



Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2022-24

Annual Reporting for 2022-23

Key information

This reporting template is provided to agencies with actions in the [Queensland Multicultural Action Plan 2022-2024 \(Action Plan\)](#).

Under Section 24 of the *Multicultural Recognition Act 2016* (the Act), agencies with actions in the Action Plan are required to publicly report on their progress on an annual basis.

Scope of reporting

The [Queensland Multicultural Policy](#) and Action Plan aim to achieve positive outcomes for Queenslanders from **culturally and linguistically diverse backgrounds**.

We acknowledge agencies may be implementing measures to support diversity and inclusion for various cohorts, including Aboriginal and Torres Strait Islander peoples, women, youth, seniors, LGBTIQ+ communities and people with disability. While we welcome reporting on activities that recognise and respond to intersectionality across groups, the purpose of this report is to collect information about activities that specifically focus on achieving outcomes for:

- ***People from diverse cultural, religious and linguistic backgrounds, specifically people from migrant and refugee backgrounds, people seeking asylum and Australian South Sea Islanders¹.***

We therefore request that activities only be included in this reporting if they specifically focus on delivering positive outcomes for this population.

If you have any questions about the relevance of any agency activities in line with this scope, please contact the Multicultural Affairs Queensland contact listed above.

¹ Australian South Sea Islanders are the Australian-born direct descendants of people who were brought to Australia between 1863 and 1904 to work as indentured labourers in the primary industries. More than 50,000 people came from some 80 Pacific Islands, primarily Vanuatu and the Solomon Islands, and the majority were kidnapped, 'blackbirded' or deceived into coming.

Agency commitments for 2022-24

Each agency has committed to undertaking activities in one or more of the Action Plan’s six Key Action Areas. The table below indicates which of the Key Action Areas your agency has committed to and will therefore be required to report on in this template.

Note this table has been updated from the version on page 14 of the Action Plan to reflect the recent machinery of government changes.²

Agency	Key action 1	Key action 2	Key action 3	Key action 4	Key action 5	Key action 6
DEPW	●	●			●	●
DoR	●	●			●	●
DSDILGP	●	●			●	●
DRDMW		●			●	●
DTIS		●		●	●	●
DoE		●	●	●	●	●
DES	●	●				●
DJAG	●	●	●	●	●	●
DPC	●	●	●		●	●
QPS		●	●	●	●	●
QT	●	●		●	●	●
DAF	●	●	●		●	●
DYJESBT	●	●	●	●	●	●
DTMR		●	●	●	●	●
PSC		●		●		
QCS		●	●	●	●	●
QFES		●		●	●	●
QH		●	●	●	●	●
ECQ		●			●	●
LAQ		●	●	●	●	●
QHRC		●		●	●	
QMHC	●	●		●	●	●
RTA		●	●	●		●
TIQ	●	●		●	●	●
TAFE QLD		●	●		●	●
DCSSDS		●	●	●	●	●
DTATSIPCA	●	●		●	●	●
DoH		●	●	●		

² Following MOG changes in May 2023, Action Plan commitments have been reviewed and allocated across departments accordingly.

● **KEY ACTION 2: Recruitment and workplace culture**

Barriers to participation facing culturally and linguistically diverse communities will be removed so they can join the Public Sector and Queensland Government boards, through **culturally inclusive recruitment practices and workplace cultures**. As per the Queensland Multicultural Policy, activities in this section should link to one or more of the following high-level outcomes:

- *Queensland gets the most benefit from our diversity and global connections*
- *Individuals are supported to participate in the economy.*
- *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.*

Agency activities supporting Key Action 2	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds
		<i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Establish internships/pathways to employment to better utilise the skills and experiences of people with overseas qualifications.	On track	The Department of Child Safety, Seniors and Disability Services (DCSSDS) will continue to explore and consider options to establish internships/pathways to employment to better utilise the skills and experiences of people with overseas qualifications. The department will explore whether an existing community model such as Multicultural Australia’s Work and Welcome program could be viable.
Revise recruitment and selection processes such as highlighting agency’s recognition of the benefits of a diverse workforce and inclusive workplace in job descriptions to encourage culturally diverse talent to apply, addressing the impact of unconscious bias and considering the ‘two in the pool’ approach to shortlisting.	Complete	The DCSSDS role profile template has been amended with the below statements to reflect a diverse and inclusive workplace. <i>The Department of Child Safety, Seniors and Disability Services is an equal opportunity employer supporting diversity in the workplace. We welcome applications from Aboriginal and Torres Strait Islander people, LGBTIQ+ people, people with a disability, people from culturally diverse backgrounds, and people with lived experience.</i> <i>The department is committed to being an inclusive workplace, providing reasonable adjustment and support for people with a disability.</i>

Agency activities supporting Key Action 2	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
		<p><i>The department values and is committed to being a safe and inclusive workplace for all LGBTIQ+ peoples.</i></p> <p>The role profile template has provision for inclusion of additional application options for Aboriginal and Torres Strait Islander applicants, people from diverse backgrounds and people with disabilities. These additional application options are as follows:</p> <p><i>[Options for attracting Aboriginal and Torres Strait Islander peoples, people from diverse backgrounds and people with disabilities.]</i></p> <p><i>Applicants can provide information to demonstrate their skills against the capabilities of the role profile by including the following statement in the role profile:</i></p> <ul style="list-style-type: none"> • <i>To apply for the role, your application should include something that outlines why you want to do this role and demonstrates your skills and experience to make a difference.</i> <p><i>Examples of flexible and creative options:</i></p> <ul style="list-style-type: none"> • <i>Visual representation of your story with a written/video explanation of its meaning</i> • <i>One page outline of your skills and experience</i> • <i>Short 5 minute video explaining your skills and experience</i> <p>Recruitment and Selection resources / information packages have been updated to reflect the requirements of Chapter 2 of the <i>Public Sector Act 2022</i> and to inform the application of suitability in lieu of merit alone.</p>
Capitalise on the skills and knowledge of existing bicultural and bilingual employees in the Queensland Government.	On track	<p>In March 2023, DCSSDS' Inclusion and Diversity Reference Group was established. Nearly 7.5% of registered participants were from Culturally and Linguistically Diverse (CALD) employees. The reference group creates a space for staff from diverse backgrounds to share perspectives from their lived experience to strengthen the design of inclusion and diversity initiatives and strategies. The voice and influence of this group assists the department to ensure strategies and actions are informed by contemporary thinking and a user perspective. The reference group are currently assisting to inform the development of the department's Disability Service Plan and the Equity and Diversity Plan 2023-24, as examples.</p> <p>The former Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships' (DSDSATSIP) Inclusion and Diversity Reference Group included CALD representation, with approximately 41% of members identifying as CALD. This included a member of the Australian</p>

Agency activities supporting Key Action 2	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
		<p>South Sea Islander community. This group is now a part of the DCSSDS Inclusion and Diversity Reference Group.</p> <p>The 2022 Working for Queensland survey for the former Department of Children, Youth Justice and Multicultural Affairs (DCYJMA) indicated 14% of staff speak a language other than English at home, 12% were born overseas in mainly English-speaking countries and 8% were born overseas in mainly non-English speaking countries. The 2023 Working for Queensland Survey opens on 21 August 2023.</p> <p>The departmental CALD figures (speak a language other than English at home, data as at March 2023) from Aurion ESS was 4.86%. In April 2023, DCSSDS set a new CALD diversity target for 2023-2026 at 12%, in line with the sector-wide target.</p> <p>DCSSDS promoted staff participation in multicultural activities, significant days and events on the intranet, Yammer, through the Equity and Diversity Champion email all staff messages and social media. These included:</p> <ul style="list-style-type: none"> • Harmony Day/International Day for Elimination of Racial Discrimination, A Taste of Harmony – staff were encouraged to hold local activities such as morning teas/multicultural lunch/discussion sessions etc as well as establishing DCSSDS’ A Taste of Harmony cookbook for staff to share recipes and their culture with their colleagues. • A staff group of volunteers participated in the Luminous Lantern parade, carrying lanterns to promote multiculturalism and to symbolise hope and create welcome for new Queenslanders.
Develop a culturally sensitive range of recruitment tools to attract, recruit, train and retain applicants from culturally and linguistically diverse environments.	On track	<p>The DCSSDS intranet has a section on inclusive recruitment with information and resources to support inclusive recruitment practices. The information continues to be updated and refined.</p> <p>The department (as it was DCYJMA) had an increase of culturally and linguistically diverse staff between June 2022 to March 2023, specifically: Culturally and Linguistically Diverse – Born overseas, from 5.80% to 6.39%, and Culturally and Linguistically Diverse – Speak a language at home other than English, 4.05% to 4.86%.</p>

Agency activities supporting Key Action 2	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Implement initiatives to raise awareness about and address unconscious bias in recruitment.	On track	The SBS Inclusion Program series that is available to all staff is designed to improve understanding of inclusion and the principles enabling every individual to achieve their full potential. It provides tools to apply knowledge to promote diversity and help make organisations more inclusive of a range of diverse communities - leading to a fairer, more inclusive organisation. Course topics include Cultural Diversity, Multicultural Queensland Charter, First Nations and Core Inclusion.
Promote opportunities through the use of trusted communication channels, targeted strategies and networks that reach culturally diverse audiences, including promoting temporary and other employment opportunities such as Graduate Programs.	On track	In 2022-23, DCSSDS commenced a professional pathways program to attract a diverse group of individuals who are commencing their careers post completion of a degree. The opportunity to join the program was promoted widely through Linked In and directly sent to universities. A third of the people onboarded through the process were from CALD backgrounds.
Collect, analyse and report on data relating to culturally and linguistically diverse recruitment, employment, retention and career progression to leadership positions.	Complete	<p>As part of the former DSDSATSIP Equity and Diversity report 2022–23, the team examined recruitment data from July 2020 to June 2022. In this period, 24.25% of applicants identified as coming from CALD backgrounds. Applicants who identified as CALD appeared more likely to apply for advertisements that were casual or permanent employment status.</p> <p>Trends on retention and career progression are unclear, as a result of a change in diversity definitions in 2020 and a low response to the request for existing employees to update their Diversity Census data, (only 13.5% of employees updated their data). As at September 2022, 1.81% of employees reported identifying as being born overseas in a mainly non-English speaking country, with a further 1.71% being born overseas in a predominantly English speaking country. Given non-English speaking background rates were as high as 14.25% before the data definitions changed, it is likely that the rates of employees identifying as CALD are much higher than appear in this data. This is confirmed by the 2022 Working for Queensland survey, in which 12% of respondents identified as being born overseas in predominantly English-speaking countries, and a further 11% of respondents identified as being born in a non-English speaking country. As such, it is difficult to gain clear insight into retention and progression of employees who identify as CALD.</p>

● **KEY ACTION 3: Culturally responsive services**

Over the next two years, Queensland Government agencies will improve their cultural responsiveness by undertaking an **audit of critical areas of service delivery** (funded or directly delivered). As per the Queensland Multicultural Policy, activities in this section should link to one or more of the following high-level outcomes:

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

Agency activities supporting Key Action 3	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Engage, where appropriate, with culturally and linguistically diverse clients and communities, seeking their feedback on access to services and how they can be improved.	On track	DCSSDS maintains a register of bilingual Child Safety staff to assist in emergent situations when a translator is required for documents. Please refer to the case studies below.

[Optional] Case studies or good news stories to highlight achievements relevant to **Key Action 3 (Culturally responsive services):**

In March 2023, the Official Solicitor from the Office of the Child and Family Official Solicitor (OCFOS), DCSSDS attended the Queensland African Communities Council's African Youth Affairs Strategy Oversight Committee to discuss child protection with the African community. This followed a similar engagement in 2022. The meeting was an opportunity for member organisations to ask broad ranging questions about the law relating to child protection and how this works in everyday situations and to increase awareness of the function of Child Safety and its processes and procedures. Member organisations were keen to ask further questions and in follow up, a Regional Practice Leader and OCFOS lawyer attended a further meeting in April 2023. An ongoing positive relationship has formed between OCFOS and the President of the Council who is invited him to make contact whenever an issue arises for a member organisation.

● **KEY ACTION 4: Cultural diversity data**

The Queensland Government will collect, analyse, and use **cultural diversity data** to improve service delivery and better meet customer needs. As per the Queensland Multicultural Policy, activities in this section should link to one or more of the following high-level outcomes:

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

Agency activities supporting Key Action 4	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds
		<i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Ensure the right systems are in place to collect diversity data.	On track Due 30 June 2024	<p>The Unify Program is responsible for replacing the core ICT client and case management system in DCSSDS. The Unify Program will continue to consult with Multicultural Affairs in defining the scope for cultural and diversity data to be collected and recorded on a person's profile within Unify.</p> <p>Fields to capture country of birth, ethnicity, primary and secondary languages, ethnicity/cultural identity (including an Australian South Sea Islander option) and whether an interpreter is required for a person (child, young person or adult) have been included in Unify, based on feedback from Multicultural Affairs. Unify is due to roll out by mid-2024.</p> <p>The DCSSDS Inclusion and Diversity Strategy 2020-2023 is responsive to and monitored by workforce data sources. DCSSDS collects diversity data through a Diversity census that can be completed via Aurion ESS or a paper form for those without access to a computer. The collection of workforce diversity data is important to understand our workforce composition and monitor strategy implementation and the impact of initiatives.</p>
Improve diversity data use by analysing their current performance (including unknown and missing values) against the diversity indicators (country of birth, preferred language, interpreter required and ethnicity/cultural identity) to understand data gaps, opportunities for system performance improvement, target setting and trends relating to their clients.	On track	<p>The Unify Program will continue to consult with Multicultural Affairs in defining the scope for cultural and diversity data which is needed to be collected and recorded on a person's profile within Unify.</p> <p>Fields to capture country of birth, ethnicity, primary and secondary languages, ethnicity/cultural identity (including an Australian South Sea Islander option) and whether an interpreter is required for a person (child, young person or adult) have been included in Unify, based on feedback from Multicultural Affairs.</p>

Agency activities supporting Key Action 4	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Improve understanding of current diversity data collection by undertaking an audit of existing data collection practices to identify what cultural diversity indicators are being collected and what is missing.	On track	The Unify Program will continue to consult with Multicultural Affairs in defining the scope for cultural and diversity data which is needed to be collected and recorded on a person's profile within Unify. Fields to capture country of birth, ethnicity, primary and secondary languages, ethnicity/cultural identity (including an Australian South Sea Islander option) and whether an interpreter is required for a person (child, young person or adult) have been included in Unify, based on feedback from Multicultural Affairs.
Address data quality issues and report on how data on the diversity of people who use Queensland Government services is being used to inform policies, programs, and investment.	On track	Fields to capture country of birth, ethnicity, primary and secondary languages, ethnicity/cultural identity (including an Australian South Sea Islander option) and whether an interpreter is required for a person (child, young person or adult) have been included in Unify, based on feedback from Multicultural Affairs.

● **KEY ACTION 5: Interpreters and communication strategies**

Queensland Government agencies will ensure people who have difficulty communicating in English can access information and services at the right time and in the right manner, through **improved access to interpreters and implementing multilingual and multi-modal communication strategies**. As per the Queensland Multicultural Policy, activities in this section should link to one or more of the following high-level outcomes:

- *Improved knowledge about customers' diversity.*
- *Culturally capable services and programs.*
- *A productive, culturally capable, and diverse workforce.*
- *Queensland gets the most benefit from our diversity and global connections*
- *Individuals are supported to participate in the economy.*

Agency activities supporting Key Action 5	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Building staff capacity to increase support for children, young people and families from culturally and linguistically diverse backgrounds by linking them with appropriately skilled local support services. For example, Connecting Kin within the South East Region, specific Intensive Family Support service targeted at supporting culturally and linguistically diverse families within Sunshine Coast and Central Region and South West Region working to establish local connections for appropriate referrals.	Complete	<p>The Child Safety Practice Manual includes procedures and other resources for frontline child safety staff to support their engagement with CALD families and children, including information on how to access interpreting and translating services.</p> <p>Building staff capacity to increase support to CALD clients is an ongoing activity across all regions.</p> <p>DCSSDS' case planning process and subsequent case plan is a process that identifies the needs of a child/young person and link them with appropriate local support services. This includes services that meet the child/young person's unique cultural background.</p> <p>A case plan is a written plan for meeting a child's protection and care needs. Every child assessed to be in need of protection will have a case plan developed and reviewed in line with the <i>Child Protection Act 1999</i> (section 51A).</p>
Ensure key public consultation materials for policy and legislative review processes include Easy-Read versions, to facilitate participation	Complete	The <i>Queensland's Disability Plan 2022-2027: Together, a better Queensland</i> was released in November 2022. The plan was produced in multiple formats including Easy English and narrated versions.

Agency activities supporting Key Action 5	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
and input from people from linguistically diverse backgrounds (as well as those with an intellectual or cognitive disability).		
For agencies involved in front line service delivery, support the whole-of-government Standing Offer Arrangement for the provision of interpreting and translation services.	Complete	<p>The engagement of interpreters and translators by frontline staff when engaging with CALD families and children is via the whole of government standing offer arrangement.</p> <p>The Child Safety Practice Manual contains prompts for how and when to engage a translator or interpreter.</p>
Ensure frontline staff have the skills and knowledge to support culturally and linguistically diverse customers, including knowledge of how to access interpreters and communicating this with funded non-government service providers.	On track	<p>A new translating and interpreting service arrangement for DCSSDS funded services was finalised in 2022-23 and commenced on 1 July 2023. Communications to support funded services is occurring. DCSSDS has engaged a panel of providers to deliver these services to clients of non-government organisations (NGO) for whom accounts have been established. This reduces the administrative burden on NGOs paying up-front for interpreting costs. Our panel of providers are:</p> <ul style="list-style-type: none"> • 2M Communications Pty Ltd • Translationz Pty Ltd • TIS National <p>Further practice Information in Service Model and Guidelines to support funded Family and Child Connect and Intensive Family Support services when working with families from CALD backgrounds will also be a focus for DCSSDS in 2023-24.</p> <p>The Child Safety Practice Manual contains prompts for how and when to engage a translator or interpreter.</p>
Develop tools, education, and support to help guide agency communication with culturally and linguistically diverse communities. This could include a focus on engagement of qualified interpreters in circumstances where people experience difficulties communicating in English, the provision of multilingual information and communication strategies and training staff in how to work with interpreters (building on learnings from COVID-19 and disaster preparedness).	Complete	<p>The Child Safety Practice Manual contains prompts for how and when to engage a translator or interpreter.</p>

Agency activities supporting Key Action 5	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
For agencies involved in frontline service delivery with complicated concepts and jargon (such as health or legal), hold targeted community information sessions to explain pathways through their systems in simplified English.	Complete	Please refer to the case study under Key Action 3.
Improve the capability of bi-lingual staff, including to work as interpreters.	Complete	The Child Safety Practice Manual contains prompts for how and when to engage a translator or interpreter. In addition, please refer to the case study under Key Action 3.
Develop targeted communication and engagement plans that consider multiple formats and modes of delivery, including use of Plain English and audio-visual resources, and targeted and trusted communication channels utilised by diverse communities.	Complete	The <i>Queensland's Disability Plan 2022-2027: Together, a better Queensland</i> was released in November 2022. The plan was produced in multiple formats including Easy English and narrated versions. The co-design process to inform the development of the plan included Easy English support for people with disability and/or CALD background to ensure active participation and engagement.

● **KEY ACTION 6: Address racism and discrimination, and promote inclusion**

Queensland Government agencies will ensure equitable and respectful opportunities and experiences for staff and customers from culturally and linguistically diverse backgrounds, through targeted initiatives to **address unconscious bias and racism and promote inclusion**. As per the Queensland Multicultural Policy, activities in this section should link to one or more of the following high-level outcomes:

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

Agency activities supporting Key Action 6	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds
		<i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
Provide anti-racism training for all staff, including what it is, and how to prevent and respond to it.	Complete	The SBS Inclusion Program series that is available to all staff is designed to improve understanding of inclusion and the principles enabling every individual to achieve their full potential. It provides tools to apply knowledge to promote diversity and help make organisations more inclusive of a range of diverse communities - leading to a fairer, more inclusive organisation. Course topics include Appropriate Workplace Behaviour, Cultural Diversity, Multicultural Queensland Charter, First Nations and Core Inclusion.
Review agency policies and practices to eliminate systemic discrimination.	Complete	DCSSDS regularly reviews policies and procedures to ensure a contemporary approach to child protection. This review process also ensures that policies and procedures do not contribute in any way to systemic racism.
Uplift the cultural capability of agency staff, to help them better understand their culturally and linguistically diverse colleagues and customers.	On track	The former DSDSATSIP and DCYJMA regularly promoted events to enhance understanding of diverse cultures and backgrounds, including: <ul style="list-style-type: none"> • Queensland Multicultural month (August) • Diwali celebrations (October)

Agency activities supporting Key Action 6	Progress status for 2022-23	Outcomes achieved for people from culturally and linguistically diverse backgrounds <i>Please provide commentary or dot points about achievements and outcomes, with reference to outputs, reach, budget, evidence of benefits, learnings and highlights.</i>
		<ul style="list-style-type: none"> • Lunar New Year (January) • Harmony Week / International Day for the Elimination of Racial Discrimination (March) • Luminous Lantern Parade (June) <p>As part of the communications for these events, information was shared on the background, traditions, cultures that celebrate, and resources to provide further learning. Local events were held within teams and across the regions for Harmony Week and Multicultural Month.</p>
Senior Executives provide clear messages affirming the agency's commitment to zero-tolerance to racism and discrimination and encouraging anti-racism initiatives in their agency.	On track	DCSSDS' Executive Inclusion and Diversity Champion disseminates monthly all staff emails to raise awareness on equity, diversity and inclusion in the workplace including links to resources and further information on specific topics/events such as Racism. It Stops With Me campaign and Harmony Day, which clearly affirms DCSSDS' zero-tolerance to racism and discrimination.
Introduce new ways to increase inter-cultural connections, respect and understanding by involving people from culturally and linguistically diverse backgrounds in agency planning, consultation, and decision-making processes.	On track	<p>The former DSDSATSIP's Inclusion and Diversity Reference Group was consulted on development of a number of Human Resources documents including the annual Inclusion Action Plan and various policies.</p> <p>The former DCYJMA's Inclusion and Diversity Reference Group was consulted on the development of the Inclusion and Diversity Strategy 2020-2023 and Disability Service Plan 2023-2026.</p>
Promote education, training and resources addressing systemic issues of racism, discrimination, diversity and inclusion.	Complete	The <i>Queensland's Disability Plan 2022-27: Together, a better Queensland</i> was released in November 2022. Queensland's Disability Plan is the primary mechanism to give effect to Queensland's commitments under <i>Australia's Disability Strategy 2021-2031</i> and reaffirms the Queensland Government's commitment to achieving an inclusive, thriving Queensland. A dedicated website http://www.qld.gov.au/qld-disability-plan hosts the Disability Plan in multiple accessible formats and includes information and resources related to its implementation.
Build and strengthen partnerships with those committed to combatting racism and discrimination, such as the Diversity Council of Australia, the Australian Race Commissioner, and the Queensland Human Rights Commission.	On track	DCSSDS continues its membership with the Diversity Council of Australia in 2022-23, and regularly promoted webinars and learning opportunities to staff across the department, and particularly in the Human Resources and Ethical Standards space.