



Our story, our future
Queensland Multicultural Policy and Multicultural Action Plan 2016–17 to 2018–19

Annual Report 2017–18
for Department of the Premier and Cabinet
and Public Service Commission



Introduction

The Department of the Premier and Cabinet acknowledges that Queensland communities have culturally diverse backgrounds with varying needs and objectives. DPC is dedicated to actively growing and supporting a culturally diverse community that is both united and harmonious, as well as building organisational cultural competency. This is evidenced through our various achievements during 2017-18, outlined in this report.

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.
- This report fulfils this requirement for **Department of the Premier and Cabinet (DPC)** and the **Public Service Commission (PSC)**.

Case study

Encouraging social and cultural inclusion through the 'We are Queensland' small grants program 2017-18

Queensland is a great state for many reasons, but the people of Queensland will always be our greatest asset. Our responsibility to nurture and encourage socially and culturally inclusive communities was realised through the 'We are Queensland' small grants program, which launched on 27 June 2017 and was rolled out in the 2017-18 financial year.

The grants program, introduced under the broader Cohesive Communities action plan, celebrates the diversity and individuality of Queenslanders and delivers on the government commitment to building safe, caring and connected communities.

The grants were advertised under the 'We are Queensland' campaign across social media channels with a focus on broad reach and visibility. Results saw almost 3000 people follow through to the website and access the grants program guidelines, more than 1000 begin an application, and submission of more than 270 high quality applications. Grants were awarded to 71 recipients state-wide.

In 2017-18 a total of \$1,051,737 was awarded for projects, including community gardens, cooking classes and meal swaps, community festivals and events to celebrate Harmony Day and Neighbour Day, community choirs and concerts, weaving workshops, public art installations, and storytelling.

High engagement through the grants program application period demonstrated a strong level of community and Queensland pride and belonging, and a desire to enhance this on a local, community-led level.

The grants program was an opportunity to give Queenslanders the boost they needed to help link families and individuals to community services and neighbourhood activities, and encourage more respect and understanding between social and cultural groups.

Programs and initiatives driven from the grants program are delivering against social cohesion objectives in local communities across Queensland – find out more at www.qld.gov.au/weareqld.

We are Queensland small grants program: Beginnings production



Image courtesy of Cairns Regional Council

Priority area 1: Culturally responsive government
Outcome: A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status	Achievements and outcomes
<p>Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector.</p>	<p>All departments</p>	<p>2016–19</p>	<p>On Track</p>	<p>The Leadership Board has committed that by 2022, 10% of Leadership Board agencies' workers will be from non-English speaking backgrounds.</p> <p>Minimum Obligatory Human Resource Information (MOHRI) data at 30 June 2018 reports the:</p> <ul style="list-style-type: none"> • overall (aggregated) result for Leadership Board agencies at 9.75% • result for the Public Service Commission at 9.09% • result for the Department of the Premier and Cabinet was 13.03%. <p>DPC will maintain its minimum (14%) and stretch (15%) diversity targets.</p> <p>During 2017-2018, DPC implemented an employee engagement program of work to support an inclusive, respectful and socially responsible workforce. DPC,</p> <ul style="list-style-type: none"> • posted "All Voices" employee profiles on the department's intranet site which provided employees from a range of different cultural backgrounds with the opportunity to share their stories and the unique perspectives they bring to DPC • delivered a range of internal activities, aligned to community events, commemorations and celebrations for Harmony Day and Multicultural month

Priority area 2: Inclusive, harmonious and united communities

Outcome: Connected and resilient communities

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Host receptions for multi-faith leaders and various culturally diverse communities to bridge community connections and promote harmony.	DPC	Various	On track	In 2017-18 the Premier hosted various community-based receptions throughout the 2017-18 period: <ul style="list-style-type: none"> • 3 October 2017 – Queensland-Japan networking Reception • 11 October 2017 – Multicultural Community Reception • 25 October 2017 – Indian Community Reception • 12 March 2018 – Chinese New Year Reception
				DPC provided sponsorship to the inaugural Power of Peace Festival 28 October 2017 delivered to improve social cohesion and inspire the spirit of peace through Mahatma Ghandi teachings. The festival attracted 1154 attendees over two days.
				DPC sponsored the India Australia Business and Community Awards 2017 which honour business leaders and members of the Indian community within Australia. The awards were the first of their kind to recognise the contribution made by Queenslanders and Australians of Indian origin.

Priority area 3: Economic opportunities

Outcome: Queensland gets the most benefit from our diversity and global connections

Action	Lead	Timeframe	Status	Achievements and outcomes
Strengthen global connections through diplomatic visits which strengthen economic relations and promote Queensland as a welcoming and harmonious state.	DPC	2016–19	On track	<p>Hosted 28 Diplomatic Visits and Courtesy Calls to Queensland including:</p> <ul style="list-style-type: none"> • July 2017 – High Commissioner for South Africa • August 2017- Ambassador of China • October 2017– High Commissioner for India • October 2017– Ambassador of France • January 2018– Ambassador of Cote d'Ivoire <p>DPC supported and hosted the 2018 French Chamber of Commerce of Australia National Forum, involving the Ambassador of France.</p> <p>DPC strengthened Queensland's relationship with Papua New Guinea (PNG) through negotiations for the renewal of the Queensland and PNG Memorandum of Understanding (MoU) – highlighting the cultural heritages, current cultural practices and artistic expressions of the peoples of PNG and Queensland.</p> <p>Fourteen priority areas were identified to work collaboratively on for mutual benefit including:</p> <ul style="list-style-type: none"> • Arts, cultural, and sporting exchanges • Business relations • Education and Training, Tourism, Agriculture, Health, and Emergency Services and Disaster resilience support <p>DPC prepared a Schedule of cooperative activities for inclusion with the MOU to be undertaken in 2018-19, which will seek to advance relations between individuals, communities, and businesses.</p>