Queensland Multicultural Policy ‘Our story, our future’

Annual Reporting for 2020-21
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 2020-21 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. 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.
• The Policy and Action Plan support priorities set out in the Government’s objectives for the community, Our Future State: Advancing Queensland’s Priorities. These priorities are:

1. Be a responsive government
2. Keep Queenslanders healthy
3. Create jobs in a strong economy
4. Give all our children a great start

Be a responsive government  Keep Queenslanders healthy  Create jobs in a strong economy  Give all our children a great start
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>AQP</th>
<th>Responsible agency</th>
<th>Timeframe</th>
<th>Progress status for 2020-21</th>
<th>Achievements and outcomes for people from culturally and linguistically diverse communities</th>
</tr>
</thead>
</table>
| Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. | All agencies | 2019–22            | COMPLETED - for duration of Action Plan | DAF promoted all key events including Multicultural Qld Month and Harmony Day. Celebrations included:  
  - Promoting the Luminous Lantern Parade to all staff.  
  - Creating a "staff cookbook" that promotes a culturally inclusive workplace and reflects the traditions and cultures that make up our diverse workplace. |
| Promote calendar of events celebrating cultural diversity across the agency. Celebrate key events throughout Multicultural Queensland Month and on Harmony Day. | DAF         | 2019–22            | COMPLETED - for duration of Action Plan | DAF promoted all key events including Multicultural Qld Month and Harmony Day. Celebrations included:  
  - Promoting the Luminous Lantern Parade to all staff.  
  - Creating a "staff cookbook" that promotes a culturally inclusive workplace and reflects the traditions and cultures that make up our diverse workplace. |
| Commit to increasing all forms of diversity on Queensland Government boards. | All agencies | 2019–22            | ON TRACK - meaningful activity has begun | DAF is committed to ensuring a more inclusive, representative membership with greater diversity on boards – under the Agricultural Industry Development, Fisheries and Rural Communities portfolio, and continues to meet the gender parity diversity target. |
### 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

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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></td>
<td>All agencies</td>
<td>2019–22</td>
<td></td>
<td>DAF continually updates the diversity and inclusion intranet pages on the intranet, to ensure all links to relevant policies and papers are current.</td>
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<tr>
<td>Update the agency’s cultural diversity intranet page and share links to the Multicultural Queensland Charter, Queensland Multicultural Policy and Queensland Multicultural Action Plan 2019–20 to 2021–22.</td>
<td></td>
<td>DAF</td>
<td>2019–22</td>
<td>COMPLETED - for duration of Action Plan</td>
<td>DAF’s Diversity and Inclusion Working Group, supported by the Multicultural sub-group, will be promoting this campaign during the next reporting period.</td>
</tr>
<tr>
<td>Sign up and participate in the Australian Human Rights Commission <em>Racism. It stops with me</em> campaign¹.</td>
<td></td>
<td>All agencies</td>
<td>2019–22</td>
<td>YET TO COMMENCE - no meaningful activity has begun</td>
<td>DAF’s Diversity and Inclusion Working Group, supported by the Multicultural sub-group, will be promoting this campaign during the next reporting period.</td>
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</tbody>
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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.