Queensland Multicultural Policy ‘Our story, our future’
Annual Reporting for 2021-22
DEPARTMENT OF AGRICULTURE AND FISHERIES

Background

- ‘Our story, our future’ is the Queensland Government’s Multicultural Policy (the 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 – (1) achieving culturally responsive government, (2) supporting inclusive, harmonious and united communities and (3) improving economic opportunities.
- The Policy is being implemented through a three-year Queensland Multicultural Action Plan 2019-20 to 2021-22 (the Action Plan).
- The Policy and Action Plan are a requirement of the Multicultural Recognition Act 2016 (the Act).
- Section 24 of the Act requires entities with actions in the Action Plan to report publicly on an annual basis. The report below fulfils this requirement for 2021-22 for the Department of Agriculture and Fisheries.

Notes

- See page 11 of the Queensland Multicultural Action Plan 2019-20 to 2021-22 for a list of government entities covered under ‘All agencies’.
- Actions marked with the symbol are broad actions with related agency sub-actions that can be viewed on the DCYJMA website here. All sub-actions, where relevant, for the Department of Agriculture and Fisheries have been listed in this template for ease of reporting.
- For the purposes of this report, all references to diversity within the Action Plan relate specifically to people from culturally and linguistically diverse backgrounds.
Priority area 1: Culturally responsive government

Outcomes:
- Improved knowledge about customers' diversity
- Culturally capable services and programs
- A productive, culturally capable and diverse workforce

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsible agency</th>
<th>Timeframe</th>
<th>Progress status for 2021-22</th>
<th>Achievements and outcomes for people from culturally and linguistically diverse communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase cultural understanding and capability of staff by providing access to events, training and development opportunities.</td>
<td>All agencies</td>
<td>2019–22</td>
<td></td>
<td>Please provide commentary (e.g., 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</td>
</tr>
<tr>
<td>Promote calendar of events celebrating cultural diversity across the agency. Celebrate key events throughout Multicultural Queensland Month and on Harmony Day.</td>
<td>DAF</td>
<td>2019–22</td>
<td>COMPLETED - for duration of Action Plan</td>
<td>Harmony Day and Multicultural Qld month events promoted to all DAF staff.</td>
</tr>
<tr>
<td>Commit to increasing all forms of diversity on Queensland Government boards.</td>
<td>All agencies</td>
<td>2019–22</td>
<td>ON TRACK - meaningful activity has begun</td>
<td>Gender diversity achieved across DAF boards and work will continue in this area.</td>
</tr>
</tbody>
</table>

Please provide commentary (e.g., 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
Priority area 2: Inclusive, harmonious and united communities

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

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<tbody>
<tr>
<td>Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services.</td>
<td>All agencies</td>
<td>2019–22</td>
<td></td>
<td>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</td>
</tr>
<tr>
<td>Sign up and participate in the Australian Human Rights Commission “Racism. It stops with me” campaign.</td>
<td>All agencies</td>
<td>2019–22</td>
<td>COMPLETED - for duration of Action Plan</td>
<td>DAF has signed up to and promoted the Australian Human Rights Commission “Racism. It stops with me” campaign.</td>
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1 Specific sub-actions, where nominated by agencies, can be viewed on the web version of the Queensland Multicultural Action Plan 2019–20 to 2021–22.