


**Queensland Multicultural Policy ‘Our story, our future’  
Queensland Multicultural Action Plan 2019–20 to 2021–22**

**Annual Reporting for 2020–21  
DEPARTMENT OF TOURISM, INNOVATION AND SPORT (DTIS)**

## 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 Tourism, Innovation and Sport**.

## 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 Tourism, Innovation and Sport** 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:



Be a responsive government



Keep Queenslanders healthy



Create jobs in a strong economy



Give all our children a great start








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**Priority area 1: Culturally responsive government**

**Outcomes:**

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

Action	AQP	Responsible agency	Timeframe	Progress status for 2020–21	Achievements and outcomes for people from culturally and linguistically diverse communities
Foster cross-sector partnerships to increase participation of people from culturally diverse backgrounds in government and community services. 		DTIS and DCHDE (SLQ)	2019–22		
<ul style="list-style-type: none"> <li>• Work in partnership with community organisations to enhance participation of people from culturally diverse backgrounds in physical activity.</li> </ul>		DTIS	2019–22	<b>COMPLETED - for duration of Action Plan</b>	DTIS (Sport and Recreation) supported community initiatives, including Logan Together and Pushing Barriers (see case studies below).
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"> <li>• Provide access to training for staff on unconscious bias and on the use of respectful and inclusive language.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	<p>Following November 2020 machinery of government changes, DTIS is working to consolidate e-Learning platforms to ensure staff have consistent training access, including the <i>Introduction to the Human Rights Act 2019</i> module. Once the e-Learning consolidation initiative is complete, the department will review the course catalogue to ensure appropriate training options are available, including assessing the opportunity to include online unconscious bias training.</p> <p>In the interim, DTIS retains legacy training knowledge due to staff members' completion of face-to-face unconscious bias training prior to the November 2020 machinery of government changes.</p>
Commit to increasing all forms of diversity on Queensland Government boards.		All agencies	2019–22	<b>ON TRACK - meaningful activity has begun</b>	DTIS supports Queensland Government's commitment to ensuring diverse and inclusive community representation on government boards, and encourages community members to register their interest to join a board/committee through <a href="https://www.qld.gov.au/about/join-a-board">https://www.qld.gov.au/about/join-a-board</a> . The value of diverse community representation on boards is demonstrated through the Aboriginal and Torres Strait Islander Business and Innovation Reference Group.

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Action	AQP	Responsible agency	Timeframe	Progress status for 2020–21	Achievements and outcomes for people from culturally and linguistically diverse communities
<p><b>Case study – Logan Together:</b></p> <ul style="list-style-type: none"> <li>• Funded by DTIS (Sport and Recreation) under the Community Active Partnerships fund for \$995,000 over three years (2019–22).</li> <li>• This is a place-based collaborative project with 63 organisations that aims to provide physical activity opportunities for community members in Logan who are most in need, with a focus on Eagleby, Kingston and Woodridge.</li> <li>• A COVID Adaption Plan was developed, providing over 1500 physical activity packs containing important information, essential sports equipment and play resources to help families engage in physical activity.</li> <li>• An online ‘Stronger Together Logan Portal’ was created, containing 192 activity resources and 116 physical activity videos/episodes.</li> <li>• 430 children and 230 adults participated in a 16-week outreach program delivered to residents in Eagleby, Slacks Creek and Woodridge.</li> <li>• 247 Logan-based professionals were involved in professional development initiatives.</li> <li>• Children across Logan, including from three local primary schools (St. Pauls Primary School, Berrinba East State School, Eagleby South State School), have participated through Child’s Voice Workshops (Eagleby), Neighbourhood Play Day Events (Eagleby), Loose Parts Play areas, Logan Mums and Bubs Playgroup, The Family Place Messy Play Day (Woodridge) and Eagleby Neighbourhood Centre’s Netball and Basketball Sports Competition (Eagleby).</li> </ul> <p><b>Case study – Pushing Barriers:</b></p> <ul style="list-style-type: none"> <li>• Pushing Barriers is a not-for-profit charity with the primary objective to advance the lives and welfare of refugee youth, by providing them opportunities and funding to be included and welcomed into Australian culture and society through sport.</li> <li>• Pushing Barriers does this by partnering with sporting clubs to cover the cost of club fees, uniforms and equipment, and providing transport to and from sporting events and training as required.</li> <li>• Through FairPlay vouchers, Active Clubs and Active Clubs Kickstart funding, the department has provided the organisation and its members much-needed funding.</li> <li>• In August 2021, Pushing Barriers was awarded the Multicultural Queensland Award for Diversity and Inclusion, a well-deserved recognition for their tireless efforts to help refugee youth engage with community sport.</li> </ul>					








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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 2020–21	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"> <li>• Ensure Sport and Recreation representation on the Multicultural Employee Reference Group.</li> </ul>		DTIS	2019–22	Choose an item.	This action is replicated from an action assigned to the former Department of National Parks, Sport and Racing; it is not applicable to DTIS, as the department does not have a Multicultural Employee Reference Group and is therefore unable to be reported upon.
<ul style="list-style-type: none"> <li>• Promote inclusion best practice in all sport and recreation policy and service delivery, such as by embedding principles of the Multicultural Queensland Charter in funding agreements.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	Active Industry Fund agreements include a requirement for State Level Organisations and Industry Peak Bodies to have a policy in relation to inclusive sport which may include reference to: people with a disability, gender, race, religion and sexual orientation.  Agreements are in place until 30 June 2022.
<ul style="list-style-type: none"> <li>• Influence the active industry and partners to consider inclusion best practice in all policy and service delivery.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	DTIS supports and promotes <i>Play By the Rules</i> (PTBR) to the active industry. PBTR provides information, resources, tools and free online training to increase capacity and capability of administrators, coaches, officials, parents and spectators. This assists in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.
<ul style="list-style-type: none"> <li>• Display the Multicultural Queensland Charter in all business locations.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	An audit of DTIS' business locations has been undertaken to assess current availability of the Multicultural Queensland Charter (the Charter), with the commitment made for the Charter to be displayed in all locations by 30 September 2021.
<ul style="list-style-type: none"> <li>• Review human resource policies and procedures to embed principles of inclusivity as embodied in the Multicultural Queensland Charter.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	Work to review DTIS' human resource (HR) policies and procedures are underway, to ensure the principle of inclusivity is embedded in all. This action has a completion target of early December 2021.

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Action	AQP	Responsible agency	Timeframe	Progress status for 2020–21	Achievements and outcomes for people from culturally and linguistically diverse communities
Assist in reducing financial barriers to physical activity for eligible children and young people, including those from culturally diverse backgrounds, through a subsidy program.		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	Under FairPlay (Rounds 3 and 4) in the 2020–21 financial year, 13,491 vouchers were redeemed by activity providers for eligible children and young people who have migrated or whose parent has migrated to Australia.
Celebrate and promote Queensland's multicultural identity, such as through government publications and communication. 		Multiple agencies including DTIS	2019–22		
<ul style="list-style-type: none"> <li>Embed inclusive language in the agency's talent and resource management principles.</li> </ul>		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	Work to review DTIS' HR policies and procedures are underway, to ensure the principle of inclusivity is embedded in all. This action has a completion target of early December 2021.
Sign up and participate in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign. 		All agencies	2019–22	<b>ON TRACK - meaningful activity has begun</b>	DTIS has commenced the process of signing up as a supporter of the Australian Human Rights Commission's <i>Racism. It stops with me</i> campaign. A proposal to sign up to the campaign (encompassing a plan/schedule of proposed communication and engagement activities to utilise the campaign's resources and support its objectives) is under development, and will be submitted for approval from DTIS Executives by late October 2021.


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Priority area 3: Economic opportunities

Outcomes:

- Queensland gets the most benefit from our diversity and global connections
- Individuals supported to participate in the economy.

Action	AQP	Responsible agency	Timeframe	Progress status for 2020–21	Achievements and outcomes for people from culturally and linguistically diverse communities
Ensure future investments in sport and recreation infrastructure and programs are best practice and generate social benefits for the community, where appropriate, to meet the needs of people from culturally diverse backgrounds.		DTIS	2019–22	<b>ON TRACK - meaningful activity has begun</b>	Active Community Infrastructure initiative provides funding to support organisations to deliver fit-for-purpose, universally designed infrastructure to communities needing it most.  Of the \$16 million in funding for infrastructure projects approved under Round 1 of the Active Community Infrastructure program, \$900,000 was provided to Leichhardt Junior Soccer Club Inc. which will benefit different cultural groups to come and play social sports, as outlined in the case study, below.
<p><b>Case study (Sport and Recreation) infrastructure project:</b></p> <ul style="list-style-type: none"> <li>• Leichhardt Junior Soccer Club Inc. <ul style="list-style-type: none"> <li>– Funded \$900,000 under Active Community Infrastructure Round 1.</li> <li>– Several different cultural groups come and play social sport at the grounds, including families from Hmong, Bhutanese and Indonesian communities.</li> </ul> </li> </ul>					