

Our story, our future
 Queensland Multicultural Policy and Queensland Multicultural Action Plan 2016-17 – 2018-19
 ANNUAL REPORT
DEPARTMENT OF STATE DEVELOPMENT

Priority area 1: Culturally responsive government					
Outcome	Action	Lead agency	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased (include reason in notes) 	Progress/achievements/outcomes for culturally diverse Queenslanders Please provide commentary e.g. 3-4 dot points of advice on progress and achievements. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason in notes.</i>
Culturally capable services and programs	Support the integration and delivery of services that benefit all Queensland communities through Community Hubs and Partnerships (ChaPs).	DSD	2016–19	Completed	The Inala community will benefit from CHaPs' collaborative approach with the program bringing forward (by six months) the construction of an integrated community services centre, improving the accessibility of services and fostering community cohesion and development.
				On track	To support the rapidly growing Yarrabilba community, CHaPs is leading a collaborative approach to meet service needs for diverse families and identify opportunities for schools and Logan City Council to share facilities, provide essential community services and bring forward investment.
				On track	Several ChaPs projects delivering economic and social benefits for Queensland communities commenced in 2016–17, and they are currently in the concept and planning phases. These will be reported on as milestones are achieved.
A productive, culturally capable and diverse workforce	Deliver on the Public Service Commission's '2022 foundation non-English speaking background diversity targets for the Queensland Public Sector'.	All departments	2016–19	On track	<p>In the period December 2015 through to March 2017, DSD increased the representation of non-English speaking background employees from 6.28 per cent to 7.95 per cent (an increase of 1.67 per cent).</p> <p>This increase occurred (in part) based on several key initiatives by DSD, including:</p> <ul style="list-style-type: none"> • engraining diversity targets in chief executive performance agreements, and trickling these to senior executives as appropriate • updating the departmental role profile to specifically reference DSD's commitment to equal employment opportunity • rolling out mandatory anti-discrimination training to managers and strongly encouraging attendance from other staff • launching online learning modules specifically targeting inclusion and diversity.

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Priority area 3: Economic opportunities

Outcome	Action	Lead agency	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased (include reason in notes) 	Progress/achievements/outcomes for culturally diverse Queenslanders Please provide commentary e.g. 3-4 dot points of advice on progress and achievements. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason in notes.</i>
Individuals supported to participate in the economy	Improve opportunities for business people from diverse cultural backgrounds to successfully tender for government work through delivery of 'Tendering for Government Business' workshops.	DSD	2016–17	Completed	In 2016–17, DSD delivered 42 'Tendering for Government Business' workshops across Queensland. These workshops were open to all businesses, including Indigenous-owned businesses. Additionally, two 'Capability Statement' workshops were conducted in Far North Queensland to 15 participants from 10 wholly-owned Indigenous businesses to assist in successfully marketing to potential buyers.

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 – achieving culturally responsive government; supporting inclusive, harmonious and united communities; and improving economic opportunities.
- The policy is being implemented through a three year Queensland Multicultural Action Plan 2016-17 – 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 **Department of State Development**.