



Our story, our future
 Queensland Multicultural Policy and Multicultural Action Plan 2016-17 – 2018-19
Annual Report 2018-19

DEPARTMENT OF INNOVATION, TOURISM INDUSTRY DEVELOPMENT AND THE COMMONWEALTH GAMES

Priority area 1: Culturally responsive government

Outcomes

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

A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status	Achievements and outcomes
			Legend: <ul style="list-style-type: none"> • Completed • Partially completed • Not completed 	<i>Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</i>
Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector.	All departments	2016–19	Not completed	Engage with Career Seekers to provide paid internships for humanitarian arrivals, however have engaged a number of Indigenous interns through Career Trackers
Deliver agency-specific workforce inclusion and diversity strategies that identify priority areas for action to improve participation rates for diverse Queenslanders.	DESBT DNRME DJAG DCDSS DCSYW DES DITID DHPW DoE	2016–19	Completed	DITID Diversity and Inclusion Action Plan developed. Talent and resource management principles developed to ensure strategies that promote diversity in recruitment.



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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

Queenslanders celebrate our multicultural identity

Action	Lead	Timeframe	Progress status Legend: • Completed • Partially completed • Not completed	Achievements and outcomes <i>Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</i>
Celebrate events that promote cultural respect and understanding, increase awareness of Queensland's multicultural identity and address racism.	DESBT RTA DES DITID DoE	2016-19	Completed	<p>The <i>Indigenous Participation Plan 2018-2022</i> was released in November 2018, to build on the success of the Gold Coast 2018 Commonwealth Games Reconciliation Action Plan.</p> <p>The aim of this plan is to enable DITID to be an organisation which shows respect for Aboriginal and Torres Strait Islander culture, and work to sustain relationship and create opportunities.</p> <p>The plan comprises of the following six objectives:</p> <ul style="list-style-type: none"> • Improving spend with Indigenous businesses • Influencing others to take action to improve outcomes for Indigenous peoples • Increasing accessibility for Aboriginal and Torres Strait Islander peoples • Increasing Aboriginal and Torres Strait Islander employees • Increasing staff awareness and engagement on Indigenous needs and outcome • Increasing Indigenous business capability. <p>In 2018-19, the department has celebrated cultural awareness events including Multicultural Queensland Month and has increased staff awareness of cultural issues through quarterly staff forums. Staff are encouraged to build cultural capability through training, experience, events and awards, including attendance at cultural capability intelligence training</p> <p>The Queensland Destination Events Program (QDEP) seeks to leverage the crucial link between events and the destinations in which they are staged, extending the flow of the economic, and social benefits throughout metropolitan and regional Queensland. Examples of events funded through QDEP, and which will have supported multicultural outcomes include:</p> <ul style="list-style-type: none"> • Tara Festival of Culture and Camel Races • Quandamooka Festival • Cairns Indigenous Art Fair • Gulf Country Frontier Days Festival
Celebrate multicultural communities throughout Queensland as part of celebrations and legacy projects for the Gold Coast 2018 Commonwealth Games.	DITID (Commonwealth Games)	2016-18		<i>Completed and reported on in 2017-18 period.</i>



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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*

Queensland gets the most benefit from our diversity and global connections

Action	Lead	Timeframe	Progress status Legend: • Completed • Partially completed • Not completed	Achievements and outcomes <i>Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</i>
Deliver the \$33.5 million Advance Queensland connecting with Asia Fund — tourism, jobs in the regions strategy which will assist industry to provide a more inclusive and welcoming tourism experience for key Asian markets.	DITID	2016–19	Partially completed	<p>Since February 2015, the Attracting Aviation Investment Fund and the Connecting with Asia Fund have been used to secure 24 additional airline routes (new and increased) to Queensland, resulting in around 2.8 million additional airline seats for Queensland over multi-year contractual periods taking into account operational adjustments. It is estimated these additional seats will inject around \$2 billion in overnight visitor expenditure to the Queensland economy.</p> <p>Project 88 is a pilot project working with Chinese digital payment platforms and providers to improve Chinese visitor experiences</p> <p>Life-Fi is a partnership with Surf Life Saving Queensland, to deliver free Wi-Fi on Queensland beaches to improve water safety, particularly for non-English speaking international visitors.</p>
Maximise Queensland’s competitive position, drive sustained growth in Queensland’s tourism industry and deliver jobs in regional Queensland through the Queensland Asia Tourism Strategy 2016-25	DITID	2016-19	Completed and reported on in 2017-18 period.	
All Queenslanders are encouraged to foster innovation to build a new economy that creates jobs through the \$518 million Advance Queensland initiative, which will support innovators, start-ups, small business, industry and researchers and prepare generations of Queenslanders for the jobs of the future.	DITID	2016–19	Completed	<p>DITID drives the Advance Queensland initiative across the wider Queensland community. Over the life of the initiative, \$245 million has been committed by the department to back more than 1,260 innovators with their projects directly supporting more than 10,000 jobs across Queensland. Current value of the Advance Queensland initiative across Queensland government is \$755 million.</p> <p>As at 31 December 2018, Advance Queensland has committed \$425 million to back over 4450 innovators across Queensland. Their projects will drive over 14 800 jobs.</p> <p>During 2018-19, the department fostered innovation to grow industry and attract skills, talent and investment through a range of global innovation collaborations, including:</p> <ul style="list-style-type: none"> • DITID supported the Queensland University of Technology (QUT) to host the 2019 Massachusetts Institute of Technology (MIT) Innovation and Entrepreneurship Bootcamp. More than 90 Queensland, national and international participants descended into Brisbane for the one-week intensive bootcamp, • DITID hosted the MIT Regional Entrepreneurship Acceleration Program (REAP). The 2-year program run by MIT brought together key stakeholders within the innovation ecosystem from each of the global participating regions to work with MIT



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				<p>to shape future strategies and actions to accelerate innovation-driven entrepreneurship. The third workshop – the only one held outside of Boston, United States, was held in Brisbane in January 2019. The Queensland Government’s participation in MIT REAP concludes at the end of June 2019.</p> <ul style="list-style-type: none"> • The International Delegations and Startup Catalyst programs provide opportunities for mission participants to experience some of the world's leading innovation hotspots through immersion programs. Missions supported in 2018-19 included a Startup Community Leaders Mission to Silicon Valley and Boulder Colorado in the United States. • The Hot DesQ program, an Australian-first initiative, attracts international and interstate entrepreneurial talent to boost Queensland’s startup ecosystem and broaden global connections. Ten startup founders and teams were awarded funding in Round 3 to relocate their business to Queensland. Six teams relocated from international locations to Queensland for the six months of the program from France, Thailand, China and the United Kingdom. • Close to 70 Round 4 Ignite Ideas Fund grants awarded, to allow recipients to turn their great ideas into commercial reality, and made further funding available with the opening of round 5 in March 2019. • Advance Qld Ignite Ideas Fund – a survey in early 2018 of funding recipients identified that 37% were born overseas. • The 2018 funding round for the Advance Queensland Industry Research Fellowships identified that 71% of the applicants were born overseas. 77% of those applicants are now Australian citizens or have permanent Australian residency. • Awarding close to 20 scholarships through the Advance Queensland TAFE Queensland Pathway Scholarships Program • Awarding 30 recipients under the Advance Queensland Industry Research Fellowships program to work with industry partners on projects that will benefit Queensland • Innovation festival QODE, supported by the Queensland Government through DITID, hosted two recipients of Study Queensland’s India-Queensland Innovators’ Experience to present to attendees at the event in April 2019. The India-Queensland Innovators’ Experience is a joint program between Study Queensland and Advance Queensland designed to showcase Queensland’s innovation and world class education and training opportunities and to boost trade and education links with one of the fastest growing economies on the planet.