


**Queensland Multicultural Policy ‘Our story, our future’
Queensland Multicultural Action Plan 2019-20 – 2021-22**

**Annual Reporting for 2021-22
DEPARTMENT OF REGIONAL DEVELOPMENT, MANUFACTURING AND WATER**

Background

- ‘Our story, our future’ is the Queensland Government’s Multicultural Policy (the 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 2019-20 to 2021-22 (the Action Plan).
- The Policy and Action Plan are a requirement of the *Multicultural Recognition Act 2016* (the Act).
- Section 24 of the Act requires entities with actions in the Action Plan to report publicly on an annual basis. The report below fulfils this requirement for 2021-22 for the **Department of Regional Development, Manufacturing and Water**.

Notes

- See page 11 of the [Queensland Multicultural Action Plan 2019-20 to 2021-22](#) for a list of government entities covered under ‘All agencies’.
- Actions marked with the  symbol are broad actions with related agency sub-actions that can be viewed on the DCYJMA website [here](#). All sub-actions, where relevant, for the **Department of Regional Development, Manufacturing and Water** have been listed in this template for ease of reporting.
- For the purposes of this report, all references to **diversity** within the Action Plan relate specifically to people from culturally and linguistically diverse backgrounds.


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Priority area 1: Culturally responsive government

Outcomes:

- Improved knowledge about customers' diversity
- Culturally capable services and programs
- A productive, culturally capable and diverse workforce

Action	Responsible agency	Timeframe	Progress status for 2021-22	Achievements and outcomes for people from culturally and linguistically diverse communities <small>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</small>
Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. 	All agencies	2019–22		
<ul style="list-style-type: none"> • Investigate opportunities to theme an event or leadership session to discuss and raise awareness of diversity and inclusion. 	DRDMW	2019–22	COMPLETED - for duration of Action Plan	The department celebrated Multicultural Queensland Month in August 2021. The Multicultural Queensland Charter was a key theme across all communications with an encouragement for teams to explore the principles of the Charter at their team meetings. A virtual Multicultural themed trivia event was held and all staff invited to participate. The Multicultural Queensland Charter was discussed with participants at this event. DRDMW will continue promotion as part of 2022 Multicultural Queensland Month activities.
Commit to increasing all forms of diversity on Queensland Government boards.	All agencies	2019–22	COMPLETED - for duration of Action Plan	<p>The department continues to, as part of standard business practices, actively utilise multiple channels to promote board opportunities to attract diverse candidate pools. The department works with other organisations to identify candidates with a range of skills and backgrounds.</p> <p>DRDMW consults with the Queensland Register of Nominees (QRON) which is administered by the Department of the Premier and Cabinet. Positions can also be advertised through a variety of channels such as Smartjobs, the Australian Institute of Company Directors (AICD), Women on Boards, LinkedIn, regional publications and media outlets.</p>


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Priority area 2: Inclusive, harmonious and united communities


Outcomes:

- Recognition and respect for Aboriginal and Torres Strait Islander heritage and culture
- Queenslanders celebrate our multicultural identity
- Connected and resilient communities
- A respectful and inclusive narrative about diversity

Action	Responsible agency	Timeframe	Progress status for 2021-22	Achievements and outcomes for people from culturally and linguistically diverse communities <small>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</small>
Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services. 	All agencies	2019–22		
<ul style="list-style-type: none"> • Publish articles promoting the Multicultural Queensland Charter to all staff and share with new staff at induction programs. 	DRDMW	2019–22	COMPLETED - for duration of Action Plan	The department has promoted the Multicultural Queensland Charter, featuring as a key theme in all Multicultural Queensland Month communications in August 2021. Teams were encouraged to explore the principles of the Charter at their team meetings. DRDMW has not yet developed a formal induction program however this is under consideration.
<ul style="list-style-type: none"> • Incorporate information about the Multicultural Queensland Charter into materials available to staff, such as information available on the intranet. 	DRDMW	2019–22	COMPLETED - for duration of Action Plan	In August 2021, information about the Multicultural Queensland Charter was shared with all staff via the Director-General all staff newsletter as part of Multicultural Queensland Month Activities. Teams were encouraged to explore the Charter principles at team meetings. The departmental intranet was launched on 30 September 2021. Since its launch, the department has been working its way through development and release of content. Draft intranet content containing information about the Multicultural Queensland Charter was developed in June 2022 and will be published as part of Multicultural Queensland Month activities in August 2022.
<ul style="list-style-type: none"> • Encourage employee participation in Multicultural Queensland Charter events. 	DRDMW	2019–22	COMPLETED - for duration of Action Plan	Staff were encouraged to participate in Multicultural Queensland Month activities featuring the Multicultural Queensland Charter during August 2021. Teams were encouraged to explore the principles of the Charter at their team meetings. A virtual Multicultural themed trivia event was held and all staff invited to participate. The Multicultural

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				Queensland Charter was discussed with participants at this event.
<ul style="list-style-type: none"> Work towards embedding the Multicultural Queensland Charter principles in human resource policies and procedures with examples of how they can be implemented in practice. 	DRDMW	2019–22	COMPLETED - for duration of Action Plan	The department is committed to ensuring the Multicultural Queensland Charter principles are considered during the development of our human resource policies and procedures. We continue to review our policies and procedures to ensure best practice and continuous improvement.
Sign up and participate in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign ¹ . 	All agencies	2019–22	COMPLETED - for duration of Action Plan	The department signed a Racism. It Stops with Me campaign supporter agreement with the Australian Human Rights Commission in March 2021. An implementation plan has been developed and the campaign will be implemented during Multicultural Queensland Month in August 2022.

¹ Specific sub-actions, where nominated by agencies, can be viewed on the web version of the *Queensland Multicultural Action Plan 2019–20 to 2021–22*.