**Background**

* ‘Our story, our future’ is the Queensland Government’s Multicultural Policy (the 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 – (1) achieving culturally responsive government, (2) supporting inclusive, harmonious and united communities and (3) improving economic opportunities.
* The Queensland Multicultural Action Plan 2019-20 to 2021-22 (the Action Plan) is the second Multicultural Action Plan released under *Multicultural Recognition Act 2016* (the Act). It builds on outcomes achieved under the first [Multicultural Action Plan](http://www.dlgrma.qld.gov.au/resources/multicultural/policy-governance/qmap-16-19-actions.pdf), and will continue to drive Queensland Government action to support an environment of opportunity and achieve improved social and economic outcomes for people from culturally diverse backgrounds.
* The Policy and Action Plan are a requirement of the Act and represent one of three key provisions of the Act, together with establishment of 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 report below fulfils this requirement for 2019-20 for the **Department of Aboriginal and Torres Strait Islander Partnerships.**

**Notes**

* [](#_2._Use_diversity)The list of Government entities covered under ‘All agencies’[](#_2._Use_diversity) is provided on page 11 of the [Queensland Multicultural Action Plan 2019-20 to 2021-22](https://www.dlgrma.qld.gov.au/resources/multicultural/policy-governance/qmap-19-22.pdf).
* Actions marked with the symbol are broad actions with related agency sub-actions that can be viewed online at [www.dlgrma.qld.gov.au](http://www.dlgrma.qld.gov.au), (i) click on ‘Multicultural Affairs’, (ii) click on ‘Queensland Government Multicultural Policy and Action Plan’. All sub-actions, where relevant, for the **Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP)** have been listed in this template for ease of reporting**.**
* The Policy and Action Plan support priorities set out in the Government’s objectives for the community, Our Future State: Advancing Queensland’s Priorities. These priorities are:

 Be a responsive government  Keep Queenslanders healthy  Create jobs in a strong economy  Give all our children a great start

**Priority area 1: Culturally responsive government**

**Outcomes:**

* **Improve knowledge about customers’ diversity**
* **Culturally capable services and programs**
* **A productive, culturally capable and diverse workforce**

| **Action** | **AQP** | **Responsible agency** | **Timeframe** | **Progress status for 2019-20**  Legend:   * On track * Completed * Yet to commence | **Achievements and outcomes for people from culturally and linguistically diverse communities**  Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. |
| --- | --- | --- | --- | --- | --- |
| [C:\Users\tohl\AppData\Local\Microsoft\Windows\INetCache\Content.MSO\BC4033F5.tmp](#_2._Use_diversity)Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. |  | All agencies | 2019–22 |  | |
| * Promote key events to staff during Multicultural Queensland Month and on Harmony Day. |  | DATSIP | 2019–22 | On track |  |
| Commit to increasing all forms of diversity on Queensland Government boards. |  | All agencies | 2019–22 | On track | DATSIP is a member of the Diversity on Boards officer level working group chaired by DLGRMA, and actively works with other agencies to promote and help achieve Board diversity. DATSIP is committed to ensuring there is Aboriginal and Torres Strait Islander representation on Queensland Government boards.During 2019 – 2020, DATSIP regional offices provided the names of Aboriginal and/or Torres Strait Islander individuals from the region to be considered for registration on the Queensland Register of Nominees to Government Bodies. In addition DATSIP regional offices promote board opportunities to the local networks. |
| **Insert case studies or good news stories to highlight achievements relevant to Priority area 1:**  If not relevant to your agency please insert NIL | | | | | |

**Priority area 2: Inclusive, harmonious and united communities**

**Outcomes:**

* **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**

| **Action** | **AQP** | **Responsible agency** | **Timeframe** | **Progress status for 2019-20**  Legend:   * On track * Completed * Yet to commence | **Achievements and outcomes for people from culturally and linguistically diverse communities**  Please provide commentary e.g. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. |
| --- | --- | --- | --- | --- | --- |
| Work with DLGRMA and culturally diverse communities to promote and respect Aboriginal and Torres Strait Islander culture, including fostering relationships with Traditional Owners and Elders. |  | DATSIP | 2019–22 | Completed | Actively worked with DLGRMA and communities to promote Aboriginal and Torres Strait Islander culture, including through events, engagement activities, grants programs, and policy approaches.  Actively worked with partners such as the Multicultural Development Association, QCOSS, Reconciliation Queensland and ANTAR to foster relationships through DATSIP projects such as the Path to Treaty and NAIDOC Week. |
| [C:\Users\tohl\AppData\Local\Microsoft\Windows\INetCache\Content.MSO\BC4033F5.tmp](#_2._Use_diversity)Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services. |  | All agencies | 2019–22 |  | |
| * Make information about the Multicultural Queensland Charter available through the agency’s webpage. |  | DATSIP | 2019–22 | On track |  |
| * Ensure policies and delivery of services are established on principles of respect and inclusion, such as those outlined in the Multicultural Queensland Charter. |  | DATSIP | 2019–22 | Completed | DATSIP has undertaken policy development in 2019-20 with a focus on the principles of respect and inclusion, and is committed to the principles of co-design in policy development.  In particular, The Queensland Government Many Voices: Indigenous Languages Policy was developed and reaffirms Queensland as a state with strong cultural values, diversity and heritage. The policy aims to celebrate, enhance and make sure the many voices, stories and languages of Aboriginal and Torres Strait Islander Queenslanders are heard, seen and spoken for many generations to come. |
| Sign up and participate in the Australian Human Rights Commission *Racism. It stops with me* campaign[C:\Users\tohl\AppData\Local\Microsoft\Windows\INetCache\Content.MSO\BC4033F5.tmp](#_2._Use_diversity). |  | All agencies | 2019–22 | On track | DATSIP has signed up and participates in the *Racism. It stops with me* campaign. DATSIP provides training and resources to staff to support cultural capability and contribute to a more inclusive workplace.  DATSIP actively worked with the QPS during Black Lives Matter protests to facilitate discussions with community and advocate for change.  One of the actions under the *Racism. It stops with me* campaign is to be an ally to Indigenous Australians. DATSIP is actively involved in championing Indigenous equity and promoting the voices of First Nations people in policy and service design.  By progressing key policies such as a Path to Treaty and Local Thriving Communities, DATSIP is leading government efforts to reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders.  DATSIP has also led and championed the recent introduction of the historic *Meriba Omasker Kaziw Kazipa (Torres Strait Islander child rearing practice) Act 2020* – the first piece of Queensland legislation in First Nations language and the first of its kind nationally to recognise lore in law. |
| **Insert case studies or good news stories to highlight achievements relevant to Priority area 2:**  If not relevant to your agency please insert NIL | | | | | |