**THE EC PLAYBOOK**

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| **EMPOWERMENT JOURNEY** |
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| **Ongoing and common across all steps of the EC Journey.** | Six Actions: [1] Grow the Leadership; [2] Build Capacity; [3] Good Governance; [4) Accountability and Transparency; [5] Continuous Improvement, and [6] Structural Reform. |

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| *Themes* | *Resourcing and Transparency* | *Investment in Local Capacity-Building* | *Innovation and Scaling* | *Value for Money and Real Outcomes* | *Equity and Fairness – Seeing the Results* |
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| Actions | **Building capacity*** Governments fund backbone orgs
* Expertise in planning and development grown
* Support for Indigenous leaders
* Corporate Supporters (eg Jawun) help

 **Engaging Communities*** Leaders embrace EC
* Community endorse EC
* Build Indigenous-led governance
* Create participatory structures

 **Creating transparency*** Create data management and information flows
* Backbone orgs fluent in data
* Appoint National Data Manager
* Governments share expenditure detail

**Forming Partnerships*** P M & C negotiate format of partnership with regions
* Commonwealth, State, Territory & Local Government sign up.
* Reform Coalition is established
* Reform Vision is agreed
 | **Building capacity*** Fund capacity-building individuals and families
* Train leadership
* Backbone orgs support leaders and community

 **Engaging Communities*** Activate participatory structures and processes
* Vision for community
* Create Regional Development Plan
* Empower social and cultural authority
* Community choose services they need
* Community prepare quality Investment Plan

**Empowering Leadership*** Recognise Indigenous authority and culture.
* Natural leaders emerge.
* Engage leaders in reflection and learning.
* Leaders drive change.

**Creating Transparency*** Regularly update community on Closing the Gap progress
* Regularly share expenditure & performance data
* Create Regional Investment Plan

**Developing Partnerships*** All levels of Government participate in EC
* Policy setting, planning, decision-making through partnership
* Regional partners drive reform and development
* Governments share power, accountability and risk
* Authorise Government bureaucrats to collaborate

**Reforming service delivery*** Co-design services, programs.
* Employ more Indigenous men and women.
* Non-Indigenous orgs partner with Indigenous organisations
* Resource Indigenous organisations to build capability
* Hold service providers accountable to local communities
* Monitor service provider performance
* Local leaders demand improved service delivery and influence how contracts are awarded based on the way service providers do business and what is delivered.
 | **Developing Culture and Language*** Initiate language programs.
* Respect traditional authority.
* Cultural transmission to children.
* Spend time on country

 **Developing individuals and families*** Individuals and families actively participate in EC forums
* Take responsibility for and drive change
* Initiate projects and reform
* Encourage local social entrepreneurship
* Demand feedback and performance reporting
* Insist on, participate in, co-design.
* Take up Opportunity Products
* Volunteer time and effort.
* Take up of education and employment.
* Increase local employment opportunities.

 **Developing communities*** Backbone organisations build out engagement.
* Backbone regularly share information.
* Backbone create visible communications.
* Engage marginal families.
* Empower women.
* Engage youth.
* Community hold its leaders to account.
* Service providers align with community needs, aspirations.
* Incentivise Indigenous leaders to imagine and initiate projects.
* Debate Community Values.
* Refine Community Vision.

 **Developing Regions*** Regional Investment Plan implement and monitor.
* Stop leakage and keep money in regions.
* Understand and fund Regional infrastructure needs.

 **Developing the Economy*** Local businesses win Government contracts.
* Enable home ownership.
* Support local entrepreneurship.
* Support women in business.
* Finance local businesses.
* Form strategic JV business partnerships.
* Invite expertise and investment to the region.

**Developing Businesses*** Change Government procurement policies and practices.
* Expand opportunities for Indigenous organisations
* Establish new Indigenous organisations
* Increase partnering arrangements and sub-contracting between non-Indigenous and Indigenous orgs.
 | **Improving Investments*** Incentivise Indigenous leaders to create savings via ‘Pooled Savings’.
* Leverage investments to align with development.
* Target investments to real local need and opportunity.
* Reduce welfare dependency.
* Collaborate effectively with all levels of governments
* Focus Government investments
* Remove unnecessary red tape.
* System change and structural reform position Indigenous people as drivers in a development agenda rather than as passive recipients of services.
* Indigenous people are co-creators of their future.
* Indigenous organisations are more sustainable and productive.
* Establish new local organisations and businesses and so create local entrepreneurs.
* Create new businesses locally that meet local needs and interests.
* Additional income is circulating in community and is reinvested in other projects and businesses.

**Improving service delivery*** Service plans respond to need
* Services are co-designed
* Decisions and design have local support
* Budgeting transparent and interrogated
* Remove service duplication
* Address waste
* Services customer-focused
* Co-ordinate cross-government activity
* Fill service gaps
* Enable local service adaptations
* Enable cost effective local delivery
* Enable cost effective local recruitment
* Reduce travel and accommodation overheads
* Contract for services based on evidence-based outcomes
* Identify service delivery problems and act early
* Improve service outcomes
* Increase service take-up by target group
* Improve cost-effectiveness
* Effective evaluation and program adaptation as business as usual.
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