

Our story, our future
Queensland Multicultural Policy and Multicultural Action Plan 2016-17 – 2018-19
Annual Report 2017-18
DEPARTMENT OF STATE DEVELOPMENT, MANUFACTURING, INFRASTRUCTURE AND PLANNING

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 – (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 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. The attached report fulfils this requirement for 2017-18 for **Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP)**.

Priority area 1: Culturally responsive government

Outcome: Culturally capable services and programs

Action	Lead	Timeframe	Progress status	Achievements and outcomes
			Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased 	Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason.</i>
Support the integration and delivery of services that benefit all Queensland communities through Community Hubs and Partnerships (CHaPs)	DSDMIP	2016–19	Completed	<ul style="list-style-type: none"> • The Aura Community Hub opened in January 2018 following CHaPs facilitation of industry, local and state government collaborative services and infrastructure planning. • The Aura Community Hub project achieved a \$31 million bring-forward of investment to the Sunshine Coast community and delivers much-needed services in the Caloundra South Priority Development Area.
			On track	<ul style="list-style-type: none"> • To support the rapidly growing Yarrabilba community, CHaPs is facilitating the collaborative planning and delivery of Family and Community Place, which is adjacent to the new state primary school in Yarrabilba. • The \$3.5 million facility, which is due to open by October 2018, will enable social connectedness and greater access to a suite of integrated services through a soft entry community-focused model.
			On track	<ul style="list-style-type: none"> • Several CHaPs projects delivering economic and social benefits for growing Queensland communities including projects in Ripley Valley, Greater Flagstone, Northshore Hamilton and Caloundra South are currently in the concept and planning phases.

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Outcome: A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased 	Achievements and outcomes Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason.</i>
Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector	All departments	2016–19	On track	<p>In the period March 2017 through to August 2018, DSDMIP increased the representation of non-English speaking background employees from 5.91 per cent to 7.38 per cent (an increase of 1.47 per cent percentage points).</p> <p>This increase may have occurred (in part) based on several key initiatives by DSDMIP, including:</p> <ul style="list-style-type: none"> • continuing to engrain diversity targets in chief executive performance agreements, and trickling these to senior executives as appropriate • continuing to update the department’s role profile to specifically reference DSDMIP’s commitment to equal employment opportunity • rolling out mandatory anti-discrimination training for managers • reviewing equal employment opportunity data in Queensland Shared Services Aurion to ensure accuracy • exploring non-English speaking background work programs to support graduate entry into DSDMIP’s workforce • publishing the Multicultural Queensland Charter on DSDMIP’s intranet.
Provide training to address unconscious bias and other barriers in recruitment and selection	DESBT DTMR DJAG DCDSS DCSYW DSDMIP DLGRMA DoE	2016-19	On track	<p>DSDMIP provides the following training to address unconscious bias and other barriers in recruitment and selection through the:</p> <ul style="list-style-type: none"> • online training modules made available (through DSDMIP’s internal training system, ELMO) including a specific unconscious bias module and recruitment and selection module • successful completion of: <ul style="list-style-type: none"> – two People Matters Program cohorts in 2017 – extension modules on recruitment and selection and diversity and inclusion – leadership development forum (presented by an employee from a non-English speaking background) on ‘How I would like to be led!’ – anti-discrimination training.

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Priority area 3: Economic opportunities

Outcome: Individuals supported to participate in the economy

Action	Lead	Timeframe	Progress status	Achievements and outcomes
Improve opportunities for business people from diverse cultural backgrounds to successfully tender for government work through delivery of Tendering for Government Business workshops	DSDMIP	2016–19	Legend: • On track • Completed • Yet to commence • Ceased	Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason.</i> In 2017–18, DSDMIP delivered 22 ‘Tendering for Government Business’ workshops across Queensland. These workshops were open to all businesses, including Aboriginal and Torres Strait Islander owned businesses.