


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

**Annual Reporting for 2020-21
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 2020-21 for the **Department of Regional Development, Manufacturing and Water**.
- **Department of Regional Development, Manufacturing and Water** is a new department formed in November 2020 as a result of Machinery of Government Changes.

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.
- The Policy and Action Plan support priorities set out in the Government’s objectives for the community, Our Future State: Advancing Queensland’s Priorities. These priorities are:



Be a responsive government



Keep Queenslanders healthy



Create jobs in a strong economy



Give all our children a great start





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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	AQP	Responsible agency	Timeframe	Progress status for 2020-21	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	ON TRACK - meaningful activity has begun	Planning undertaken to deliver a multicultural themed online activity in support of Queensland Multicultural Month to raise awareness about diversity and inclusion.
Commit to increasing all forms of diversity on Queensland Government boards.		All agencies	2019–22	ON TRACK - meaningful activity has begun	DRDMW continues to actively utilise multiple channels to promote board opportunities to attract diverse candidate pools. DRDMW works with other organisations to identify candidates with a range of skills and backgrounds.









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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	AQP	Responsible agency	Timeframe	Progress status for 2020-21	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	ON TRACK - meaningful activity has begun	Planning undertaken to ensure the Multicultural Queensland Charter is promoted as part of the 2021 Multicultural Queensland Month communications during August 2021.
<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	ON TRACK - meaningful activity has begun	Planning undertaken to ensure information about the Multicultural Queensland Charter is available on the new DRDMW intranet by 31 December 2021.
<ul style="list-style-type: none"> • Encourage employee participation in Multicultural Queensland Charter events. 		DRDMW	2019–22	ON TRACK - meaningful activity has begun	Planning undertaken to encourage employee participation in Multicultural Queensland Charter events as part of 2021 Multicultural Queensland Month activities during August 2021.
<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	ON TRACK - meaningful activity has begun	DRDMW is a new department created in response to the recent Machinery of Government Changes. We are currently in start-up phase with regard to our policies, procedures, strategies and initiatives. We are committed to ensuring the Multicultural Queensland Charter principles are considered during the development of our human resource policies and procedures.
Sign up and participate in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign ¹ . 		All agencies	2019–22	ON TRACK - meaningful activity has begun	Planning undertaken to encourage employees to engage with the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign as part of 2021 Multicultural Queensland Month activities during August 2021.

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*.