

Our story, our future
 Queensland Multicultural Policy and Queensland Multicultural Action Plan 2016-17 to 2018-19
ANNUAL REPORT
QUEENSLAND TREASURY

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; and 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* 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 **Queensland Treasury**.

Priority area 1: Culturally responsive government					
Outcome	Action	Lead agency	Timeframe	Progress/status <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased (include reason in notes) 	Progress/achievements/outcomes for culturally diverse Queenslanders
A productive, culturally capable and diverse workforce	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	<ul style="list-style-type: none"> • Treasury continues to maintain the number of employees from non-English speaking backgrounds (NESB). Our data indicates 12.8% of our employees are from a NESB – above the 2022 target of 10%. • Treasury has established a Diversity and Inclusion Employee Network, providing employees with an opportunity to be involved in creating a diverse and inclusive workplace where everyone feels included.

					<ul style="list-style-type: none"> The Network supports Treasury's Diversity and Inclusion strategy, which focuses on six key themes: gender equity, all abilities, workplace support- domestic and family violence, indigenous employment, LGBTIQ+ and generational diversity. Treasury is exploring ways to employ more Aboriginal and Torres Strait Islander people in our workforce.
Priority area 3: Economic opportunities					
Outcome	Action	Lead agency	Timeframe	Progress/status <ul style="list-style-type: none"> On track Completed Yet to commence Ceased (include reason in notes) 	Progress/achievements/outcomes for culturally diverse Queenslanders
Individuals supported to participate in the economy	Consider measures to improve the protection of vulnerable workers and ensure improved and effective regulation of the labour hire industry.	Queensland Treasury	2016–18	On track	The <i>Labour Hire Licensing Act 2017</i> was passed by the Queensland parliament on 7 September 2017 and establishes a labour hire licence scheme to protect labour hire workers and promote the integrity of labour hire in Queensland. The Act responds to evidence of serious exploitation of workers, many of whom are vulnerable due to lack of English language skills or cultural differences. It is anticipated the scheme will commence operation in 2018.
	Transfer jurisdiction for workplace/employment related antidiscrimination matters to the Queensland Industrial Relations Commission and harness opportunities to raise awareness of workplace discrimination.	Queensland Treasury	2016–17	On track	The <i>Industrial Relations Act 2016</i> came into effect from 1 March 2017 and transfers jurisdiction for workplace/employment related discrimination matters to the Queensland Industrial Relations Commission (QIRC). The QIRC website now provides information on workplace related anti-discrimination matters in addition to that provided on the Anti-Discrimination Queensland website. To date, the QIRC has received 25 applications in relation to anti-discrimination matters. The Industrial Relations Society of Queensland conference, to be held in October, includes in the program a session on the new QIRC workplace anti-discrimination jurisdiction which will help to raise awareness among industrial relations and human resource practitioners in attendance.