






Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2019-20 to 2021-22

Annual Reporting for 2019-20
DEPARTMENT OF EDUCATION

Priority area 1: Culturally responsive government



Outcomes:

- **Improve knowledge about customers' diversity**
- **Culturally capable services and programs**
- **A productive, culturally capable and diverse workforce**

Action	AQP	Responsible agency	Timeframe	Progress status for 2019-20	Achievements and outcomes for people from culturally and linguistically diverse communities
Deliver agency implementation plans to improve the collection, use and availability of information on customers from culturally diverse backgrounds.		Multiple agencies, including DoE	2019–22	Completed	The Department of Education has delivered on its implementation plan ensuring collection and reporting of mandatory indicators. In addition, the Department periodically reviews data collection processes and continues to work with other states and territories, the Australian Government and relevant national bodies to ensure diversity is reflected in data capture, sharing and reporting.
Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. 		All agencies	2019–22		
<ul style="list-style-type: none"> • Deliver diverse and inclusive workplaces through implementing the We all Belong framework. 		DoE	2019–22	On track	<p>In August 2020, the Department of Education will launch the Many Cultures workforce strategy, a key deliverable of the department's 'We all Belong' approach to workplace inclusion and diversity.</p> <p>The Many Cultures workforce strategy recognises that a workforce that reflects the multicultural Queensland communities we serve allows us to deliver relevant and responsive services to those communities.</p> <p>The draft Many Cultures workforce strategy was open for staff and relevant stakeholders to have their say, from November 2019 to February 2020.</p>
<ul style="list-style-type: none"> • Increase staff awareness of the value of diversity and develop cultural capabilities. 		DoE	2019–22	On track	<p>The Department of Education's 'We all Belong' approach to workplace inclusion and diversity, has been incorporated into the beginning teacher induction; and into the mandatory all staff training through the 'Working Together' module.</p> <p>Building awareness and capability is a key priority within the department's upcoming Many Cultures workforce strategy. Regional reach to staff across the</p>

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Action	AQP	Responsible agency	Timeframe	Progress status for 2019-20 Legend: • On track • Completed • Yet to commence	Achievements and outcomes for people from culturally and linguistically diverse communities Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
					<p>state has been considered in the approach to building awareness and capability.</p> <p>The Many Cultures online community of inclusion for staff was made available in December 2019. This online community aims to provide staff with opportunities to learn about inclusion; create connections; create visibility of the diverse cultures in Queensland; and provide relevant resources.</p>
<ul style="list-style-type: none"> Build awareness about Queensland's multicultural identity, including through promoting events that develop cultural respect and understanding. 		DoE	2019–22	On track	<p>Building awareness and capability is a key priority within the department's Many Cultures workforce strategy.</p> <p>Harmony Week was promoted through the Many Cultures online community for staff. In lieu of a Harmony Week awareness raising session (due to COVID-19), alternative ideas on how staff could play a part in creating inclusive workplaces were promoted to staff registered on the Many Cultures online community.</p> <p>While Queensland Multicultural Month has been cancelled for 2020, the department will continue to promote the Multicultural Queensland Charter; and inclusive workplaces through launch of the Many Cultures workforce strategy.</p>
Commit to increasing all forms of diversity on Queensland Government boards.		All agencies	2019–22	On track	<p>Planned activities to continue to build inclusive workplaces where staff and board members feel supported in the Department of Education include:</p> <ul style="list-style-type: none"> - A review of inclusiveness of language used in policies; and - Co-design of inclusive recruitment, selection and career development processes; and implement evidence-based responses. <p>The Many Cultures workforce strategy includes an action to develop career pathways and leadership development opportunities for aspiring culturally diverse leaders to promote access to leadership development.</p>







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Priority area 2: Inclusive, harmonious and united communities

Outcomes:

- Recognition and respect for Aboriginal and Torres Strait Islander heritage and culture
- Queenslanders celebrate our multicultural identity
- Connected and resilient communities
- A respectful and inclusive narrative about diversity

Action	AQP	Responsible agency	Timeframe	Progress status for 2019-20	Achievements and outcomes for people from culturally and linguistically diverse communities
Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services. 		All agencies	2019–22		
<ul style="list-style-type: none"> • Consider the Multicultural Queensland Charter in development of policies and planning inclusive and respectful service delivery. 		DoE	2019–22	On track	<p>Staff are able to access the Multicultural Queensland Charter through the department's intranet page and are encouraged to show their support for the Charter by displaying it in their workplace. The Multicultural Queensland Charter is promoted to staff around key events such as Harmony Week; and will be promoted during August as a call to action to consider how the Charter applies to their work.</p> <p>The Queensland Multicultural Charter has been incorporated into the Working Together module within the mandatory all staff training.</p> <p>Promoting the Multicultural Queensland Charter to staff has been incorporated as an action into the Department of Education's Many Cultures workforce strategy.</p>
Sign up and participate in the Australian Human Rights Commission Racism. <i>It stops with me</i> campaign. 		All agencies	2019–22		
<ul style="list-style-type: none"> • Incorporate into the agency's communications the agency's participation in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign. 		DoE	2019–22	On track	<p>The <i>Racism. It stops with me</i> campaign was promoted on the Many Cultures online staff community in the lead up to Harmony Week.</p> <p>Delivery and implementation of the campaign has been incorporated as an action within the Department of Education's Many Cultures workforce strategy.</p> <p>A virtual screening of <i>The Final Quarter</i>, the documentary provided through the <i>Racism. It stops</i></p>

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Action	AQP	Responsible agency	Timeframe	Progress status for 2019-20 Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence 	Achievements and outcomes for people from culturally and linguistically diverse communities Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
					<i>with me</i> campaign was delivered as a pilot session to staff, with facilitated discussion. Future sessions will be scheduled to further promote the <i>Racism. It stops with me</i> campaign to staff throughout the year ahead.