

Queensland Multicultural Policy & Queensland Multicultural Action Plan 2024–25 to 2026–27

2024–25 Annual Reporting

Department of State Development, Infrastructure and Planning

Introduction

Multicultural Affairs Queensland, through the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism, is responsible for the *Multicultural Recognition Act 2016* (the Act).

The Queensland Government’s Multicultural Policy and the [Queensland Multicultural Action Plan](#) (the Action Plan) are established in accordance with the Act. Section 24 of the Act requires Queensland Government agencies to report publicly on their actions in the plan each year. Reports are published on the relevant department’s website.

Agency Commitments for 2024–25 to 2026–27

Each agency is committed to progressing actions in one or more of the Action Plan’s four Focus Areas.

The table below indicates which of the Focus Areas the Department of State Development, Infrastructure and Planning has a commitment under and therefore must report against in this report.

Agency	Focus Area 1	Focus Area 2	Focus Area 3	Focus Area 4
Department of State Development, Infrastructure and Planning (DSDIP)		●		●

Focus Area 1: Deliver Culturally Responsive Services

- The Queensland Government remains committed to ensuring all government initiatives and services, including funded services, are culturally responsive, accessible and inclusive of all people across Queensland.

Agency actions supporting Focus Area 1	Progress/ status for 2024–25	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>N/A – The Department of State Development, Infrastructure and Planning does not have any actions under Focus Area 1.</i>	<i>N/A</i>	<i>N/A – The Department of State Development, Infrastructure and Planning does not have any actions under Focus Area 1.</i>

Focus Area 2: Drive Diversity and Inclusion across the Public Sector

- A diverse and inclusive workforce that is representative of the community we serve is essential to ensuring we are a culturally responsive government.

Agency actions supporting Focus Area 2	Progress/ status for 2024–25	Outcomes achieved for people from culturally and linguistically diverse backgrounds
All Agencies Action – Monitor data related to culturally and linguistically diverse employee representation and deliver strategies to achieve the whole-of-government target of 12 per cent for employees who speak a language other than English at home.	Delivered	The department continues to implement strategies to attract and retain employees from culturally diverse backgrounds including but not limited to training, access to current resources and alignment to relevant Queensland Government Directives.

Agency actions supporting Focus Area 2	Progress/ status for 2024–25	Outcomes achieved for people from culturally and linguistically diverse backgrounds
All Agencies Action – Monitor Working for Queensland survey results relevant to cultural diversity and inclusion and deliver strategies to improve inclusion for culturally and linguistically diverse employees, including Australian South Sea Islander peoples.	Delivered	Through Work Health and Safety initiatives outcomes have been achieved including but not limited to access to face to face and on-line training and resources.
All Agencies Action – Using the Diversity and Inclusion on Boards Toolkit, implement targeted actions to increase the cultural and linguistic diversity of representation on Queensland Government boards.	Delivered	Where possible the department proactively engages across Queensland Government and the community to promote roles and increase diversity of representation when vacancies arise.
All Agencies Action – Agencies will provide DPC with data on the cultural and linguistic diversity of Queensland Government boards to enable Government to monitor and report on the diversity of Queensland Government bodies.	Delivered	When required, the department provides DPC with diversity information in relation to appointments to Queensland Government boards.

Focus Area 3: Strengthen Our Economy

- The Queensland Government will take specific actions to identify and address the barriers that people from culturally and linguistically diverse backgrounds face to participate in economic opportunities in line with their skills and ambitions.

Agency actions supporting Focus Area 3	Progress/ status for 2024-25	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>N/A – The Department of State Development, Infrastructure and Planning does not have any actions under Focus Area 3.</i>	<i>N/A</i>	<i>N/A – The Department of State Development, Infrastructure and Planning does not have any actions under Focus Area 3.</i>

Focus Area 4: Promote Social Cohesion

- All Queenslanders have a responsibility to foster social cohesion in our communities. The Queensland Government will take action to respect and celebrate the contributions of Queenslanders from diverse backgrounds.

Agency actions supporting Focus Area 4	Progress/ status for 2024-25	Outcomes achieved for people from culturally and linguistically diverse backgrounds
All Agencies Action – Take a strong stance against racism, and actively promote anti-racism messages to staff, clients and communities in line with each agency's unique context.	Delivered	Through Work Health and Safety initiatives outcomes have been achieved including but not limited to access to face to face, on-line training and awareness resources.