



Our story, our future  
Queensland Multicultural Policy and Queensland Multicultural Action Plan 2016–17 to 2018–19  
ANNUAL REPORT  
**DEPARTMENT OF INFRASTRUCTURE, LOCAL GOVERNMENT AND PLANNING**

### 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 to 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 below reporting fulfils this requirement for **Department of Infrastructure, Local Government and Planning**.

<b>Priority area 1: Culturally responsive government</b>					
<b>Outcome</b>	<b>Action</b>	<b>Lead agency</b>	<b>Timeframe</b>	<b>Progress status</b>	<b>Progress/achievements/outcomes for culturally diverse Queenslanders</b>
<b>A productive, culturally capable and diverse workforce</b>	Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland public sector.	All departments	2016–19	On track	Currently 6.8% of the department is recorded as being from a non-English speaking background. Current numbers represent an increase of 1.22% in employees from a non-English speaking background since the release of the December 2015 MOHRI data.  DILGP's target is to have 10% of employees from a non-English speaking background by 2022.  The 'Include' program has several components including improvements to recruitment and selection processes, introduction of online cultural awareness training, face-to-face anti-discrimination training, unconscious bias training and placement of refugees under the Work and Welcome program through Multicultural Development Australia.
	Provide training to address unconscious bias and other barriers in recruitment and selection.	DCCSDS DET DILGP DTMR DJAG	2016–19	On track	Under DILGP's 'Include' program a series of eight workshops on unconscious bias are scheduled to be delivered by Anti-Discrimination Commission Queensland between October 2017 and January 2018. Initially this program will focus on managers and staff who regularly sit on selection panels. DILGP will continue to review selection and recruitment processes to eliminate unconscious bias.
	Participate in migrant work experience programs such as the Work and Welcome program.	DILGP DTMR SLQ	2016–19	On track	A three-month placement was provided for a migrant worker within Economic Development Queensland under the Work and Welcome program through Multicultural Development Australia. The person has been placed in a temporary position for a further 4 months. DILGP is committed to ongoing involvement in the Work and Welcome program.