

DNRME Multicultural Action Plan 2018-2019

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Making it happen

The *Queensland Multicultural Recognition Act 2016* (the Act) articulates Queensland Government's commitment to multiculturalism and fostering opportunities for people from a range of diverse cultural, religious and linguistic backgrounds.

A key component of the Act is the Multicultural Queensland Charter (the Charter). The Charter sets out eight principles which promote Queensland as a united, harmonious and inclusive community.

The *Queensland Multicultural Policy: Our story, our future* (the Policy) embeds the principles of the Charter and sets three priorities for government action:

1. achieving culturally responsive government
2. support inclusive, harmonious and united communities
3. improve economic opportunities



Priority area 1: Culturally responsive government

Being a culturally responsive government is about planning and delivering services and programs for a multicultural community, tapping into the benefits of diverse and inclusive workforces and ensuring that every Queenslanders feels respected and supported when using Queensland Government services. It is also about responding specifically to people experiencing significant barriers and vulnerabilities. The Queensland Government will continue to support refugees and people seeking asylum to reduce barriers and create opportunities to participate and contribute to our economic, social and cultural future.

Proposed action	Agency	Timeframe	Agency response
Commit to increasing all forms of diversity on Queensland Government boards.	DNRME	2019-2022	DNRME are committed to increasing diversity on our Boards. We work with industry and local jurisdictions to continually promote opportunities for involvement. To ensure our boards reflect the community we serve, we regularly seek diversity, engaging with individuals wanting to make a significant contribution to the community.
Use diversity and customer experience data to inform and improve service design.	DNRME	2019-2022	<ul style="list-style-type: none"> Promote diversity inclusion and cultural awareness throughout the agency DNRME are continuing to deliver Recruitment & Selection training, including Unconscious Bias Awareness and Building Cultural Agility in R&S, to all decision makers across the State. Training has been provided to approximately 134 staff over the last 2 years All new starters receive a copy of the Charter at 'Onboarding' Continual promotion of the D&I Strategy – 'Being me in DNRME'
Increase cultural understanding and capability of staff by providing access to events, training and development opportunities.	DNRME	2019-2022	<ul style="list-style-type: none"> Coordinate an awareness raising campaign, encouraging all agency staff to celebrate Multicultural Month. Regular communications are sent to staff encouraging involvement in this event The department will produce the 'Being me in DNRME' Recipe book, featuring family recipes and stories about how their food has brought colleagues, friend and family together. Event toolkit was developed to support staff engagement

Priority area 2: Inclusive, harmonious and united communities

Building welcoming, inclusive and harmonious communities is about recognition of our common hopes and dreams. A welcoming, inclusive and harmonious community is one where people understand, appreciate and celebrate difference – where we recognise the vast potential and benefits that diversity offers us as individuals and as communities, embrace new perspectives and develop together. Concerted effort across government to 'bring the Multicultural Queensland Charter to life', including taking a firm stance against racism, will go a long way to fostering the kind of welcoming, inclusive and harmonious communities the Queensland Government is working with its' partners to achieve.

Proposed action	Agency	Timeframe	Agency response
Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services.	DNRME	2019-2022	<ul style="list-style-type: none"> DNRME displays the Multicultural Queensland Charter in our workplaces and includes information about it on the Diversity and Inclusion intranet site. Promote the Multicultural Queensland Charter and its application through available communication platforms, such as Yammer and the intranet. Reviewed and updated the Reasonable Adjustment policy and protocol to include information about the Multicultural Queensland Charter. Reviewed and updated the staff induction information to showcase how the Multicultural Queensland Charter principles can be incorporated.

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Sign up and participate in the Australian Human Rights Commission Racism. It stops with me. campaign.	DNRME	2019-2022	<ul style="list-style-type: none"> • Updated relevant policies to include the principles of the Multicultural Queensland Charter. • DNRME staff are encouraged to participate in events, and publish articles, to raise awareness about taking a stand against racism. • DNRME stands against racism by ensuring employees to follow the agencies Code of Conduct and the agency's Guiding Principles of RESPECT.
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Priority area 3: Employment opportunities

Queensland's cultural and linguistic diversity is one of our greatest strengths. Our cultural diversity is part of who we are as Queenslanders and offers remarkable opportunities and benefits for our future economic development. To get the most from our diversity, we need to build a community and economy where all individuals can participate, successfully navigate systems and overcome barriers, and achieve their economic goals.

Proposed action	Agency	Timeframe	Agency response
Provide pathways to employment (such as work experience, internships or targeted recruitment) for migrants, and particularly refugees and people seeking asylum in the Queensland public service.	DNRME	2019-2022	<p><i>The PSC will engage and work with the Strategic Workforce Council to explore opportunities to facilitate improved economic opportunities for migrants and refugees in the Queensland public sector.</i></p> <ul style="list-style-type: none"> • DNRME will continue to explore options to see how we can be involved in this area and support the PSC's action to work with Strategic Workforce Council