

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 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 2017-18 for **Queensland Treasury**.

Priority area 1: Culturally responsive government

Outcome: A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status <i>On track Completed Yet to commence Ceased</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	On track	<ul style="list-style-type: none"> • Treasury continues to increase the number of employees from non-English speaking backgrounds (NESB). Our data indicates that 15.47% (accurate at 31 August 2018) of our employees are from an NESB. • Treasury’s Diversity and Inclusion Employee Network is now in its second year. This network provides opportunities for staff to create a more diverse and inclusive workplace that embraces and values our differences. Twenty-two employees are part of the network and interest continues to grow. • Treasury graduates took part in the Queensland Public Service Commission’s Grad Connect Mentor pilot program. The program links Queensland Government graduate mentors with talented, young refugee clients of Multicultural Development Australia. • The mentors were matched with passionate refugee mentees who have similar career aspirations, so they could provide them with relevant career guidance and job seeking advice. • Grad Connect is designed to develop the recent graduates into strong leaders who respect the variety of community voices, and promote and drive diversity and inclusion in the public sector as outlined in the 2015-2020 Inclusion and Diversity Strategy. • The program also encourages the mentors to champion diversity of thought in decision-making. • Grad Connect will develop graduates’ coaching skills, as well as demonstrate the benefits of engaging and collaborating with the community. • Treasury celebrates multicultural events throughout the year including Harmony Day and Queensland’s Multicultural Month.