progress	92
3.8	Consultation with the Aboriginal Community.....	94
3.9	Other features of the Review Process.....	96
4	Victorian Aboriginal Deaths in Custody	101
4.1	Summary	101
4.2	Victorian Aboriginal Deaths in Custody Investigated by the Royal Commission	102
4.3	Victorian Indigenous Deaths in Custody after the Royal Commission (1991)	107
4.3.1	Specific Royal Commission Recommendations and the new Victorian Indigenous deaths in custody	115
4.4	Community Responses	120
4.4.1	Post-death experience of the families of the deceased.....	120
4.5	Review Comments and Recommendations	125
4.5.1	Defining a death in custody	125
4.5.2	Defining Aboriginality	127
4.5.3	Post-prison Aboriginal deaths.....	128
4.5.4	Reality of the risk of Aboriginal deaths in custody	128
5	Findings on Underlying Issues	131
5.1	Summary	131
5.2	Education.....	134
5.2.1	Royal Commission Recommendations and Implementation Status.....	135
5.2.2	Community Responses.....	143
5.2.3	Review Comments and Recommendations	150
5.3	Employment and Economic Status.....	153
5.3.1	Royal Commission Recommendations and Implementation Status.....	153
5.3.2	Community Responses.....	172
5.3.3	Review Comments and Recommendations	175
5.4	Housing	181
5.4.1	Royal Commission Recommendations and Implementation Status.....	182
5.4.2	Community Responses.....	188
5.4.3	Review Comments and Recommendations	190
5.5	Families and Children.....	194
5.5.1	Royal Commission Recommendations and Implementation Status.....	196
5.5.2	Community Responses.....	206
5.5.3	Review Comments and Recommendations	211
5.6	Health and Well-being	216
5.6.1	Royal Commission Recommendations and Implementation Status.....	217
5.6.2	Community Responses.....	234

5.6.3	Review Comments and Recommendations	239
5.7	Alcohol and Other Substances	244
5.7.1	Royal Commission Recommendations and Implementation Status.....	245
5.7.2	Community Responses.....	265
5.7.3	Review Comments and Recommendations	269
5.8	Community Capacity	275
5.8.1	Royal Commission Recommendations and Implementation Status.....	278
5.8.2	Community Responses.....	296
5.8.3	Review Comments and Recommendations	305
5.9	Land Needs and Cultural Survival	308
5.9.1	Royal Commission Recommendation and Implementation Status	309
5.9.2	Community Responses.....	323
5.9.3	Review Comments and Recommendations	326
5.10	Reconciliation	329
5.10.1	Royal Commission Recommendation and Implementation Status	330
5.10.2	Community Responses.....	343
5.10.3	Review Comments and Recommendations	348
6	Findings on Over-Representation in the Criminal Justice System	351
6.1	Summary	351
6.2	Police	354
6.2.1	Royal Commission Recommendations and Implementation Status.....	355
6.2.2	Community Responses.....	405
6.2.3	Review Comments and Recommendations	435
6.3	Courts	456
6.3.1	Royal Commission Recommendations and Implementation Status.....	458
6.3.2	Community Responses.....	490
6.3.3	Review Comments and Recommendations	495
6.4	Corrections	514
6.4.1	Royal Commission Recommendations and Implementation Status.....	516
6.4.2	Community Responses.....	616
6.4.3	Review Comments and Recommendations	634
6.5	Juvenile Justice	650
6.5.1	Royal Commission Recommendations and Implementation Status.....	652
6.5.2	Community Responses.....	666
6.5.3	Review Comments and Recommendations	672
7	Findings on Monitoring Implementation	677
7.1	Summary	677
7.2	Royal Commission Recommendations and Implementation Status.....	679
7.3	Community Responses	693
7.4	Review Comments and Recommendations	699
8	Conclusions and Recommendations.....	711
8.1	Summary	711
8.2	Successfully Tackling the Underlying Issues.....	711
8.3	Making Implementation and Monitoring Core Business for Government	715

8.4	Strengthening Cultural Awareness and Understanding of Indigenous people	717
8.5	Making Indigenous Participation Effective.....	718
8.6	Emerging Issues.....	719
Appendix 1: Call for Public Submissions		721
Appendix 2: Chairperson's Biographies.....		722
Appendix 3: Major Phases of the Review		723
Appendix 4: Submissions and Correspondence Received		725
Appendix 5: Schedule of Community Consultations, Meetings and Visits.....		727
Appendix 6: Historical Background on Aboriginal Victorians		734
Appendix 7: Prisoner Free-call Number Flyer (sample).....		739
Appendix 8: By-products of the Review		740
Reference List.....		741

List of Tables and Figures

Table 1:	Victorian Indigenous Deaths in Custody, 1982-1987 investigated by the Royal Commission.....	106
Table 2:	Victorian Aboriginal Deaths in Custody, 1991-2003*	110
Table 3:	Other Victorian Aboriginal deaths in contact with the criminal justice system 1991-2003	127
Figure 1:	Community Consultations by the Implementation Review Team	95
Figure 2:	Indigenous Deaths in Custody in Victoria – Investigated by the Royal Commission and subsequently*	109
Figure 3:	Implementation Status of Recommendations as Reported by Government Departments – 2003.....	700
Figure 4:	Royal Commission into Aboriginal Deaths in Custody allocated Recommendations by department as a percentage of all Recommendations (339)	701

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The Implementation Review, which has been a very large and ambitious undertaking, has been very much a team effort. The support and assistance of the administrative arm of the Review Team is immeasurable. Heartfelt thanks to Dr Inez Dussuyer, Project Manager, for her commitment and spirit to cross the junctions, to Ms Antoinette Gentile, Assistant Manager, for her passion, courage and tenacity to leave no stone unturned and to Ms Julia Jenkins, Research Officer, for her high quality skills, competence and commitment. Their professionalism kept us balanced and grounded. Special thanks go to Ms Una Stone and Ms Erin Farley who volunteered their time as part of the RMIT Criminal Justice Administration student work placement scheme. We also thank Dr Kate Auty and Professor Kit Carson for complementing the Review Team with their knowledge and wisdom at different stages of the Review. The assistance of Ms Sarah Gerbert is also gratefully acknowledged as is the assistance of the Department of Justice library staff.

We acknowledge the contribution of the Steering Committee, chaired by Ms Jenny Mikakos, MP Parliamentary Secretary (Justice) and Chairperson of the Aboriginal Justice Forum. The Committee provided thoughtful guidance and important advice on the Review process.

Other Committee members include: Mr Troy Austin, former Victorian Commissioner of the Aboriginal and Torres Strait Islander Commission; Mr Alf Bamblett, Chairperson of the Victorian Aboriginal Justice Advisory Committee; Ms Marion Green, Co-ordinator of Ngwala Willumbong; Mr Andrew Jackomos, Director, Indigenous Issues Unit, Department of Justice and Ms Julia Griffith, Executive Director, Community Operations and Strategy, Department of Justice (and prior to her, Mr Robert Eldridge, Assistant Secretary, Portfolio Planning, Department of Justice).

We gratefully acknowledge the assistance and co-operation received from the many individuals and organisations in the community and government departments that have provided us with so much information which has formed the basis for this Review Report.

We appreciate the efforts of the many public servants who assisted in facilitating access for the Implementation Review Team to prisons, detention centres, police stations, courts and gave us documents and statistical information relevant to the Review. Our appreciation must also be extended to the numerous police officers, corrections and court staff across Victoria who welcomed the Review Team and assisted us with our Review process in many various ways.

We would above all like to acknowledge the critical contributions from the Victorian Aboriginal community, and thank them sincerely for their goodwill, participation and their stories and views. We would particularly like to thank the brothers, sisters and young ones in the criminal justice system. So willingly they shared with us their personal moments. As central participants, their advice for strengthening and improving many of the underlying issues, we believe, provides a sound and solid foundation to fundamentally decrease the over-representation of Aboriginal people in custody.

Finally, we would like to express our deep and sincere appreciation to the families of two of the most recent Aboriginal deaths in custody who shared with the Review Team their heartache and ongoing frustrations. We thank them for allowing us to re-engage their very painful journey. Their experience and vision for the future have given us a means and hope for the criminal justice system to be more humane and respectful towards the basic rights to be human and Aboriginal.



Dr Joy Murphy
Chairperson



Dr Mark Rose
Chairperson

Attorney-General's Foreword

This Report is about facing up to our responsibilities. It is now more than 14 years since the Royal Commission into Aboriginal Deaths in Custody handed down its Recommendations and, while we all acknowledge the gains that have been made since that time, Indigenous Australians nevertheless continue to experience profound disadvantage. This disadvantage has myriad expressions, but we only need look to the fact that, in the year 2005, a Koori man is still 12 times more likely, and a Koori woman 15 times more likely, to be imprisoned than a non-Koori man or woman, to know that our hopes for Indigenous Victorians have not been realised. Worse, an Indigenous Victorian is likely to die, on average, 20 years earlier than a non-Indigenous person.

These statistics should shame *all* Australians and that is why I am enormously proud to be, along with three other Victorian Government Ministers and four Indigenous leaders, a signatory to the *Victorian Aboriginal Justice Agreement (VAJA)*. Over the last five years, the *VAJA* has forged a strong and enduring partnership between the Government and Victoria's Koori communities, one built on the practical *and* symbolic value of reconciliation. The purpose of the *VAJA* is, essentially, to give life to the aspirations of the Royal Commission – to facilitate Aboriginal leadership in the law and to reduce the appalling overrepresentation of Indigenous Victorians within the criminal justice system. Accordingly, as part of the *VAJA*, the Bracks Government undertook to conduct a rigorous review of the implementation of the Commission's recommendations across the whole of government. The *VAJA* also made it clear that this would be done wholly in partnership with the Aboriginal community, in keeping with the principles of the *VAJA*.

The Review has been led by two independent and highly respected Indigenous co-chairpersons, Dr Joy Murphy and Dr Mark Rose, with the support of Department of Justice staff. They have worked tirelessly for the last 18 months, listening to Indigenous voices, visiting prisons, police stations, cells and courts, holding discussions with staff and participants in the criminal justice system, as well as with the wider Indigenous community and its organisations. One of the Review's many strengths is that it provides a direct channel for Indigenous views and experiences concerning the implementation of the Commission's Recommendations. While the actions of the Commonwealth were not within its scope, the Review provides a comprehensive description of what Victorian Government Departments and agencies have put in place to meet their responsibilities. This frank appraisal does not, it has to be said, paint a uniformly flattering picture. In spite of undeniable progress in areas such as education, health and housing, as well as the reforms within the criminal justice system, we still have a long journey ahead.

Importantly, the Review identifies areas of significant disparity between what the Indigenous community is experiencing and what is being reported by Government departments and agencies. As our first priority, we need to work towards understanding this unacceptable discrepancy and act immediately to rectify it. The Review also identifies areas for potential improvement, as well as examples of successful programs and relationships that have been developed between the Indigenous community and criminal justice agencies, giving us confidence that we are on the right track.

As citizens, all Victorians have the right to respect and dignity; the right to have their past and present deprivations and suffering acknowledged; the right to strong communities, the right to cultural survival. They also have the right to the services of a civilised society, and to a life (whether in or out of custodial care), which is healthy, satisfying, long, and free from fear. These rights should be universal, yet these simple things remain beyond the

grasp of far too many Indigenous Victorians, a fact which speaks of our failure, as a legal system, and as a community.

Because we want to address this failure, the Bracks Government has provided \$12.7 million over 4 years to build on the success of the *VAA*. We want to live in a Victoria in which Koories are agents of their own future, where the damage of dispossession and denial can be repaired and where Koori and non-Koories can journey towards genuine reconciliation.

For this to happen, Koori communities need to have ownership of all relevant policies and programs, as well as adequate support and resources. It has to be said at this point, the progress of the Commission's Recommendations in Victoria has been assessed before. Four appraisals were conducted throughout the 1990s, yet, contrary to the intent of the Commission itself, the Koori community had little input. The reports glossed over the appalling Indigenous incarceration rate and presented no evidence to suggest how the little being done at the time would address the underlying factors that contributed to this overrepresentation.

This report is different. This report has been conducted *by* Indigenous Victorians, in direct consultation *with* Indigenous Victorians. It is the property of Indigenous Victoria, and at the same time, a wake up call for the non-Indigenous community. We have much to celebrate in Victoria, from the *VAA* and its initiatives, such as the expanding Koori Court jurisdiction; to the recent constitutional amendment to acknowledge the importance of Indigenous Victorians as the first peoples of this state. Victorians, I believe, have a genuine commitment to reconciliation.

However much we voice this commitment, until the stark reality of Indigenous disadvantage is a thing of the past, until the legacy of dispossession is put to rest, our protestations will not ring true. Here is our opportunity to make sure that our words, and our efforts so far, match the promise of our expectations. I am proud that we are willing to assess and confront our shortcomings, and do so in such a public forum. I believe that the release of this Report is another example of the fact that this Government understands that it must listen to and work in genuine partnership with the Koori community to achieve meaningful change. I encourage you not only to read this Report, but to reflect on what the lessons might be for you, for your department, agency, organisation or community. We must then put these lessons into action.

ROB HULLS MP
Attorney-General

Introduction by Review Chairpersons

They're trying to bring back the almost dead into the living and the living are almost dead (Metropolitan Melbourne).

All readers must first and foremost accept this Review Report as a 'truth' document, although we cannot claim that the evidence collected during this Review is absolutely accurate or complete. There are gaps and there is a lack of precision in some areas. The extensive goodwill in providing information to the Review by everyone approached is acknowledged and this provides a composite and comprehensive picture for us today, 14 years on from the release of the 1991 *Royal Commission into Aboriginal Deaths in Custody* report.

This 'truth' document, commissioned by the Victorian Government, is dedicated to the memory of the Aboriginal brothers and sisters who have died in custody and with much respect to their families and loved ones.

Our brief from the Victorian Government was twofold. Firstly, it was to examine the progress on how, if and when the departments and agencies carried out the implementation of the Recommendations from the Royal Commission. Secondly, we were to provide a response to each of the 339 Recommendations, and more extensively to the Recommendations relevant to Victoria.

Our brief from the Victorian Aboriginal community was to establish if they would be willing to be engaged in this Review. We were concerned that the community might have been 'consulted out', always consulted but seeing little difference in their lives as a result.

We 'played' a game of cards to reveal a solitaire where the dealers shuffled the cards, monopolised the deck and immobilised the players. The cards were turned over when the Aboriginal Justice Forum agreed at their meeting on 12 April 2002 to expand the scope of the Review from being Justice portfolio-specific to one covering the whole of government, and recognised that a different approach was required for this, the fifth Review. The Victorian Government agreed and supported the partnership approach and the framework set by the *VAJA*. The Review is unique in its perspective, given the involvement and participation in the process of both the Victorian Aboriginal community and the Victorian Government.

There were concerns that the Review timelines and resources were inadequate for the size of the task. We were genuinely concerned about 'how to do justice' within the constraints of the timelines and resources. We approached the Review with caution, acknowledging the enormity and complexity of the tasks before us. The complexity also related to translating the notion of 'independence' in conducting the Review.

A puzzle emerged as the Review proceeded, with government agencies who had reported to the Review that the Royal Commission's Recommendations were either fully implemented or partially implemented. Yet the statistical information gathered and what the government agencies were telling us through their self-assessment responses about what was implemented was significantly different from the views expressed by the Aboriginal community who were saying otherwise. It appeared that in some instances instead of improvement there seemed to be deterioration.

So, what did implementation status mean? Who could tell us? For government agencies it might mean that the procedures and policies addressing the Recommendations were in place, yet in practice and on the ground the reality was found to be quite different as experienced by the community. We found that there was commitment and goodwill by government departments and agencies. Yet in most cases there was not a 'single driver' to make it happen. To determine and attempt to 'balance' these differences meant more time was needed to 'dig deeper' and analyse further information.

We approached the Attorney-General, the Hon Rob Hulls MP, and the Department of Justice, who recognised and were sympathetic to the need for extra time and funding to complete this Review. We requested and received some further self-assessment responses from agencies presenting a more up-to-date picture of progress on the implementation status of the Recommendations allocated to them. However, time did not permit us to fulfil the broader consultation with communities on the self-assessment responses received from government departments and agencies.

We were very privileged to be given permission to visit and hear some very personal stories from the community. Some overwhelming comments from prisoners were:

You need to stand up for us. I've changed heaps. I used to deal with everything by violence. Now I've found that I can do things the right way (Indigenous male prisoner).

Another said:

I've been institutionalised. I was a ward of the state from the age of eight. I was adopted into a non-Koori family. They don't want me and neither do my real family. Everything is already worked out for me in here. I know when I have to have breakfast, what time to have my medication, what my jobs are for the day, what time I have to go to bed. My decisions are already made for me. When I get out I don't know how to make my own decisions (Indigenous male prisoner).

At times, in consultation with the community, the waves of grief and emotions reached great heights as they opened up their hearts. There was sadness and distressing stories and examples of unacceptable aspects of contemporary Aboriginal people's lives. Many needed moral support, comfort, warmth and reassurance as they talked of suffering and of death. At other times, there were reactions of anger, outrage, frustration and disillusionment. One story conveyed to us was:

I was talking to a fella in Protective Custody and I asked what that was. He said, that's where they [prison officers] sit there and watch how long it takes to kill yourself (Metropolitan Melbourne).

How then to encapsulate all that we have learned, all the information we have gathered, how to respect and how to do justice to the many stories that so strongly and powerfully illustrate problems of implementation and more?

There is no doubt that Aboriginal people still experience ongoing disadvantage and an unequal position in today's society. Health, housing, education, employment, alcohol and other substances, and reconciliation are the most important underlying issues facing the Aboriginal community and Aboriginal people in the criminal justice system. The process of

reconciliation is a much broader matter that requires continuous dialogue, knowledge gathering and input across all areas of community and government.

The Review emphasised the need for social, economical, cultural and associated issues to be adequately addressed to decrease the number of those incarcerated and returning to incarceration. The consultative meetings reinforced the need for each community to be treated fairly and equally, to have access to enhanced program design and delivery and to have a base to work from to creatively build for their immediate needs and the future.

We discovered that the Review itself did not simply operate in a static, stable environment. It actually triggered changes, solved some problems and altered the landscape. For example, some 'on-the-spot' problems were resolved with the intervention of the Implementation Review Team. This indicated that there are many immediate actions that can be taken, requiring small changes to what exists; other Recommendations, however, require longer term sustained effort on a number of fronts and, in order to succeed, require a whole-of-government and whole of community approach.

We believe this is the right time to place the Implementation Review findings and Recommendations before the Parliament of Victoria. In keeping with the Royal Commission, which stresses the desirability of publicly acknowledging governmental responsibility for the Recommendations and their implementation, we are optimists, we now know a lot more, we are strengthened with this information and have now shared this knowledge.

The development and implementation of the *VAJA* in June 2000 demonstrates a commitment by the Bracks Government to implement the Recommendations from the Royal Commission, and to the unique partnership between the Aboriginal community and government in the development and delivery of programs.

We firmly believe that the Victorian Government needs to maintain its ongoing commitment to its partnership within the Aboriginal community, to seriously consider consolidating existing policies and legislation for a balanced approach, to reaffirm policies and programs in all areas, to vastly improve the implementation of the Royal Commission's Recommendations, to establish community capacity building to appropriate levels to make a real change, and to endorse a political bipartisan approach based on mutual respect and acceptance of equality for all Aboriginal people.

Most certainly with the Aboriginal community there are deep connections to the Royal Commission, which was seen as a watershed. For the non-Aboriginal community we believe this Review Report will be a source of knowledge and may increase the understanding, respect and acceptance of Victoria's first residents.

There are strong community expectations on the Review for real outcomes. We were asked time and time again:

What will you do for us? How will this change things for us? When will we see change? Youse have opened up a can of worms (Indigenous male prisoner).

What youse have done by coming here and talking to us about the Royal Commission is that you've given us a ray of hope (Regional Victoria).

I spent too much time looking at what I've been missing out on while I've been in here instead of what is out there waiting for me (Indigenous male prisoner).

We think that not much has changed since the Royal Commission 13 years ago but we hope that this Review will make a big change (Regional Victoria).

The basis of respect for humanity is understanding and accepting the rights of other human beings. One must accept the birthright and the culture of each person. To understand any form of civilisation one must live that life. To change that way of living one must accept the responsibility to find and deliver appropriate ways and means to accommodate the radical change in one's lifestyle.

This 'truth' document is spiritually alive with respect, trust, hope and optimism for real change that will make a difference for the Victorian Aboriginal community today, tomorrow and the future.

The power of 'life and death' is for this Review not to lose its momentum.

Terms of Reference

The Victorian Government is committed to implementing the Recommendations from the 1991 *Final Report of the Royal Commission into Aboriginal Deaths in Custody*. The Victorian Government is also committed to a rigorous monitoring process across the whole-of-government with the re-introduction of reporting to Parliament.

While the recommendations provide a clear direction for Government, there is also recognition that both the justice-related and broader environment has changed.

To achieve the above the Aboriginal Justice Forum will:-

1. Establish a Steering Committee chaired by the Parliamentary Secretary, Justice, with representation from Justice Portfolio and Indigenous members of the Forum. This will be supported by a Working Group of relevant officers.
2. The Steering Committee will specifically facilitate the development of a framework for-
 - Auditing Royal Commission recommendations;
 - Reviewing Royal Commission recommendations; and
 - Identifying areas where improvements may be undertaken in justice areas relating to the recommendations.
3. Undertake the Review consistent with the principles of the *Victorian Aboriginal Justice Agreement*.
4. Rigorously review the implementation of recommendations assessing their intent, currency, and compatibility with the principles of the *Victorian Aboriginal Justice Agreement*. Include in the Review an identification of enhanced program design and delivery where relevant, taking into consideration best practice examples from interstate and/or international jurisdictions.
5. Ensure that the Review be undertaken in real partnership with Koori community stakeholders, reflecting the partnership approach of the Victorian Aboriginal Justice Forum.
6. Report back to Government by the 2004 Spring Session of Parliament (Final Report).

Steering Committee Membership and Implementation Review Team

Ms Jenny Mikakos, MP*
Chairperson, Implementation Review Steering Committee
Parliamentary Secretary, Justice
Chairperson, Aboriginal Justice Forum

Mr Troy Austin*
Victorian Commissioner
Aboriginal and Torres Strait Islander Commission

Mr Alf Bamblett
Chairperson
Victorian Aboriginal Justice Advisory Committee

Ms Marion Green*
Co-ordinator
Ngwala Willumbong Co-operative

Ms Julia Griffith*
Executive Director, Community Operations and Strategy
Department of Justice

Mr Andrew Jackomos
Director, Indigenous Issues Unit
Department of Justice

Dr Joy Murphy, Chairperson
Dr Mark Rose, Chairperson
Dr Inez Dussuyer, Project Manager
Ms Antoinette Gentile, Assistant Manager
Ms Julia Jenkins, Research Officer, August 2004 – October 2005
Ms Yasmin Manahan, Research Officer, November 2003 – March 2004
Ms Nic Merson, Assistant Manager until November 2003
Ms Kathy Phythian, Assistant Manager, November 2003 – June 2004

* Ms Jenny Mikakos MP replaced Mr Richard Wynne MP, Parliamentary Secretary (Justice), in March 2003.

* Mr Troy Austin ceased to be a member in May 2005 due to cessation of ATSIC.

* Ms Marion Green commenced on the Steering Committee as the then Victorian Commissioner for ATSIC. The Steering Committee agreed that Ms Green remain on the Steering Committee for consistency.

* Ms Julia Griffith replaced Mr Robert Eldridge, Assistant Secretary, Portfolio Planning, in February 2004.

Abbreviations

4WDrive	Four Wheel Drive
AAL	Aborigines Advancement League
AAU	Aboriginal Advisory Unit
AAU	Acute Assessment Unit
AAV	Aboriginal Affairs Victoria
ABC	Australian Broadcasting Corporation
ABCD	About Better Communication About Drugs
ABS	Australian Bureau of Statistics
ABSTUDY	Aboriginal Study Assistance Scheme
ACAS	Adult Court Advice Service
ACE	Adult Community Education
ACCO	Aboriginal Community Controlled Organisations
ACFE	Adult Community and Further Education
ACFED	Adult Community and Further Education Division
ACIP	Aboriginal Cultural Immersion Program
ACLO	Aboriginal Community Liaison Officer
ACHIP	Aboriginal Community Heritage Investigations Program
ACJP/CJP	Aboriginal Community Justice Panel or Community Justice Panel
ACM	Australasian Correctional Management
ACMP	Aboriginal Case Management Positions
ACPP	Aboriginal Child Placement Principle
ACPR	Australasian Centre for Policing Research
ACSASS	Aboriginal Child Specialist Advice and Support Service
ACT	Australian Capital Territory
A&D	Alcohol and Drugs
ADIS	Alcohol and Drug Information System
AECG	Aboriginal Education Consultative Group
AEDP	Aboriginal Employment Development Program
AERF	Alcohol Education and Rehabilitation Foundation
AFDM	Aboriginal Family Decision Making
AFPP	Aboriginal Family Preservation Programs
AHBV	Aboriginal Housing Board of Victoria
AHMAC	Australian Health Minister's Advisory Committee
AHSF	Aboriginal Health Service Forum
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AIC	Australian Institute of Criminology
AIU	Aboriginal Investigation Unit
AJAC	Aboriginal Justice Advisory Committee
AJF	Aboriginal Justice Forum
AJJA	Australasian Juvenile Justice Administrators
ALO	Aboriginal Liaison Officer
AMPC	Australasian Police Ministers' Council
AOOHCS	Aboriginal Out-of-Home Care Services
AOV	Aboriginal Official Visitor
APB	Adult Parole Board
APMC	Australasian Police Ministers' Council
ASC	Australian Sports Commission
ASSPA	Aboriginal Student Support & Parent Awareness
ASP	Aboriginal Services Plan
ATM	Automatic Teller Machine
ATSI	Aboriginal and Torres Strait Islander

ATSIC	Aboriginal and Torres Strait Islander Commission
ATSILS	Aboriginal and Torres Strait Islander Legal Services
ATSIS	Aboriginal and Torres Strait Islander Services
AWO	Aboriginal Well-being Officer
BAC	Blood Alcohol Content
BDRP	Building Design Review Project
CAHABPS	Central After Hours Assessment and Bail Placement Service
CAPES	Cultural Appreciation Program and Environmental Scheme
CAT	Cultural Awareness Training
CAV	Consumer Affairs Victoria
CBE	Community Business Employment
CBO	Community Based Order
CBO-FD	Community Based Orders- fine Defaults
CC/CCD	Community Care/Community Care Division
CCA&LEP	Cross-Cultural Awareness and Learning Exchange Program
CCD	Community Care Division
CCO	Community Corrections Order
CCP	Community Custodial Permit
CCS	Community Correctional Services
CCT	Cross-Cultural Training
CCTV	Closed Circuit Television
CD	Compact Disk
CDEP	Community Development Employment Project
CEO	Chief Executive Officer
CGC	Commonwealth Grants Commission
CHAD	Custodial Health and Alcohol Drugs
CHIP	Community Housing Infrastructure Program
CIP	Community Initiatives Program
CJEP	Criminal Justice Enhancement Program
CJP/ACJP	Community Justice Panel or Aboriginal Community Justice Panel
COAG	Council of Australian Governments
CORE	Correctional Enterprises
CP&JJ	Child Protection and Juvenile Justice
CPR	Cardiac Pulmonary Resuscitation
CREDIT	Court Referral and Evaluation Drug Treatment
CRN	Criminal Registration Number
CSF	Curriculum and Standards Framework
CSMC	Corrective Services Ministers Council
CYPA	Children and Young Persons Act 1989
CYPRASS	Campaspe Young Persons Resource and Support Scheme
DCPC	Drugs and Crime Prevention Committee
DEST	Department of Education, Science and Training
DE&T	Department of Education and Training
DEWR	Department of Employment and Workplace Relations
DHS	Department of Human Services
DIIRD	Department of Innovation, Industry, and Regional Development
DNRE	Department of Natural Resources and Environment
DOI	Department of Infrastructure
DOJ	Department of Justice
DONT	Defenders of Native Title
DPC	Department of Premier and Cabinet
DPFC	Dame Phyllis Frost Centre
DPI	Department of Primary Industries
DP&S	Drug Policy and Services

DSE	Department of Sustainability and Environment
DTF	Department of Treasury and Finance
DTSCG	Department for Tourism, Sport and the Commonwealth Games
DVC	Department for Victorian Communities
EAR/CPR	Expired Air Resuscitation
EEO	Equal Employment Opportunity
EFT	Effective Full-time
EFTPOS	Electronic Funds Transfer Point of Sale
EGIT	East Gippsland Institute of TAFE
EOA	Equal Opportunity Act
EOCV	Equal Opportunity Commission Victoria
EP	Employment Programs
ERG	Emergency Response Group
ESD	Ethical Standards Department
ETES	Education, Training and Employment Strategy
FaCS	Department of Family and Community Services
FAS	Foetal Alcohol Syndrome
F&CS	Family and Children Services
FACES	Families And young fella Connecting & Sharing
FAQ	Frequently Asked Questions
FCC	Fulham Correctional Centre
GEO	Global Expertise in Outsourcing Group
GSL	Global Solutions Limited
GRS	Graduate Recruitment Scheme
HACC	Home and Community Care
HRAT	High-Risk Assessment Team
HREC	Human Research Ethics Committee (DHS)
HREOC	Human Rights and Equal Opportunity Commission
IAG	Indigenous Advisory Group
ICACC	Inter-Council Aboriginal Consultative Committee
ICAP	Improving Health Care for Aboriginal and Torres Strait Islander Patients
ICCBF	Indigenous Community Capacity Building Fund
ICCBP	Indigenous Community Capacity Building Program
ICCMS	Integrated Client and Case Management System
ICCO	Indigenous Community Corrections Officer
ICERD	International Convention on the Elimination of all forms of Racial Discrimination
ICO	Intensive Corrections Order
ICIRP	Indigenous Community Resources Infrastructure Program
ICT	Information Communications Technology
IES	Indigenous Enumeration Strategy
IFVS	Indigenous Family Violence Strategy
II&E	Interpretation, Information and Education
IIP	Indigenous Innovation Project
IIU	Indigenous Issues Unit
ILC	Indigenous Land Corporation
IMP	Individual Management Plan File
INTRAIN	Indigenous Training and Recruitment Initiatives Program
IPS	Indigenous Partnership Strategy
IPSU	Indigenous Policy and Services Unit
IRT	Implementation Review Team
ISDO	Indigenous Sport Development Officers
ISO	Indigenous Services Officer
ISP	Indigenous Sport Program

ISPO	Indigenous Sport Program Officers
ISRP	Indigenous Sport and Recreation Program
ISSN	Indigenous Staff Support Network
ISU	Indigenous Services Unit
JJ	Juvenile Justice
KBN	Koori Business Network
KCA	Koori Community Alcohol
KCA&DRS	Koori Community Alcohol and Drug Resource Services
KCF	Koori Community Fund
KE	Koori Educator(s)
KECEP	Koori Early Childhood Education Program
KECFO	Koori Early Childhood Field Officers
KEDO	Koori Education Development Officers
KEST/KESU	Koori Education Strategy Team/Koori Education Strategy Unit
KETE	Koori Education, Training and Employment
KFHS	Koori Family History Service
KHLO	Koori Hospital Liaison Officer
KLO	Koori Liaison Officer
KODE	Koori Open Door Education
KPSA	Koori Preschool Assistance Program
KRA	Key Result Area
KR&CDS	Koori Recruitment and Career Development Strategy
KSIS	Koori Services Improvement Strategy
LAECG	Local Aboriginal Education Consultative Groups
LEAP	Law Enforcement Assistance Program
LGA	Local Government Area
LL	Liquor Licensing
LMA	Labour Market Analysis
LOTE	Language Other Than English
LPP	Local Priority Policing
LSC	Local Safety Committee
MAP	Melbourne Assessment Prison
MAV	Municipal Association of Victoria
MCATSIA	Ministerial Council for Aboriginal and Torres Strait Islander Affairs
MCC	Melbourne Custody Centre
MCDS	Ministerial Council on Drug Strategy
MOU	Memorandum of Understanding
NAEP	National Aboriginal and Torres Strait Islander Education Policy
NAIDOC	National Aboriginal and Islander Day Observance Committee
NAJAC	National Aboriginal Justice Advisory Committee
NATSIHS	National Aboriginal and Torres Strait Islander Health Survey
NATSISS	National Aboriginal and Torres Strait Islander Social Survey
NCSSU	National Corrective Services Statistics Unit
NGO	Non-Government Organisation
NH&MRC	National Health and Medical Research Council
NIAT	National Inhalant Abuse Taskforce
NICS	National Institute of Clinical Studies
NIELNS	National Indigenous English Literacy and Numeracy Strategy
NLP	Network Languages Plan
NP	National Park
NPAU	National Police Research Unit
NSW	New South Wales
OASIS	Offender Automated Search and Information System
OATSIH	Office of Aboriginal and Torres Strait Islander Health Service

OC	Oleoresin Capsicum Spray
OCB	Office of Community Building
OCGC	Office of Commonwealth Games Coordination
OCSC	Office of the Correctional Services Commissioner
OH&S	Occupational Health and Safety
OPE	Office of Public Employment
OPI	Office of Police Integrity
OPM	Operating Procedures Manual
OPP	Office of Public Prosecutions
OSTT	Operation Safety and Tactics Training
OTTE	Office of Training and Tertiary Education
OWP	Office of Women's Policy
PAAC	Premier's Aboriginal Advisory Council
PALO	Police Aboriginal Liaison Officer
PERIN	Penalty Enforcement by Registration of Infringement Notice
PCCC	Police Community Consultative Committees
PIMS	Prisoner Information System
PIR	Prisoner Information Record
POST	Police Operational Skills Training
PPP	Port Phillip Prison
P&SP	Policy and Strategic Projects
PROV	Public Records Office Victoria
PSH	Pacific Shores Healthcare
PSIP	Police Schools Improvement Program
RAJAC	Regional Aboriginal Justice Advisory Committee
R&ESU	Review & Ethical Standards Unit
RCHP	Regional Cultural Heritage Program
RCIADIC	Royal Commission into Aboriginal Deaths in Custody
RKEC	Regional Koori Education Committee
RRTA	Racial and Religious Tolerance Act
RTP	Risk Treatment Plan
RTP	Recorded Testimonies Project
SA	South Australia
SAAP	Supported Accommodation Services Program
SAC	Sentencing Advisory Council
SAMLIV	Strategy for Aboriginal Managed Land in Victoria
SARC	Scrutiny of Acts Regulations Committee
SASH	Suicide and Self Harm
SESG	Security and Emergency Services Group
SCAG	Standing Committee of Attorneys-General
SCATSIH	Standing Committee of Aboriginal and Torres Strait Islander Health
SCO	Self-harm Prevention Custodial Officers
SCV	State Coroner Victoria
SCRSSP	Steering Committee for the Review of Commonwealth/State Service Provision
SDCC	Social Development Committee of Cabinet
SDO	Service Delivery Outcomes
SERT	Special Emergency Response Team
SESG	Security and Emergency Services Group
SITUPS	Structured Interview Tool for Understanding Prisoner Safety
SNAICC	Secretariat of the National Aboriginal and Islander Child Care
SOG	Special Operations Group
SOSE	Studies of Society and Environment
SRV	Sport and Recreation Victoria

SVCHS	St Vincent's Correctional Health Service
TAC	Transport Accident Commission
TAFE	Technical and Further Education
UPK	Uwankara Palyanku Kanyintjaku
VACCA	Victorian Aboriginal Child Care Agency
VACCHO	Victorian Aboriginal Community Controlled Health Organisation
VACKH	Victorian Advisory Council on Koori Health
VACRO	Victorian Association for the Care and Resettlement of Offenders
VACSAL	Victorian Aboriginal Community Services Association Limited
VAEAI	Victorian Aboriginal Education Association Incorporated
VAHS	Victorian Aboriginal Health Service
VAJA	Victorian Aboriginal Justice Agreement
VAJAC	Victorian Aboriginal Justice Advisory Committee
VALS	Victorian Aboriginal Legal Service
VAYSAR	Victorian Aboriginal Youth Sport and Recreation Co-operative Ltd
VCAL	Victorian Certificate of Adult Learning
VCAT	Victorian Civil and Administrative Tribunal
VCE	Victorian Certificate of Education
VGDI	Victorian Government Drug Initiative
VIAF	Victorian Indigenous Affairs Framework
VIYAC	Victorian Indigenous Youth Advisory Committee
VLA	Victoria Legal Aid
VLRC	Victorian Law Reform Commission
VPAPRG	Victoria Police Aboriginal Policy Reference Group
VPM	Victoria Police Manual
VPS	Victorian Public Service
VSA	Volatile Substance Abuse
VYDP	Victorian Youth Development Program
YACVIC	Youth Advisory Council Victoria
YEIS	Youth Employment Incentive Scheme
YEL	Youth Employment Link
YES	Youth Employment Scheme
YSAS	Young Substance Abuse Service
WIES	Weighted Inlier Equivalent Separation
WIRMP	Wimmera Indigenous Resource Management Partnership

