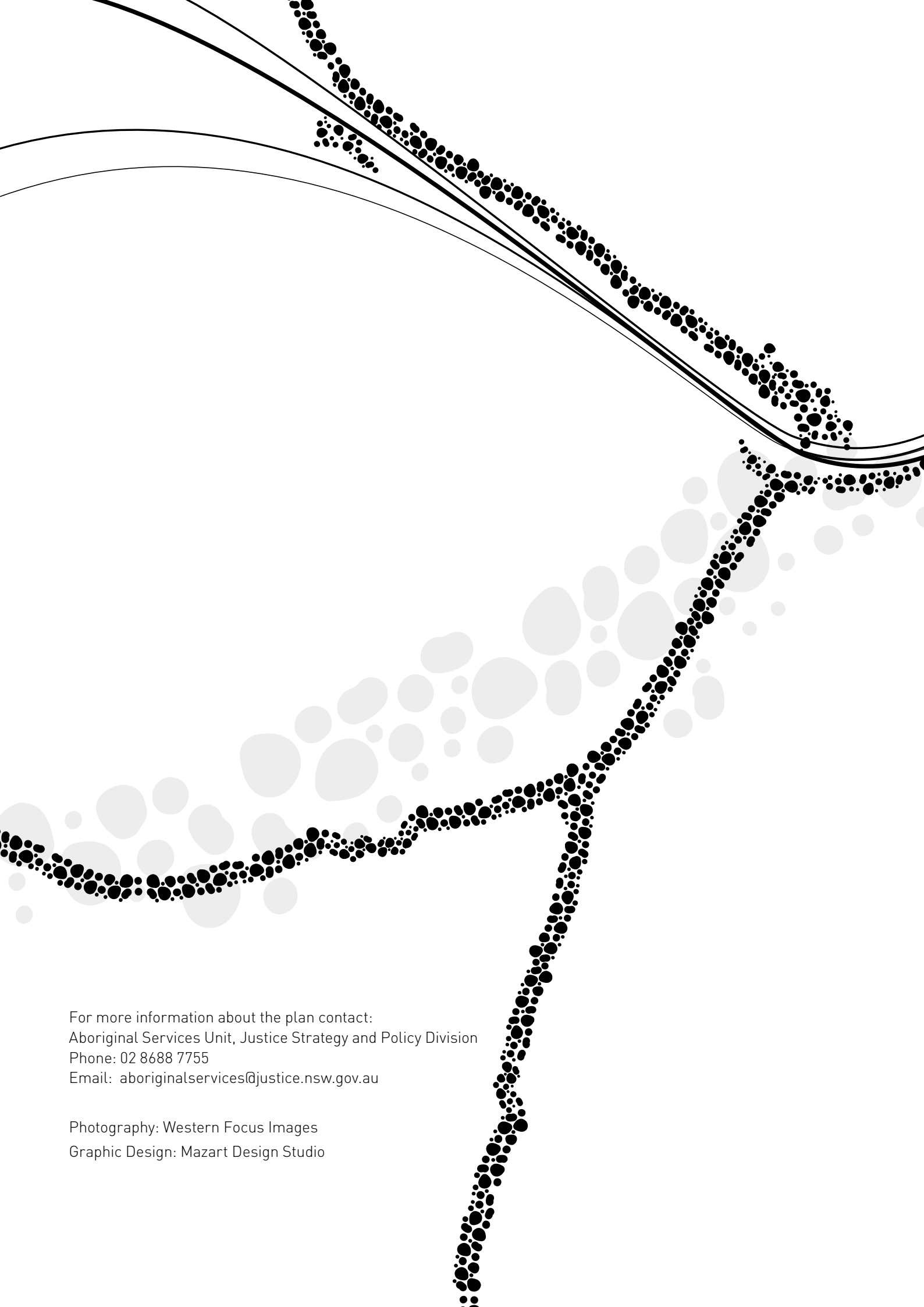


REDUCING ABORIGINAL OVERREPRESENTATION IN THE CRIMINAL JUSTICE SYSTEM 2018-2020



Justice



For more information about the plan contact:
Aboriginal Services Unit, Justice Strategy and Policy Division
Phone: 02 8688 7755
Email: aboriginalservices@justice.nsw.gov.au

Photography: Western Focus Images
Graphic Design: Mazart Design Studio



- 03 Message from the Secretary**
- 05 Summary**
- 06 What causes overrepresentation?**
 - Identifying common types of crime
 - Understanding overrepresented groups
- 08 What are we doing to reduce it?**
 - Helping Aboriginal people avoid contact with the justice system
 - Pilot programs
 - Ongoing programs
 - Reducing the length of time Aboriginal people spend in custody
 - Ongoing programs
 - Reducing the rate of Aboriginal reoffending
 - Pilot programs
 - Ongoing programs
- 12 What benefits will justice system reforms have?**
 - Improving the justice system to reduce overrepresentation
 - Sentencing reforms
 - Parole reforms
 - Driving disqualification reforms
 - Working with communities to help break the cycle of offending
 - Aboriginal Affairs Plan OCHRE
 - Aboriginal Advisory Groups
- 15 How will we measure the impact of our work?**
 - Tracking progress on the Aboriginal Overrepresentation Dashboard
 - Reporting to the Aboriginal Overrepresentation Steering Committee



MESSAGE FROM THE SECRETARY

Aboriginal overrepresentation in the criminal justice system in NSW is a significant problem. There are many challenges that contribute to Aboriginal overrepresentation and there aren't any simple solutions.

But we can have a significant impact by making sure that the way Justice Cluster agencies and our criminal justice system respond to Aboriginal offenders contributes to reducing Aboriginal overrepresentation in a sustainable way.

That's why we have developed this plan, *Reducing Aboriginal Overrepresentation in the Criminal Justice System 2018-2020*. It sets out what we're already doing, and what we're going to do over the next two years to reduce Aboriginal overrepresentation. This is our foundation.

The reducing Aboriginal overrepresentation plan has three main goals:

1. helping Aboriginal people avoid coming into contact with the criminal justice system
2. reducing the length of time Aboriginal people spend in custody
 - either on remand or sentenced
3. reducing the rate of Aboriginal reoffending

The plan focuses on evidence-based initiatives. It includes a set of measures – eight key indicators developed by the NSW Bureau of Crime Statistics and Research – to report on the plan's progress and inform strategic decision-making.

The plan is supported by the NSW Government's \$237 million investment in initiatives to reduce reoffending, as well as reforms to sentencing, parole and driver licence disqualification. These reforms will help reduce reoffending and expand intervention programs that help people avoid the criminal justice system in the first place.

We're also introducing an *Aboriginal Cultural Respect Framework* and strengthening our existing Aboriginal community connections to help improve our staff's cultural awareness and the services we deliver for Aboriginal people.

This plan, *Reducing Aboriginal Overrepresentation in the Criminal Justice System 2018-2020*, was developed with input from staff in each division of the Department of Justice. Thank you to all who made a contribution to this vitally important work, and to everyone who will contribute to putting the plan into action.

Andrew Cappie-Wood

Secretary



SUMMARY



WHAT CAUSES OVERREPRESENTATION?

Aboriginal people are overrepresented throughout the NSW criminal justice system, making up 24 per cent of its adult prisoners, and 52 per cent of juvenile detainees, despite being just 2.9 per cent of the state's population. Both social and systemic issues contribute to this, including aspects of the justice system.

Most Aboriginal offenders enter the criminal justice system through three types of crime:

1. violent offending and reoffending
2. justice order breaches
3. driver licence offending and reoffending.

Our plan also takes into account that Aboriginal young people and women are overrepresented in the justice system by even larger margins than Aboriginal men.

WHAT ARE WE DOING TO REDUCE IT?

This plan sets out specific actions we will take, or are already taking, to sustainably reduce Aboriginal incarceration. Our plan has three main goals:

1. helping Aboriginal people avoid contact with the criminal justice system
2. reducing the length of time Aboriginal people spend in custody (on remand and convicted)
3. reducing the rate of Aboriginal reoffending.

The Department of Justice has partnered with agencies, such as the Department of Premier and Cabinet's Behavioural Insights Unit, to create and improve programs that support these goals.

The NSW Government has also invested \$237 million in new and expanded initiatives to reduce reoffending, with a focus on making sure offenders get the interventions they need.

WHAT BENEFITS WILL JUSTICE SYSTEM REFORMS HAVE?

The government is improving how the justice system deals with offenders by reforming sentencing, parole and driving disqualification processes. These measures will help reduce reoffending and expand early intervention programs to divert people out of the criminal justice system in the first place.

We are also introducing an Aboriginal Cultural Respect Framework and leveraging our existing Aboriginal community connections. This will boost our staff's cultural awareness and improve the services we deliver to Aboriginal people in the justice system.

HOW WILL WE MEASURE THE IMPACT OF OUR WORK?

The Bureau of Crime Statistics and Research (BOCSAR) has created a dashboard to measure our work against eight key indicators and will report on our progress quarterly. These reports will provide strategic information to inform decisions.

The Aboriginal Overrepresentation Plan Performance Reporting Framework will measure how both mainstream and Aboriginal specific programs are responding to Aboriginal people in the criminal justice system. The information provided will support informed decision making, show what's working and what needs improving, so Aboriginal offenders receive the interventions they need. We have created a steering committee to monitor progress against this plan and the framework. The committee will report to the Criminal Justice Transformation Board and the Justice Executive Team every six months.

WHAT CAUSES OVERREPRESENTATION?

Understanding what drives over-representation is critical to slowing the cycle. This is a multifaceted problem, with no simple solutions. Overrepresentation is most often driven by a number of challenges facing the Aboriginal community, which includes:

- social and economic disadvantages
- poor health, including drug and alcohol abuse and medium to high levels of cognitive impairment
- low levels of education
- high levels of unemployment
- poor attitudes toward authority figures, including those in the justice system
- acceptance of offending behaviours
- a reoffending rate (57.5 per cent), which is about 1.4 times higher than for non-Aboriginal people (40.8 per cent).

These factors combine to create higher than average offender risk profiles. But the criminal justice system also contributes to this overrepresentation through:

- the way law enforcement agencies detect and prosecute crime
- high rates of convictions
- greater likelihood of prison sentences for convictions
- severe sentences
- more frequent bail refusal
- greater focus on compliance with bail, parole and community orders.

TOP 3 OFFENCES BY ABORIGINAL WOMEN 2017/18

		
1. Traffic and regulatory offences	2. Acts intended to cause injury	3. Justice order breaches

IDENTIFYING COMMON TYPES OF CRIME

Most Aboriginal offenders enter the justice system through three types of crime.

1. Violent offending and reoffending is the main cause of Aboriginal imprisonment. The reoffending rate for violent offences is 1.4 times higher for Aboriginal people than for non-Aboriginal people.
2. Justice order breaches – including suspended sentences, good behaviour bonds, and parole and bail breaches – are the second-most common cause of imprisonment. They are also the main reason Aboriginal people are found guilty. The reoffending rate for justice order breaches is 1.2 times higher for Aboriginal people than for non-Aboriginal people.
3. Driver licence offending and reoffending is the second-most common reason Aboriginal people are found guilty.

TOP 3 OFFENCES BY ABORIGINAL JUVENILES 2017/18

		
1. Acts intended to cause injury	2. Thefts & related offences	3. Justice order breaches

TOP 3 OFFENCES BY ABORIGINAL MEN 2017/18

		
1. Acts intended to cause injury	2. Justice order breaches	3. Traffic and regulatory offences

Source: BOSCAR, July 2018



UNDERSTANDING OVERREPRESENTED GROUPS
ABORIGINAL YOUNG PEOPLE AND WOMEN ARE EVEN MORE OVERREPRESENTED THAN ABORIGINAL MEN.

Aboriginal young people are 17 times more likely to be in juvenile detention than their non-Aboriginal peers, even though overall juvenile detention rates are decreasing. Half of all Aboriginal young people released from detention reoffend and return.

Juvenile Justice is continuously re-evaluating and improving the responsiveness to and engagement with the needs and expectations of Aboriginal and Torres Strait Islander young people with the aim of decreasing their contact with the criminal justice system and increasing their capacity to successfully re-integrate into their communities.

Aboriginal women, especially those who are highly disadvantaged socially and economically, are the most rapidly growing prison population in NSW. They are 15 times more likely to be imprisoned than non-Aboriginal women. Half of all Aboriginal women released from prison reoffend and return, compared to 38.6 per cent of other women. Aboriginal women are also significantly overrepresented as crime victims.

The drivers of Aboriginal women offending are complex which is why CSNSW is working to find balance between addressing criminogenic risks as well as managing the specific context of Aboriginal women's lives and circumstances.

GROUP	PORTION OF NSW DETENTION OR PRISON POPULATION	CHANGE IN DETENTION OR PRISON RATE SINCE 2011
Young people	52%	-22%
Women	34%	+29%

WHAT ARE WE DOING TO REDUCE IT?

There are no simple solutions to these issues, which require a whole of government response combined with feedback from the Aboriginal community. But how the justice cluster responds to Aboriginal offenders is key in making sure we do not worsen their already vulnerable situation.

Our plan to reduce Aboriginal incarceration focuses on evidence-based responses at all stages of the criminal justice system. It is in line with:

- the state priority to reduce adult reoffending five per cent by 2019
- the Premier's Priority to reduce domestic violence reoffending by 25 per cent by 2021, based on the 2019 group of offenders.

Our plan has three main goals:

1. helping Aboriginal people avoid contact with the justice system
2. reducing the length of time Aboriginal people spend in custody
3. reducing the rate of Aboriginal reoffending.

We expect the initiatives described in this plan will help:

- reduce the number of Aboriginal people convicted of violent offences, including domestic and family violence
- reduce the number of Aboriginal people who reoffend, or the frequency and severity with which they do
- reduce the number of Aboriginal people who violate justice orders
- improve community trust and confidence in the criminal justice system.

HELPING ABORIGINAL PEOPLE AVOID CONTACT WITH THE CRIMINAL JUSTICE SYSTEM

In this area, our initiatives focus on:

- reforming the criminal justice system to reduce Aboriginal people's contact with it
- diverting people from court
- encouraging courts to consider supervised sentencing options with conditions that address each offender's needs and reasons for offending, in favour of unsupervised sentences or short sentences in custody
- refining how the system supports Aboriginal people
- ensuring community safety.



Pilot programs

INITIATIVE	GOALS	KEY DETAILS
Dubbo Aboriginal Bail Support Program	Reduce justice order breaches, specifically breaches of bail.	<ul style="list-style-type: none"> Helps offenders understand their bail conditions and how to vary them if things change. The trial also aims to help police and the courts set realistic and accountable bail conditions, and uses local Aboriginal staff and Aboriginal community members to support offenders Is championed by ASU, NSW Police Force, NSW/ACT Aboriginal Legal Services, Legal Aid NSW.
Ngudjoong Billa Aboriginal Reintegration and Transition Program	Reduce reoffending for young people	<ul style="list-style-type: none"> Is a demonstration project that examines cultural identity as a protective factor Pairs Aboriginal mentors in Shoalhaven and Far South Coast with young Aboriginal people transitioning out of custody or community supervision Focuses on reconnecting them with their families, cultures and communities Offers intensive casework and cultural support, including working with local Aboriginal communities Juvenile Justice can refer up to 36 young people a year for up to 20 weeks of support, and will manage contracts and do evaluations South Coast Medical Service Aboriginal Corporation will provide the service
'What's Your Plan?'	Reduce justice order breaches and domestic violence reoffending	<ul style="list-style-type: none"> Seeks to increase Aboriginal defendants' understanding of and compliance with ADVOs Aboriginal Community Client Service Officers offer defendants a voluntary one-on-one session to outline a culturally appropriate plan to comply with an ADVO Is a joint initiative between ASU and DPC's Behavioural Insights Unit (BIU) across 46 Local Court locations in NSW Is championed by ASU, BIU and BOCSAR
Youth on Track (YOT)	Reduce reoffending and increase the number of young people in the scheme	<ul style="list-style-type: none"> Is a voluntary early intervention scheme for 10- to 17 year olds identified as being at risk of long-term involvement in the criminal justice system Allows the NSW Police Force and the Department of Education to refer those at medium to high risk of offending to a support service, without a mandate Maintains six sites in NSW: Blacktown, Central West, Coffs Clarence, Hunter, Mid North Coast and New England Is championed by the Juvenile Justice YOT Unit
Cognitive Impairment Diversion Program (CIDP)	Help people avoid contact with the criminal justice system and reduce reoffending	<ul style="list-style-type: none"> Diverts offenders with cognitive impairments into the justice health system Increases the criminal justice system's ability to monitor a defendant's compliance with their plan Gives the court and the community confidence that defendants are being appropriately managed in the disability sector and do not require criminal justice intervention Pilots are operating in the Gosford and Penrith local courts and a process evaluation is due in November 2018 Is championed by JSP – Offender Strategy

Ongoing programs

INITIATIVE	GOALS	KEY DETAILS
Intensive Corrections Order (ICO) reform	Reduce justice order breaches and reoffending, and make ICOs available to more people	<ul style="list-style-type: none"> Makes ICOs flexible so supervised sentences are available to more Aboriginal offenders who are unsuitable for work or live in areas where work is not available Helps courts customise sentences with conditions that hold offenders accountable and address their risk of reoffending Is championed by CSNSW & JSP
Youth Justice Conferencing	Reduce reoffending and increase the number of young people in conferencing	<ul style="list-style-type: none"> Brings young offenders, their families and their supporters face-to-face with victims, their supporters and the police to discuss their crime and its effects on other people Allows police and courts to refer Aboriginal young people who have committed eligible offences to conferencing Is administered by Juvenile Justice and championed by it, the NSW Police Force and Children's Court
Youth Koori Court	Increase the confidence of the Aboriginal community, including Aboriginal young people, in the criminal justice system.	<ul style="list-style-type: none"> Is part of the Children's Court, which deals with young Aboriginal offenders who have been charged with a criminal offence. Is currently in Parramatta and is expanding to Surry Hills. Aims to involve the Aboriginal community in the court process and help young people better understand the court process, connect them with supportive services and meet their legal conditions. Is championed by NSW Children's Court.

REDUCING THE LENGTH OF TIME ABORIGINAL PEOPLE SPEND IN CUSTODY

The average time Aboriginal people spend in custody is increasing. Time in custody impacts an offender's likelihood of reoffending, and their social and family connections.

In this area, our initiatives focus on:

- reducing the frequency and severity of Aboriginal people's offences
- increasing their compliance with community-based orders.



Ongoing programs

INITIATIVE	GOALS	KEY DETAILS
Parole reforms and responses to less serious breaches	Reduce justice order breaches and reoffending	<ul style="list-style-type: none"> • Allows community corrections officers to immediately deal with low level justice breaches, including directing offenders to seek interventions such as drug and alcohol treatment rather than sending them back to prison • Mandates supervision for all parolees to reduce reoffending • Is championed by CSNSW, JSP
Driver licence disqualification reform	Reduce length of time in custody and reoffending	<ul style="list-style-type: none"> • Changes driver disqualification rules and creates pathways to help Aboriginal offenders resume safe and legal driving • Makes penalties for unauthorised driving fairer and more proportionate with other NSW penalties • Allows disqualified drivers to apply to the local court to have any remaining disqualification lifted after they comply with a disqualification period • Is championed by Justice and TfNSW

REDUCING THE RATE OF ABORIGINAL REOFFENDING

The NSW Government has invested \$237 million in new and expanded initiatives to reduce reoffending. Aboriginal people are more likely than non-Aboriginal people to reoffend on release, often due to:

- a history of offending
- unstable living conditions
- low levels of education
- high levels of unemployment, a significant contributor (84 per cent of Aboriginal inmates were unemployed at arrest or frequently unemployed before incarceration)
- high levels of exposure to violence and trauma for Aboriginal women.

Courts take these factors into account when considering if a defendant is a risk to the community, and as a result often refuse bail to Aboriginal defendants.

In this area, our initiatives focus on:

- directing new resources to moderate to high-risk reoffenders
- addressing the employment, education and antisocial attitudes that result in criminal behaviours
- addressing cultural factors specific to Aboriginal offenders
- focusing on community integration through a range of education, vocational training and employment programs
- addressing Aboriginal women's needs by improving trauma-informed programs, community and family connections, and work and release opportunities when they leave prison, pending Commonwealth funding
- increasing the number of Aboriginal woman under community supervision, rather than on short custodial sentences, to allow them to care for their children.

Corrective Services NSW champions all of the following programs, with the exception of the Circle Sentencing Program.

Pilot programs

INITIATIVE	GOALS	KEY DETAILS
High Intensity Program Units (HIPUs) for male inmates	Reduce reoffending	<ul style="list-style-type: none"> • Offers culturally appropriate support and assistance to Aboriginal men at Wellington and Mid North Coast Correctional Centres • Focuses on rehabilitation services and enhanced release planning for inmates serving sentences of less than six months
High Intensity Program Units (HIPUs) for female inmates	Reduce reoffending	<ul style="list-style-type: none"> • Offers programs and services that address the reintegration needs of Aboriginal women at Dillwynia, Wellington and Mid North Coast Correctional Centres • Provides rehabilitation services, mentoring programs, an enhanced released program and other opportunities • Uses a trauma-informed framework to confront family violence • Gives these inmates access to their children
Intensive Learning Centres (ILCs)	Reduce reoffending	<ul style="list-style-type: none"> • Staff include qualified Aboriginal teachers • Provides full-time educational programs that improve education levels, focus on essential job skills and create new job opportunities
New case management model	Reduce reoffending	<ul style="list-style-type: none"> • Improves case management for Aboriginal offenders by creating new Case Management Units across CSNSW • Outlines a consistent approach to developing and implementing plans to reduce offenders' likelihood of reoffending • Introduces a new model of supervision for offenders on community orders
Time to Work Employment Service	Reduce reoffending	<ul style="list-style-type: none"> • Helps Aboriginal inmates create employment plans to improve their work and study opportunities three to four months before they are released • Helps them compile the paperwork they'll need for their jobs, including a birth certificate and a criminal history check, before they leave prison

Ongoing programs

INITIATIVE	GOALS	KEY DETAILS
EQUIPS	Reduce reoffending	<ul style="list-style-type: none"> • Addresses offenders' criminogenic needs, including addiction issues, aggression and domestic abuse, to reduce their reoffending risk • NGOs deliver therapeutic and educational offender programs at community and corrections locations in Sydney and regional NSW
Circle Sentencing Program	Reduce reoffending and justice order breaches, and increase participation in the program	<ul style="list-style-type: none"> • Provides a sentencing alternative for Aboriginal adults who have been found or plead guilty in local court • Allows members of the local Aboriginal community to help determine fitting sentences and outcome plans for Aboriginal defendants • Is expanding to four new local courts • Is championed by ASU

WHAT BENEFITS WILL JUSTICE SYSTEM REFORMS HAVE?

Despite decreases in property offences and violent crimes, the number of Aboriginal people in NSW prisons increased 33 per cent over six years, from 2,365 in June 2011 to 3,149 in June 2017.

The NSW Government is working to achieve a safe and just place for all people in the state by:

- improving the way the criminal justice system deals with Aboriginal offenders
- working with Aboriginal communities to break the cycle of offending.

IMPROVING THE JUSTICE SYSTEM TO REDUCE OVERREPRESENTATION

Sentencing reforms

In a 2010 report, BOCSAR suggested that:

- effective rehabilitation programs could reduce recidivism among Aboriginal people
- combining intensive supervision with treatment would reduce reoffending more than anything else
- smart and tough community-based sentences would help offenders overall, but particularly those who are overrepresented in the system.

Such reforms provide offenders alternatives to incarceration, such as community-based sentences and Intensive Corrections Orders (ICOs) for anyone sentenced to up to two years' imprisonment.

But many Aboriginal offenders cannot currently access the benefits of an ICO. The community service work requirement – at least 32 hours of community service – is particularly prohibitive for Aboriginal people who may:

- live in regional or rural NSW, where work can be difficult to find
- have mental health issues or cognitive impairments, drug or alcohol issues, or are otherwise unfit for work.

The new ICO provisions remove these barriers by making the community service work requirement an optional condition the court can choose to apply. Such flexibility will make more offenders eligible for community-based sentences, subject to judicial discretion and the nature of the offence.

Parole reforms

Many Aboriginal offenders are in prison because they have breached their parole and it has been revoked. Under the old system, offenders had to wait 12 months before being reconsidered for parole, and were released without supervision when their parole period ended. This system gave people little incentive to address their reoffending risk, as their parole was not going to be reconsidered.

The new manifest injustice provisions provide one example of how these reforms will benefit Aboriginal offenders. Now, if people address the problem that led to their parole being revoked or refused, they may be released from custody to parole if they meet a community safety test. Suitable Aboriginal offenders who are released will benefit from access to community supervision and programs, which Australian and international research shows is a much better deterrent to reoffending than short prison terms.

Other reforms to reduce reoffending have improved supervision, which means better access to interventions in regional and remote areas where Aboriginal representation is highest but programs are not always available. The reforms also give Community Corrections Officers better tools, such as The Practice Guide to Intervention, to respond to individual circumstances.

Driving disqualification reforms

The NSW Government is reforming the driver disqualification framework to reduce unauthorised driving and reoffending. More than 14 per cent of those

sentenced and almost a third of those imprisoned for unauthorised driving identify as Aboriginal.

Evidence shows that long disqualifications:

- can severely limit a person's ability to work, study and care for their families
- do not give offenders any incentive to return to lawful driving.

One reform helps certain disqualified drivers who have been offence-free for at least two or four years apply to the local court to have their disqualifications lifted early. This will help them return to lawful driving sooner than expected.

WORKING WITH COMMUNITIES TO HELP BREAK THE CYCLE OF OFFENDING

We recognise that:

- understanding and respecting Aboriginal cultures is vital to delivering better services
- collaborating with Aboriginal people in a meaningful way will help us create and maintain programs to counteract their overrepresentation in the criminal justice system.
- creating opportunities to infuse Aboriginal cultural learning styles into program can help increase responsiveness of programs for offenders.

We also understand that culture is central to how Aboriginal people view their individual and family wellbeing, and it can affect an offender's:

- attitude about their behavior
- willingness to engage with our staff
- acceptance or rejection of our services.

As part of this plan, we are introducing an Aboriginal Cultural Respect Framework in 2019 to boost our staff's cultural awareness and in turn improve the services we deliver. This plan will also look to identify ways to make the Department of Justice an employer of choice for Aboriginal people and develop the cultural capabilities of the department to drive better outcomes for Aboriginal offenders.

A concrete example of this is Juvenile Justice's Cultural Respect Training package and the *Working with Aboriginal and Torres Strait Islander Peoples Good Practice Guide*. Juvenile Justice developed the Guide for its staff and external partners who interact with Aboriginal clients, their families and communities. Juvenile Justice is also developing an Aboriginal Employee Lifecycle Model to improve recruitment,

development, support and retention of Aboriginal employees. The model will extend to its partner agencies and support them to build capability.

The NSW Government's Aboriginal Affairs Plan (OCHRE) is helping Justice work side by side with Aboriginal communities to develop solutions

The NSW Government's Aboriginal Affairs Plan connects members of the community with our department. Through OCHRE, the government's community-focused plan for Aboriginal Affairs, Justice is working work closely with Aboriginal Regional Alliances on Local Decision Making (LDM).

LDM aligns with best practice international research showing that putting communities at the centre of the service system produces ongoing economic and social results. As a result of LDM, the NSW Government and Aboriginal community governance bodies formally agree to jointly address agreed priorities with timeframes, responsibilities and measures of success.

Justice has two lead negotiators who work with regional alliance groups to support the development LDM Accord's. A recent example of this was the department's involvement in the development of the Illawarra Wingecarribee Local Decision Making Accord signed on 14 May 2018. Justice is currently involved in pre Accord negotiations with the Northern Regional Aboriginal Alliance.

Justice is committed to working with Aboriginal communities through the LDM process as well as other NSW Aboriginal Peak Organisations in a culturally respectful way. We know when we do business with Aboriginal people in this way, we will be better placed to create positive outcomes.



Aboriginal Advisory groups

We will continue working with Aboriginal people involved in government and community advisory groups to affect better outcomes for those in contact with the justice system.

Our plan leverages existing Aboriginal community connections to influence attitudes toward offending and reoffending and ultimately reduce overrepresentation.

CONNECTIONS	KEY DETAILS
CORRECTIVE SERVICES NSW ABORIGINAL ADVISORY COUNCIL (AAC)	<p>The Corrective Services Commissioner chairs the AAC. Experts within and outside CSNSW advise the government on issues that are critical to Aboriginal offenders, such as:</p> <ul style="list-style-type: none"> • health, education and employment opportunities • kinship, community and culture, and how we can respect these when we develop and deliver services. <p>AAC members work with their communities to raise awareness of these issues and identify government or community partnership opportunities.</p>
DEPARTMENT OF JUSTICE – ABORIGINAL COMMUNITY JUSTICE GROUPS (ACJGS)	<p>ACJGs are comprised of respected Aboriginal community members, service providers and justice agencies who:</p> <ul style="list-style-type: none"> • regularly meet to examine crime and offending problems in their communities • develop solutions for these issues • work with the NSW Police Force, courts, Community Corrections and Juvenile Justice to improve the criminal justice system for Aboriginal people. <p>ACJGs recognise that local Aboriginal people are best placed to recommend ways to keep their communities safe. As a result, they develop annual action plans to:</p> <ul style="list-style-type: none"> • create safer communities • support Aboriginal offenders and victims whenever possible • improve service delivery to people in the justice system.
JUVENILE JUSTICE – ABORIGINAL COMMUNITY CONSULTATIVE COMMITTEES (ACCCS)	<p>All Juvenile Justice Centres work with local Aboriginal non-government organisations and have established or are establishing an ACCC. Each ACCC is a community group that advises on Aboriginal issues and provides:</p> <ul style="list-style-type: none"> • a forum where staff, centre management, and community and government representatives can develop culturally appropriate programs to support young Aboriginal offenders in detention • a chance to collaborate with local Aboriginal elders and community organisations about cultural support and services, in partnership with the centre • a way to formalise these external relationships and ensure they meet clients' needs.
NSW COALITION OF ABORIGINAL REGIONAL ALLIANCES (NCARA)	<p>The NSW Coalition of Aboriginal Regional Alliances is comprised of nominated representatives of the NSW Aboriginal Regional Alliances established to have an increased say in government services deliver. NCARA has expressed an interest in Aboriginal juvenile offending and is actively working with the department on this issue.</p>
NSW POLICE FORCE ABORIGINAL STRATEGIC ADVISORY COUNCIL (PASAC)	<p>PASAC is an advisory group chaired by the Commissioner of Police and made up of senior representatives of NSW government agencies and peak Aboriginal organisations. It considers issues that are:</p> <ul style="list-style-type: none"> • relevant across NSW and within Aboriginal communities • related to how we deliver services to Aboriginal communities across NSW. <p>The group:</p> <ul style="list-style-type: none"> • oversees the current Aboriginal Strategic Direction • plays an important role in improving relationships between the NSW Police Force and Aboriginal communities across NSW.

HOW WILL WE MEASURE THE IMPACT OF OUR WORK?



TRACKING PROGRESS ON THE ABORIGINAL OVERREPRESENTATION DASHBOARD

BOCSAR has created a dashboard to measure the impact of our work to reduce Aboriginal overrepresentation. It will track our progress against eight indicators, all broken down by gender:

1. number of Aboriginal people in adult custody
2. number of Aboriginal people in juvenile custody
3. number of Aboriginal adult custody receptions
4. number of juvenile custody receptions
5. average Aboriginal adult length of stay in custody
6. average Aboriginal juvenile length of stay in custody
7. number of Aboriginal Persons of Interest (POIs) tried in court by offence type
8. number of Aboriginal juvenile POIs tried in court by offence type (Level 1 ANZSOC).

BOCSAR will generate reports every quarter, starting 31 May 2018. These will:

- help determine the impact of various interventions
- give insight into any areas of the justice system driving Aboriginal people's increased contact with the system
- help determine the causes of any increases and develop remedies for them.

REPORTING TO THE ABORIGINAL OVERREPRESENTATION STEERING COMMITTEE

We have created a committee to monitor our progress against this plan. The committee will report to the Criminal Justice Transformation Board every six months about:

- Aboriginal participation in mainstream and Aboriginal-specific programs
- key administrative data against the actions.

The data for each program is the:

- aim
- focus area
- target(s)
- number of potential participants (both Aboriginal and non-Aboriginal)
- number of actual participants (both Aboriginal and non-Aboriginal)
- number of completions
- locations offered.

These reports will provide strategic information to inform decisions.

COMMON ACRONYMS

ACRONYM	MEANING
AAC	Aboriginal Advisory Council
ACCC	Aboriginal Community Consultative Committee
ACGJ	Aboriginal Community Justice Group
ADVO	Apprehended Domestic Violence Order
ANZSOC	Australia and New Zealand Society of Criminology
ASU	Department of Justice's Aboriginal Services Unit
BIU	Department of Premier and Cabinet's Behavioural Insights Unit
BOCSAR	NSW Bureau of Crime Statistics and Research
CaTS	Courts and Tribunal Services NSW
CIDP	Cognitive Impairment Diversion Program
CSNSW	Corrective Services NSW
EOMS	Extra Offender Management Service
EQUIPS	Explore, Question, Understand, Investigate, Practise to Succeed program
HIPU	High Intensity Program Unit
ICO	Intensive Corrections Order
ILC	Intensive Learning Centre
JSP	Justice Strategy and Policy
NCARA	NSW Coalition of Aboriginal Regional Alliances
OCHRE	Opportunity, Choice, Healing, Responsibility, and Empowerment NSW Government Plan for Aboriginal Affairs
PASAC	Police Aboriginal Strategic Advisory Council
POI	Person of interest
YOT	Youth on Track early intervention scheme



