

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

2024–25 Annual Reporting

Department of the Premier and Cabinet

Agency Commitments for 2024–25 to 2026–27

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

N.B. Agency acronyms in this table have been updated compared to those used in the Action Plan to reflect recent Machinery of Government changes.

Agency	Focus Area 1	Focus Area 2	Focus Area 3	Focus Area 4
Department of the Premier and Cabinet (DPC)		●		●
Queensland Treasury (QT)	●	●		●
Corrective Services (QCS)	●	●		●
Department of Customer Services, Open Data and Small and Family Business (DCSODSFB)		●	●	●
Education (DoE)	●	●	●	●
Department of Environment, Tourism, Science and Innovation (DETSI)	●	●	●	●
Department of Families, Seniors, Disability Services and Child Safety (DFSDSCS)	●	●		●
Queensland Fire Department (QFD)	●	●		●
Queensland Health (QH)	●	●	●	●
Department of Housing and Public Works	●	●		●
Department of Justice (DoJ)	●	●		●
Department of Local Government, Water and Volunteers (DLGWV)		●		●
Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development (DNRMMRD)		●	●	●
Queensland Police Service (QPS)	●	●		●
Department of Primary Industries (DPI)		●		●
Public Sector Commission (PSC)	●	●		●
Department of Sport, Racing and Olympic and Paralympic Games (DSROPG)		●		●
Department of State Development, Infrastructure and Planning (DSDIP)		●		●
Department of Trade, Employment and Training	●	●	●	●
Department of Transport and Main Roads	●	●		●
Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (DWATSIPM)	●	●		●
Department of Youth Justice and Victim	●	●		●
Queensland Reconstruction Authority (QRA)	●	●		●
Health and Wellbeing Queensland (HWQ)	●	●		●

Agency	Focus Area 1	Focus Area 2	Focus Area 3	Focus Area 4
Trade and Investment Queensland (TIQ)		●	●	●
TAFE QLD	●	●	●	●
Residential Tenancies Authority (RTA)	●	●		●
Queensland Mental Health Commission (QMHC)	●	●		●
Queensland Human Rights Commission (QHRC)	●	●		●
Legal Aid Queensland (LAQ)		●		●
Electoral Commission of Queensland (ECQ)	●	●		●

● 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 the Premier and Cabinet does not have any actions under Focus Area 1.</i>	Choose a final status	<i>N/A – The Department of the Premier and Cabinet does not have any actions under Focus Area 1.</i>

Case studies or good news stories to highlight achievements relevant to Focus Area 1:

N/A – The Department of the Premier and Cabinet does not have any actions under Focus Area 1.

● **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 of the Premier and Cabinet (DPC) undertakes an annual <i>Equity and Diversity Audit</i> (under the <i>Public Sector Act 2022</i>). As at September 2024, 3.81 per cent of employees identified via Minimum Obligatory Human Resource Information (MOHRI) as speaking a language other than English at home. This is lower than the voluntary self nominated disclosure of 11 per cent as part of the 2024 Working for Queensland survey. As at June 2025, MOHRI data shows an increase to 8.27 per cent. The DPC Equity and Diversity Action Plan focuses on embedding equity and diversity principles into recruitment and selection processes to sustain this progress.
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	In the 2024 Working for Queensland survey, culturally and linguistically diverse employees in DPC reported the highest engagement scores among diversity groups at 85 per cent, compared to 77 per cent for all of DPC and 71 per cent for the same cohort across the sector. DPC did not receive sufficient Working for Queensland responses from Australian South Sea Islander employees to provide insights beyond workforce representation.
All Agencies Action – Using the <i>Diversity and Inclusion on Boards Toolkit</i> , implement targeted actions to increase the cultural and linguistic diversity of representation on Queensland Government boards.	Delivered	DPC furthers opportunities for people from culturally and linguistically diverse backgrounds to participate on Queensland Government boards by encouraging Queensland Government departments to use the <i>Diversity and Inclusion on Boards Toolkit</i> .
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	To help support a diverse representation of persons on boards, and support sound decision making that is inclusive of all Queenslanders, DPC coordinates the collection of data about the diversity characteristics of people appointed to in scope Queensland government bodies.

Case studies or good news stories to highlight achievements relevant to **Focus Area 2:**

● **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 the Premier and Cabinet does not have any actions under Focus Area 3.</i>	Choose a final status	<i>N/A – The Department of the Premier and Cabinet does not have any actions under Focus Area 3.</i>

Case studies or good news stories to highlight achievements relevant to Focus Area 3:
<i>N/A – The Department of the Premier and Cabinet 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	<p>DPC developed and piloted an Anti-Racism Conversation Guide to support meaningful, trauma-informed discussions in a psychologically safe and respectful environment. Following pilot sessions and consultation, the guide is being refined to ensure it fosters safe, open and constructive dialogue.</p> <p>DPC also actively promoted anti-racism initiatives dates and events, including:</p> <ul style="list-style-type: none">▪ Racism. It Stops With Me▪ Unite Against Racism toolkit▪ Australian Human Rights Commission webinar: Dismantling Systemic Racism – Perspectives from First Nations Peoples▪ International Day for the Elimination of Racial Discrimination▪ Multicultural Queensland Month.

Case studies or good news stories to highlight achievements relevant to <i>Focus Area 4</i>: