

## 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:
  - achieving culturally responsive government
  - supporting inclusive, harmonious and united communities
  - improving economic opportunities.
- The policy is being implemented through a three-year Queensland Multicultural Action Plan 2019-20 to 2021-22 (second Multicultural Action Plan), which builds on the Queensland Government’s achievements under the Queensland Multicultural Action Plan 2016-17 to 2018-19 (first Multicultural Action Plan).
- The policy and action plan are a requirement of the *Multicultural Recognition Act 2016* and represents 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 2018-19 for **Queensland Treasury**.

## 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	Lead	Timeframe	Progress status <i>Completed</i> <i>Partially completed</i> <i>Not completed</i>	Achievements and outcomes <i>Commentary 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	Completed	<ul style="list-style-type: none"> <li>• With 15.43% of employees (<i>accurate as at 31 March 2019</i>) identifying as coming from a non-English speaking background (public sector target 10%), Treasury celebrates its diversity as a multicultural employer of choice.</li> <li>• Treasury’s Executive Leadership Team agreed on specific people priorities, including the improvement of its performance against its Equal Employment Opportunity (EEO) targets.</li> <li>• Treasury celebrated a number of multicultural dates and events including Harmony Day and Queensland’s Multicultural Month.</li> <li>• Treasury sought new membership for its Diversity and Inclusion Employee Network with a revitalised agenda per its people priorities.</li> <li>• Treasury established a new Diversity and Inclusion Steering Committee, chaired by the Under Treasurer. The committee is responsible for the overarching diversity and inclusion strategies and policies across Treasury.</li> <li>• Treasury has been reviewing its data and current attraction and selection processes to ensure equitable and fair access to all applicants, particularly those who identify as a member of an EEO target group.</li> <li>• Treasury has also been reviewing current EEO data collection processes and will be actioning changes to its induction process in an effort to improve its EEO census response rate.</li> </ul>