


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 Queensland Multicultural Action Plan 2019-20 to 2021-22 (the Action Plan) is the second Multicultural Action Plan released under *Multicultural Recognition Act 2016* (the Act). It builds on outcomes achieved under the first [Multicultural Action Plan](#), and will continue to drive Queensland Government action to support an environment of opportunity and achieve improved social and economic outcomes for people from culturally diverse backgrounds
- The Policy and Action Plan are a requirement of the Act and represent one of three key provisions of the Act, together with establishment of 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. The report below fulfils this requirement for 2019-20 for the **Department of Agriculture and Fisheries**.

Notes

- The list of Government entities covered under 'All agencies' is provided on page 11 of the [Queensland Multicultural Action Plan 2019-20 to 2021-22](#).
- Actions marked with the  symbol are broad actions with related agency sub-actions that can be viewed online at www.dlgrma.qld.gov.au, (i) click on 'Multicultural Affairs', (ii) click on 'Queensland Government Multicultural Policy and Action Plan'. All sub-actions, where relevant, for the **Department of Agriculture and Fisheries (DAF)** have been listed in this template for ease of reporting.
- 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:



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:






- 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
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"> • 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	<p>DAF continues to celebrate cultural diversity through promotion of key events including Multicultural Queensland Month – which reinforces our commitment to cultural inclusivity in our workforce – and Harmony Day. Events are inclusive of our regional staff – showcasing experiences through all-staff webinars.</p> <p>Cultural diversity awareness is also raised through DAF's unconscious bias and anti-discrimination training sessions – participation is recommended for all selection panel members and supervisors/managers.</p>
Commit to increasing all forms of diversity on Queensland Government boards.		All agencies	2019–22	On track	In 2018, DAF developed a Women on Boards Action Plan demonstrating the agency's ongoing commitment to diversity on Boards.

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"> • 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. 		DAF	2019–22	Completed	<p>DAF's cultural diversity intranet page ensures that links to the Multicultural Queensland Charter, Policy and Action Plan are updated and current.</p> <p>DAF's EEO diversity data drive completed bi-annually to increase response rate. Higher response rates increase validity of data and inform strategies.</p> <p>As part of DAF's commitment to the PSC's Diversity and Inclusion Strategy, priority areas are identified to improve participation rates for diverse Queenslanders. DAF continues to work toward increasing the number of culturally diverse employees in our agency.</p>
Sign up and participate in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign. 		All agencies	2019–22	Yet to commence	DAF has provided its commitment to promote and participate in this initiative. The department's Diversity and Inclusion Working Group will review the resources contained within the <i>Racism. It stops with me</i> website and develop/action its campaign.