

Multicultural Action Plan

Department of the Premier and Cabinet
Office of the Queensland Parliamentary Counsel

2009–2011

Introduction

Queensland is a dynamic and diverse society encompassing a wide variety of cultures, languages and religions. It is projected that by the year 2050, approximately 950,000 international migrants will call Queensland their home.

We embrace a rich cultural mix of society and value the cultural, social and economic rewards this diversity has generated within our state.

To build on this dynamic environment and to ensure greater prosperity and quality of life for all Queenslanders, the department, along with the community need to work together to meet the *Toward Q2* ambition of fair – supporting safe and caring communities.

The Department of the Premier and Cabinet and the Office of the Queensland Parliamentary Counsel will contribute to this ambition through implementation of the Multicultural Action Plan during 2009-11. The plan demonstrates our commitment to:

- maintaining high quality support for the routines of government and evidence-based policy advice
- attracting and retaining a workforce that reflects Queensland's cultural diversity
- ensuring that Queensland legislation and multicultural initiatives are consistent with the principles of the *Anti-Discrimination Act 1991* and Queensland's Multicultural Policy
- promoting and staging events and activities that celebrate and increase awareness of Queensland's cultural diversity.

Ken Smith
Director-General

Multicultural Policy Strategies	Deliverable	Performance indicator	Lead responsibility
<p>Strategy: Productive diversity economic strategy</p> <p>Strengthening Queensland as a place that values and attracts intellectual capital, overseas investment and secures further gains in key areas such as trade, skilled migration, education, tourism, science and technology.</p>	<ul style="list-style-type: none"> Support development and employment opportunities for artists from culturally and linguistically diverse (CALD) backgrounds. 	<ul style="list-style-type: none"> Number of Sector Project Grants provided to artists from CALD backgrounds. Total amount of Sector Project Grant funding provided to artists from CALD backgrounds. 	Arts Queensland
<p>Strategy: Strengthening multiculturalism in the Queensland public sector</p> <p>Changing how activities of Queensland Government departments are planned and delivered to ensure that all Queenslanders, regardless of their cultural or linguistic backgrounds, have access to services.</p>	<ul style="list-style-type: none"> Provide well researched, balanced and contestable advice to the Premier and Cabinet on current and emerging multicultural issues, including skilled migration and refugee resettlement issues. 	<ul style="list-style-type: none"> Executive managers level of satisfaction with the quality of agency advice and support provided to the Director-General, Premier and Cabinet. 	Policy Division
	<ul style="list-style-type: none"> Provide advice and support to Multicultural Affairs Queensland (MAQ) in the development and implementation of multicultural policies. 	<ul style="list-style-type: none"> Level of satisfaction by the Executive Director, MAQ, with advice and support provided by the department. 	Policy Division
	<ul style="list-style-type: none"> Provide educational and developmental opportunities to staff to increase awareness of cultural issues and to foster an environment that embraces diversity. 	<ul style="list-style-type: none"> Number of courses promoted that provide support for Cross Cultural Awareness. Number of staff that participate in cultural awareness training. 	Governance Division, Corporate Capability
	<ul style="list-style-type: none"> Continue to participate in the Migrant Work Experience Program which affords migrant workers the opportunity to gain work experience in government agencies and assistance in securing employment. 	<ul style="list-style-type: none"> Number of sponsored participants. 	Governance Division, Corporate Capability
	<ul style="list-style-type: none"> Continue to work with MAQ to promote the need for nominees with multicultural expertise to apply for registration to the Queensland Register of Nominees to Government Bodies (QRoN). 	<ul style="list-style-type: none"> Number of nominees for government boards who identify themselves as from CALD backgrounds. 	Governance Division, State Affairs
	<ul style="list-style-type: none"> Continue to support a Multicultural Action Team which evaluates and monitors the implementation of the department's multicultural action plans. 	<ul style="list-style-type: none"> Departmental action plan developed and reviewed annually. 	Governance Division, Corporate Capability
	<ul style="list-style-type: none"> Engage with stakeholders and/or target audiences on the development of the Multicultural Action Plan (MAP). 	<ul style="list-style-type: none"> Number of significant agencies/ key stakeholders consulted on the development of the MAP. 	Whole-of-department
	<ul style="list-style-type: none"> Incorporate relevant messages about multiculturalism in the department's communication and marketing activities, including translation options for publications and websites. 	<ul style="list-style-type: none"> Number of communication and engagement strategies targeting people from CALD backgrounds. Number of key messages used in communication and marketing activities, including those associated with events coordinated by DPC. Percentage of all departmentally managed internet websites offering translation services. 	Governance Division, State Services and Information and Communication Technology
	<ul style="list-style-type: none"> Reimburse government funded NGOs for interpreter costs. Promote resources to assist departmental staff and government funded NGOs to work with interpreters. 	<ul style="list-style-type: none"> Amount spent on interpreters engaged by government-funded NGOs and advised to the department. 	Arts Queensland

Multicultural Policy Strategies	Deliverable	Performance indicator	Lead responsibility
<p>Strategy: Community relations and anti-racism</p> <p>Strengthening the sense of belonging Queenslanders have in their local environment and in the global communities.</p>	<ul style="list-style-type: none"> Support the Premier and/or Queensland Government representatives at meetings and events with foreign diplomats regarding multicultural development in Queensland. 	<ul style="list-style-type: none"> Number of meetings and events with foreign dignitaries where support was provided for the Premier and/or Queensland Government representatives. 	Governance Division, Protocol Queensland
	<ul style="list-style-type: none"> Continue to raise awareness and encourage Community Cabinet and its processes within CALD community groups. 	<ul style="list-style-type: none"> Number of initiatives pursued to encourage CALD groups to attend Community Cabinet. 	Cabinet Services
	<ul style="list-style-type: none"> Support arts and cultural projects that provide opportunities for Queenslanders to see and participate in events that celebrate diversity, promote cross-cultural collaboration and/or build cultural appreciation. 	<ul style="list-style-type: none"> Attendance at signature events that celebrate and promote cultural diversity. <p>An instructive case-study demonstrating the contribution of an arts and cultural event to strengthening community relations and cultural appreciation will be provided in the 2009-10 MAP report.</p>	Arts Queensland
<p>Strategy: Supporting communities</p> <p>Funding and investing in Queensland's communities to further multiculturalism through research, policy development, advocacy, community awareness, festivals, services, projects and networks.</p>	<ul style="list-style-type: none"> Engage the participation of CALD communities in events coordinated by the department. 	<ul style="list-style-type: none"> Number of CALD communities participating in or attending events coordinated by the department. Level of positive feedback reported by CALD groups and/or audiences participating or attending events coordinated by the department. 	Governance Division, State Services
	<ul style="list-style-type: none"> Support CALD communities' projects and initiatives through the Q150 Community Funding Program. 	<ul style="list-style-type: none"> Number of CALD organisations and communities supported through the Q150 Funding Program. 	Governance Division, State Services
	<ul style="list-style-type: none"> Engage CALD communities participation in and attendance at Q150 coordinated programs and events. 	<ul style="list-style-type: none"> Number of CALD communities and/or organisations participating in Q150 coordinated programs and events. Number of CALD communities and/or organisations attending Q150 coordinated programs and events. 	Governance Division, State Services
	<ul style="list-style-type: none"> Promote and support Q150 events and projects being organised by CALD communities. 	<ul style="list-style-type: none"> Level of promotion and support given to events and projects organised by CALD communities using Q150 communication and publicity channels. 	Governance Division, State Services
	<ul style="list-style-type: none"> Foster the development of an inclusive arts and cultural sector by supporting arts activities, events and organisations that are responsive to cultural diversity. 	<ul style="list-style-type: none"> Funding provided to activities and events that are responsive to cultural diversity. Funding provided to organisations that are responsive to cultural diversity. Information provided to the arts and cultural sector that encourages responsiveness to diversity. 	Arts Queensland
	<ul style="list-style-type: none"> Engage CALD communities in the arts and cultural sector as audiences and creators. 	<ul style="list-style-type: none"> Funding provided to projects and activities that engage CALD communities as audiences and creators. <p>An instructive case-study demonstrating the contribution of an arts and cultural event to strengthening community relations and cultural appreciation will be provided in the 2009-10 MAP report.</p>	Arts Queensland
	<ul style="list-style-type: none"> Ensure information is accessible to the CALD community. 	<ul style="list-style-type: none"> Number of materials translated into other languages. 	Whole-of-department

Values

The Department of the Premier and Cabinet's values of professionalism, value adding, collaborative leadership and continuous improvement guide our work. They form the basis of our approach to deliver the government's ambitions. The department promotes these values through education and by recognising the achievements of staff.

To find out more about the department, please read the *2009-13 Strategic Plan* at www.premiers.qld.gov.au

Department of the Premier and Cabinet

The department is the lead public sector agency and has whole-of-government coordination responsibility for policy advice relating to constitutional, intergovernmental relations, economic, environmental and social impact, the arts and cultural matters.

The department supports the Premier in her roles as Parliamentary Leader of the Government, Chair of Cabinet, Chief Advisor to the Governor, Member of the Council of Australian Governments, Chair of the Council for the Australian Federation and Minister for the Arts.

Office of the Queensland Parliamentary Counsel

The Office of the Queensland Parliamentary Counsel (OQPC) provides services for the government's legislative reform agenda. OQPC provides comprehensive high-quality legislative drafting, advisory services and publications, and the continual enhancement of legislation and legislative information to government and the community. OQPC also ensures Queensland legislation, and information about Queensland legislation, is of the highest standard and easily accessible.

Our planning

The development of the *2009-11 Multicultural Action Plan* considered the government's multicultural priorities as well as common outcome areas initiated by Multicultural Affairs Queensland (MAQ).

Our reporting

An annual report on the Multicultural Action Plan is submitted to each agency Chief Executive Officer, outlining outcomes and achievements in terms of the strategies detailed in the plan.

This report subsequently contributes to the whole-of-government report produced by MAQ.

Our evaluation

The success of the *2009-11 Multicultural Action Plan* will be evaluated using a range of performance indicators, which are outlined alongside each Multicultural Policy Strategy.