



## Our story, our future

Queensland Multicultural Policy and Multicultural Action Plan 2016–17 to 2018–19

### Annual Report 2017–18 for the Department of Local Government, Racing and Multicultural Affairs

## Background

- 'Our story, our future' is the Queensland Government's multicultural policy promoting an inclusive, harmonious and united community for Queensland.
- The policy focuses Queensland Government action on three policy priorities for culturally diverse communities and Queensland as a whole – (1) achieving culturally responsive Government, (2) supporting inclusive, harmonious and united communities and (3) improving economic opportunities.
- The policy is being implemented through a three-year Queensland Multicultural Action Plan 2016–17 to 2018–19.
- The policy and action plan are a requirement of the *Multicultural Recognition Act 2016* (the Act) and represent one of three key provisions of the Act, together with establishing the Multicultural Queensland Charter and Multicultural Queensland Advisory Council.
- Section 24 of the Act requires entities with actions in the action plan to report publicly on an annual basis. The attached report fulfils this requirement for 2017–18 for **Department of Local Government, Racing and Multicultural Affairs (DLGRMA)**.



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### Priority area 1: Culturally responsive Government

#### Outcome: Culturally capable services and programs

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Establish a panel of training providers to better support the cultural capability of organisations.	DLGRMA	2016–19	<b>On track</b>	We are developing a list of cultural capability training providers to publish on the Multicultural Affairs Queensland website. The list will then be promoted to Queensland Government agencies and Government-funded service providers to support the cultural capability of organisations.

#### Outcome: A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector.	All departments	2016–19	<b>On track</b>	Currently 10.9 per cent of the department is recorded as being from a non-English speaking background. This exceeds the target of 10 per cent.
Provide training to address unconscious bias and other barriers in recruitment and selection.	DESBT DTMR DJAG DCDSS DCSYW DSDMIP DLGRMA	2016–19	<b>On track</b>	We have provided unconscious bias training to 78 per cent of managers between October 2017 and February 2018, with content now transferred to online delivery.  We have provided anti-discrimination workshops to 72 per cent of managers between February and May 2018, with content now transferred to online delivery.
Participate in migrant work experience programs, such as the Work and Welcome program.	SLQ DTMR DLGRMA	2016–19	<b>On track</b>	We have commenced planning for delivery of this activity in 2019.

### SPOTLIGHT ON: Asylum seeker and refugee support

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Actively support improved outcomes for refugees and asylum seekers by working with Government and non-Government partners to improve settlement outcomes.	DLGRMA	2016–19	<b>On track</b>	We continue to work closely with the Commonwealth Government, state and territory counterparts, community stakeholders, and across Queensland Government to ensure the best possible mainstream supports for refugees, people seeking asylum and migrants.  We have engaged a non-Government organisation, Communitify Qld to deliver financial aid and individual support to people seeking asylum and temporary protection visa holders between July 2018 and July 2019.  We are working with our national and inter-jurisdictional counterparts to secure positive outcomes for refugees and people seeking asylum through our continued representation at the national Senior Officials Settlement Outcomes Group meetings.

## Priority area 2: Inclusive, harmonious and united communities

### Outcome: Recognition and respect for Aboriginal and Torres Strait Islander heritage and culture

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Support opportunities through multicultural grants funding, which foster stronger connections between migrant and refugee communities and Aboriginal and Torres Strait Islander communities.	DLGRMA	2017–19	<b>On track</b>	Under the Celebrating Multicultural Queensland grants, we have provided funding to two organisations to deliver a project each within 2018–19 promoting increased understanding and connections between Aboriginal and Torres Strait Islander peoples and migrants and refugees.  We have provided grants to more than 110 multicultural events that promote a welcoming and inclusive community and increased intercultural connections across diverse cultural groups, inclusive of Aboriginal and Torres Strait Islander peoples.
Partner with DATSIP to increase recognition and respect across culturally diverse communities for Aboriginal and Torres Strait Islander heritage and culture, build Queensland's story of inclusion and ensure our communities are connected and resilient.	DLGRMA	2017–19	<b>On track</b>	We are working with the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) to progress shared priorities around building inclusive, harmonious and united communities, including increasing recognition and respect for Aboriginal and Torres Strait Islander heritage and culture.  We recognised NAIDOC week with a program of activities including hosting an event in partnership with Reconciliation Queensland and DATSIP, featuring key note speakers and attended by 140 people; a Yarning Circle themed 'Because of her we can', providing an opportunity to engage people through story-telling; a series of Art Workshops; and participating in the Musgrave Park Family Fun Day. We also promoted NAIDOC Week broadly to culturally diverse stakeholders through the Diversity Matters newsletter.  We have engaged Welcoming Cities, an organisation aimed at supporting local councils and their communities to become more vibrant and inclusive. Their work includes assisting interested local councils to consider, commit to, communicate, plan for, build and sustain welcoming places. The organisation's work with us is about advancing our understanding of regional opportunities in Queensland for attracting and retaining migrants, refugees, people seeking asylum and international students. As part of the Australian Standard for Welcoming Cities, interested Councils are encouraged to engage local Aboriginal peoples and Torres Strait Islander peoples as leaders in welcoming activities.  We are looking at opportunities to be involved in future activities to be delivered under the Reconciliation Action Plan 2018-20, such as planned forums on social cohesion and the importance of Aboriginal and Torres Strait Islander recognition.

### Outcome: Queenslanders celebrate our multicultural identity

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Deliver the Multicultural Queensland Ambassador Program to engage businesses, organisations and Local Governments on practical ways to adopt and implement the Multicultural Queensland Charter.	DLGRMA	2016–18	<b>Completed</b>	We have delivered the Multicultural Queensland Ambassador Program including engaging 80 Multicultural Queensland Ambassador organisations.  These organisations have been actively bringing the Multicultural Queensland Charter to life within their organisations and the broader community through providing employment and training programs for refugees and migrants, hosting events such as Harmony Day celebrations, recognising Refugee Week and hosting a citizenship ceremony.
Promote and celebrate Queensland's multicultural identity and increase awareness of the benefits of multiculturalism through the Celebrating Multicultural Queensland grants program.	DLGRMA	2016–19	<b>On track</b>	Under 2017–18 Celebrating Multicultural Queensland grants, we have provided funding to more than 125 events and projects; promoting a welcoming community, increased awareness of Queensland's growing cultural diversity and its social and economic benefits, and positive interaction among migrants, recently arrived refugees, and people from the wider community.

### Outcome: Connected and resilient communities

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Support social connectedness and foster intercultural activities through our	DLGRMA	2016–19	<b>On track</b>	We funded 19 organisations under the Community Action for a Multicultural Society program in 2017–18. Organisations delivered community-led activities to strengthen social ties and support between groups and across communities.

Action	Lead	Timeframe	Progress status	Achievements and outcomes
investment in the Community Action for a Multicultural Society program and projects.				More than 20,000 outcomes were reported by funded organisations relating to improved social connectedness for individuals or groups across Queensland through a wide range of activities supporting participation in community life. These included activities about connecting individuals, developing leadership, and building capability and welcome.