

Our story, our future

Queensland Multicultural Policy and Multicultural Action Plan 2016-17 – 2018-19

Annual Report 2018-19: Department of Environment and Science

including Arts Queensland, Queensland Art Gallery/Gallery of Modern Art, Queensland Museum, Queensland Performing Arts Centre, Queensland Theatre Company and State Library of Queensland

Acronyms

Acronym	Explanation
BIA	Backing Indigenous Arts
CALD	Culturally and linguistically diverse
D&I	Diversity and Inclusion
DCA	Diversity Council Australia
DCDSS	Department of Communities, Child Safety and Disability Services
DCSYW	Department of Child Safety, Youth and Women
DES	Department of Environment and Science
DESBT	Department of Employment, Small Business and Training
DHPW	Department of Housing and Public Works
DITID	Department of Innovation, Tourism Industry Development and the Commonwealth Games
DJAG	Department of Justice and Attorney-General
DNRME	Department of Natural Resources, Mines and Energy
DTMR	Department of Transport and Main Roads
DoE	Department of Education
IRADF	Indigenous Regional Arts Development Fund
MDA	Multicultural Development Association
NESB	Non-English speaking background
QAGOMA	Queensland Art Gallery and Gallery of Modern Art
QH	Queensland Health
QM	Queensland Museum
QPAC	Queensland Performing Arts Centre
QT	Queensland Theatre
RTA	Residential Tenancies Authority
SLQ	State Library of Queensland
UQ	University of Queensland

Priority area 1: Culturally responsive government

Outcomes

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

Culturally capable services and programs

Action	Lead	Timeframe	Progress status Legend: • Completed • Partially completed • Not completed	Achievements and outcomes Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
Ensure the cultural capability of staff by providing opportunities for training in cultural awareness and working with interpreters.	DESBT DTMR QH RTA SLQ DoE	2016-19	Completed	Cultural awareness training for all State Library of Queensland (SLQ) staff was completed in the third quarter of 2018-19. SLQ follows the requirements under the Queensland Language Services Policy and the Queensland Language Service Guidelines for providing interpreting services for clients.
Increase availability of e-resources in languages other than English in partnership with public libraries.	SLQ	2016-17	Completed and reported on in 2016-17.	SLQ offered four e-resource services: <ul style="list-style-type: none"> • <i>PressReader</i> has nearly 6,000 newspapers and magazines in more than 60 languages from over 100 countries. This new service is available to all SLQ members. • <i>Tumblebooks</i> offers ebooks for children in English, Spanish and French and is available to all Queensland public library members. • <i>OverDrive</i>, an ebook service, offers 52 languages. This service is available in many Queensland public libraries. • <i>Kanopy</i> video streaming service of feature films and documentaries offers content in languages other than English. SLQ monitors e-resource markets for availability of relevant, affordable content.
Partner with and support multicultural community organisations in the delivery of significant events to enhance awareness of SLQ services and facilities.	SLQ	2016-17	Completed and reported on in 2016-17.	SLQ partnered with Create Global to deliver International Women's Day in 2017. Approximately 100 people attended the event, which took the form of a panel discussion with guest speakers followed by networking on the Queensland Terrace. SLQ partnered with Multicultural Development Association (MDA) to deliver the pilot of the Brisbane Student Hub for International Students during 2016-17, which resulted in an extension of the partnership for 2017-18. The pilot saw the Student Hub opened on Wednesdays, Fridays and Saturdays during the financial year. The Student Hub engaged over 700 individuals and provided students general and intensive support in 30 cases. MDA's survey result of the student population demonstrated that students found the Student Hub a useful support service, in particular in terms of providing opportunities for English conversation and meeting people and making friends. The pilot was successful in introducing international students to the services of SLQ and providing a safe space for international students to meet others and get support. During Multicultural Month 2018, SLQ led a social media campaign to help connect Queenslanders with our collections and programs, and to share stories from across the state. One access point was through a promotional 'tile' on the SLQ website that linked to detailed information that could be translated into many community languages.

A productive, culturally capable and diverse workforce

Action	Lead	Timeframe	Progress status Legend: • Completed • Partially completed • Not completed	Achievements and outcomes <i>Please provide commentary eg. 3-4 dot points of advice 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	Partially completed	<p>As at August 2019, Department of Environment and Science's (DES) non-English speaking background (NESB) diversity is at 7.33% compared to its target of 10% by 2022.</p> <p>DES believes it is on track to increase this representation to meet its target of 10% by 2022.</p> <p>To achieve this, DES will:</p> <ul style="list-style-type: none"> • update and launch our Diversity and Inclusion Strategy during 2019-20. • encourage employees to complete the EEO census. • continue to facilitate the Cultural Diversity Employee Resource Group. • promote Diversity Council Australia (DCA) articles, research and events to all staff through its DCA membership.
Deliver agency-specific workforce inclusion and diversity strategies that identify priority areas for action to improve participation rates for diverse Queenslanders.	DESBT DNRME DJAG DCDSS DCSYW DES DITID DHPW DoE	2016–19	Completed	<p>The DES Diversity and Inclusion (D&I) strategy was launched in mid-2017. Since then DES has been working towards implementing actions within the strategy</p> <p>The D&I strategy contains six themes, one of which is cultural diversity. Under this theme, there are a number of agency specific actions. These include:</p> <ul style="list-style-type: none"> • increase employment and career opportunities for culturally and linguistically diverse (CALD) people • remove barriers for people from other cultures. <p>DES has a cultural diversity Employee Resource Group—this consists of employees that identify as CALD and employees interested in supporting and promoting cultural diversity in DES.</p> <p>DES offers cultural capability training programs to staff on iLearn:</p> <ul style="list-style-type: none"> • SBS Cultural Competency Program - since launching the program in 2018, 12 employees have completed the program. • 'Starting the Journey' training program – since launching the program in 2017, 431 employees have completed the program <p>DES has purchased a Diversity Council Australia (DCA) Membership for all staff to access. DES promotes DCA articles, research and events to staff</p>
Participate in migrant work experience programs, such as the Work and Welcome program.	SLQ DTMR DLGRMA	2016-19	Completed	<p>The Work and Welcome program at SLQ continued with the placements of:</p> <ul style="list-style-type: none"> • a participant from Sudan for 12 weeks paid employment from October to December 2016 • a participant from Burma for 12 weeks paid employment from June to August 2018. <p>The placements were made possible through voluntary payroll deductions from SLQ staff.</p>

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

Queenslanders celebrate our multicultural identity

Action	Lead	Timeframe	Progress status	Achievements and outcomes
			Legend: <ul style="list-style-type: none"> • Completed • Partially completed • Not completed 	Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
Deliver culturally-inclusive programming that responds to audiences from diverse cultural backgrounds.	QAGOMA (DES)	2016-19	Completed and reported on in 2016-17 period.	<p>'The 9th Asia-Pacific Triennial of Contemporary Art' (APT9, 24 November 2018 to 28 April 2019) was a key project delivered by QAGOMA during the period, and featured work by 80 artists and projects originating from more than 30 countries. In his review of APT9 published in the Sydney Morning Herald on 15 December, art critic John McDonald wrote: 'It's part of the APT's mission to increase our awareness and understanding of the diverse cultures of our region, using art as a tool to overcome the barriers of language, ethnicity, religion and custom, let alone the glaring discrepancies of wealth'.</p> <p>APT9 was particularly notable for being the first triennial in which women artists formed the majority, and for having a particularly strong representation of First Nations peoples from across the region.</p>

Connected and resilient communities

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			Legend: <ul style="list-style-type: none"> • Completed • Partially completed • Not completed 	Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant.
Increase access to arts and cultural experiences created by or aimed at people from diverse backgrounds across the state through funding to organisations and individuals.	Arts Queensland (DES)	2016-19	Completed	<p>During the reporting period (2015-16 – 2018-19) Arts Queensland (DES) supported First Nations artistic and cultural expression through its Backing Indigenous Arts (BIA) initiative – a \$12.6 million investment to build sustainable and ethical Aboriginal and Torres Strait Islander arts industries.</p> <p>In 2019, Cairns Indigenous Art Fair generated \$924,000 in total art sales and other revenue, which is a 4% increase on the previous year's revenue (\$886,000 in 2018). Attendance was 45,410, a 2% increase on previous year's attendance (44,785 in 2018).</p> <p>The BIA initiative expanded to support Queensland's First Nations performing arts sector through the delivery of BIA Performing Arts (BIAPA) investment of \$2.1 million, over two years (2017-18 to 2018-19).</p> <p>Over the fund's two-year period, 16 applicants were successful in receiving \$1.2 million through the BIAPA contestable funding rounds, to deliver programming and new works.</p> <p>The Centre of Contemporary Arts Cairns will champion the development and presentation of Aboriginal and Torres Strait Islander contemporary arts when it reopens in late 2019 after a period of refurbishment.</p>

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				Arts Queensland encourages access to arts and cultural experiences through its annual Indigenous Regional Arts Development Fund (IRADF) that is open to 16 Queensland Indigenous councils and host organisations.

Queenslanders celebrate our multicultural identity

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Celebrate events that promote cultural respect and understanding, increase awareness of Queensland's multicultural identity and address racism.	DESBT RTA DES DITID DoE	2016-19	Completed	<p>A diverse calendar of events is celebrated at DES. The Diversity and Inclusion calendar is available to all staff on the intranet.</p> <p>Key events for the cultural diversity theme are Harmony Day in March and Queensland Multicultural Month in August.</p> <p>Key events get department-wide communications and resources, events coordinated by Corporate People and Culture as well as Cultural Diversity Employee Resource Group members.</p> <p>In 2018, DES celebrated multicultural month by promoting four themes for each week of the month through department communications; move, connect, speak and grow. DES also hosted an event featuring a guest speaker, Nora Amath, who shared her experiences and her thoughts on how organisations can engage with and support CALD employees.</p> <p>DES has purchased a Diversity Council Australia (DCA) Membership for all staff to access. DES promotes DCA articles, research and events to staff.</p>
Engage in a program of activities with communities from across Queensland that draw on and increase access to our rich multicultural collections.	Queensland Museum	2016-19	Completed	<p>Queensland Museum (QM)</p> <p>QM Cultures and Histories Program has undertaken a number of activities related to engaging communities related to QM's rich multicultural collection.</p> <p>QM commenced an Australian Research Council linkage grant in partnership with the Australian South Sea Islander community in Mackay, Ayr and Rockhampton, looking at lived identities, place and material culture. Using archaeology, cultural landscape mapping and museum collections, QM is working with the community to explore and tell the stories of Australian South Sea Islanders.</p> <p>QM staff have been working with members of the Lebanese community, including recent donations to the collection, improving collection based knowledge and collecting stories related to the community across Queensland.</p> <p>As part of Russian Heritage Week in 2019, the QM Social History team hosted a 'behind-the-scenes' visit from members of Brisbane's Russian community, academics from the University of Queensland and others interested in learning about QM's Russian cultural heritage collections.</p>

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				<p>Special guests were:</p> <ul style="list-style-type: none"> • Nataliya Samokhina, former Head of Department for Students of Secondary School at the Ryazan Regional Children’s Library in the Russian Federation • Seraphima Onofrei, member of the Russian Club and Russian Heritage Week organiser • Galina Arthur, daughter of well-known Brisbane sculptor, George Virine. The visit highlighted significant collection material and prompted further discussion and research. <p>QM staff worked with members of the African Maasai community to bring a collection into the museum and present at programming at QM South Bank (lunchtime talk, and Discovery Centre Meet the Curator) as well as forthcoming community talks.</p> <p>As part of broad community engagement for the Anzac Legacy Gallery at QM South Bank, Museum staff engaged with the Greek community, culminating in a community event at QM South Bank showcasing vestments from the Greek Orthodox community that belonged to Canon David Garland. Canon Garland served as chaplain to soldiers in training camps in Brisbane, as they prepared for active service overseas during World War 1. He is most remembered as an architect and originator of Anzac Day ceremonies.</p> <p>The Anzac Legacy Gallery includes an online resource featuring stories of Aboriginal diggers. Students explore the wartime experiences of Aboriginal diggers, Private Archibald Marshall and Vincent Tripcony, and compare their experiences of war with those of European descent. Students are also prompted to investigate the <i>Aboriginals Protection and Restriction of the Sale of Opium Act 1897</i>, explain how the 1897 Act impacted on the rights and freedoms of Aboriginal people, and analyse the effects of the 1897 Act within and across generations.</p> <p>QM continues to provide access to objects from Aboriginal, Torres Strait and South Sea Islander cultures and multicultural collections in QM Loans kits, engaging learners in classrooms, early years and aged care centres, and other community events and exhibitions throughout Queensland.</p> <p>QM South Bank hosts Daily Discoveries and Discovery Centre activities with a focus on culture. Recent events have included:</p> <ul style="list-style-type: none"> • A talk by curator Judith Hickson about NAIDOC Week—attended by 45 people. • Karen Kindt, QM Collection Manager, presented “New Anthropology Collection acquisition—African San or Saan (referred to as Kalahari Bushmen) Artefacts” • Karen Kindt will also be presenting a session on Maasai Culture in August. <p><i>Meet a QM Collection Manager</i> was held at QM South Bank in March 2017. The event included floor talks, presentations and displayed objects including a traditional Hmong garment. International visitors also shared perspectives and experiences from their countries of origin.</p> <p>QM has engaged with individual members of a number of other communities around exhibitions, donations and research, including the Turkish Consul, members of the Tibetan community, and individuals from a range of European communities.</p> <p>In 2019, QM has also engaged extensively with Indigenous communities – including people from Jirrbal, Karingbal (Central Queensland), Yarrabah, Cherbourg, Palm Island, Napranum, the Bundaberg Prescribed Body Corporate (including representatives from Byellee, Gurang, Gooreng Gooreng and Taribelang Bunda), Western Yalanji, Butchulla, the Giringun Aboriginal Corporation (which represents the traditional</p>

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				<p>owners from the following nine groups: Bandjin, Djiru, Girramay, Gugu Badhun, Gulnay, Jirrbal, Nywaigi, Warrgamay and Warrungnu), and Torres Strait Island communities.</p> <p>Cobb+Co Museum, Toowoomba The permanent <i>Binangar Centre</i> Gallery space opened at Cobb+Co Museum, Toowoomba in 2010. The Binangar Centre showcases local stories on the history of the Traditional Owners of the Toowoomba region. These stories celebrate centuries of local Indigenous history, culture and people up to the present.</p> <p>Museum of Tropical Queensland, Townsville The <i>Portraits of Resiliency: the hidden faces of the Townsville Community</i> photographic exhibition (2 April 2016 – 28 January 2017) – presented portraits of, and stories from, migrants and refugees now living in Townsville. <i>A Place to Call Home?</i> (9 March – 13 May 2017) – a touring exhibition from the National Archives of Australia, highlighted the experiences of post-World War II immigrants arriving in Australia. <i>Indigenous Astronomy, Intangible Heritage and Land Rights</i> (9 May 2017) – a public talk by Dr Duane Hamacher explored the role intangible astronomical heritage - including place names, songs, ceremony and star maps - plays in the continued fight for land rights. The <i>Manggan - gather, gathers, gathering</i> exhibition (8 September 2017 – 11 February 2018) – presented and shared knowledge, stories and art from nine tribal groups of rainforest people from far North Queensland. <i>A Ticket to Paradise?</i> (9 March – 11 May 2018) – a touring exhibition from the National Archives of Australia examined the rich diversity of Australian immigrants and the government’s ambitious plans after World War II to encourage mass migration. <i>Harmony Day</i> (23 March 2018) – an event was held with participating communities from the Congo, Spain, Ireland, Myanmar, Scotland, Vietnam, the Philippines, Australia, Thailand and India. The <i>Hard labour for sweet fields: the history of sugar in the Ingham region</i> exhibition (12 March – 21 July 2019) – explored the history of cane growing in tropical north Queensland, and the ethnic communities that built the industry in the Ingham region.</p> <p>The Workshops Rail Museum, North Ipswich <i>I’ve been Working on the Railway</i> – a traveling exhibition produced by QM - focuses on the stories of Indigenous Australians who built Australia’s railways. The exhibition is accompanied by an education kit and AV materials has been displayed at the following venues:</p> <ul style="list-style-type: none"> • Strathfield Library (Sydney) in 2016 • The Workshops Rail Museum in 2017, 2018 and 2019 • Townsville City Council in 2018 and 2019 • Coal Face Art Gallery in Moranbah in 2019. <p><i>Have another look Captain Cook!</i> exhibition – was held at Cobb+Co Museum in August 2018. The exhibition incorporated NAIDOC Week, National Aboriginal and Torres Strait Island Children’s Day and International</p>

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				Day of the World's Indigenous People and was attended by 1,500 people. The exhibition included activities such as a smoking ceremony, Connection to Country (tucker, medicines, tools and weapons), outdoor games, art and hands-on artefacts. The exhibition is being held once again at Cobb+Co in 2019 and opened in early August. The exhibition is again proving very popular. Each morning while the exhibition is on display, Traditional Owners hold a smoking ceremony for visitors.
Work with multicultural communities to develop a program of audience engagement activities for those communities.	Queensland Performing Arts Centre	2016–19	Completed	<p>The Queensland Performing Arts Centre (QPAC) presents a broad ongoing program that engages multicultural communities, including:</p> <ul style="list-style-type: none"> • <i>Clancestry – A Celebration of Country</i> for Aboriginal and Torres Strait Islander Cultures—continued planning by First Nations' arts workers with arts communities to create a 2019 program (due to be delivered in November 2019). • <i>We All Dance</i>—enabling people from the Syrian and Bhutanese communities to explore dance and performance. • <i>Songs of Hope and Healing</i>—supporting young people from refugee backgrounds to be part of a new 70-voice youth choir that rehearsed at QPAC. • <i>Songs of Hope and Healing</i>—a multicultural, multi-faith concert featuring 12 local and national artists of culturally diverse backgrounds. • <i>BrisAsia Festival</i>—a partnership with the Brisbane City Council that brought ideas, culture and performances by local Asian-Australians to the main stage. • <i>Home</i>—children, including those from refugee backgrounds, used storytelling and visual art to communicate their experiences of “Home” as part of the Out of the Box Festival. • <i>The Arrival</i>—a stage production, as part of the Out of the Box Festival, of the Shaun Tan book telling the story of a man fleeing his homeland and making a new life in a strange land. • <i>JADE New World City Collective</i>—arrangements are in place for establishing a new residency at QPAC with a dual focus of intercultural performance and increasing engagement with culturally diverse communities. • Partnerships with a range of organisations to deliver projects/programs, including UNICEF Australia, Multicultural Development Association, Centacare Cairns, Woodridge State School, Sounds Across Oceans and Micah Projects. • QPAC projects were shortlisted in the Government category for 2018 Queensland Multicultural Awards.
Enhance the representation of Queensland's rich cultural heritage and identity in the John Oxley Library collection.	SLQ	2016-17	Completed and reported on in 2016-17	<p>In 2016-17, State Library Queensland (SLQ) acquired the archive of the Brisbane Multicultural Arts Centre (BEMAC). The collection contains a large amount of musical recordings, memorabilia, photographs and organisational records.</p> <p>Guest posts on the John Oxley Library Blog were scheduled during Queensland Multicultural Month. Examples of posts included an insight into Lebanese experiences in Queensland, particularly those of early shopkeepers, by Dr Anne Monsour, professional historian and President of the Australian Lebanese Historical Society.</p> <p>Queensland Business Leaders Hall of Fame fellow Toni Risson gave three public talks on her research on Greek cafes in Queensland, providing information of SLQ's collections and the story they tell about early Greek experiences in Queensland.</p>

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				<p>In 2017-18, as part of a Queensland Library Foundation Heritage Talk featuring Toni Risson, members of the Greek community were encouraged to bring along personal collections. Several items were donated and others have been donated to SLQ's collection. This model is being considered for encouraging other CALD communities to contribute to SLQ's collection.</p> <p>SLQ developed its 2018-19 Digitisation Plan, with one of the key digitisation areas is content from Queensland's CALD communities.</p> <p>SLQ worked with University of Queensland's (UQ) School of Historical and Philosophical Inquiry on a potential Australian Research Council Linkage funded project, Queensland Atlas of Religion. Two regional Queensland forums and one Brisbane forum were held with representatives from CALD communities to scope diverse communities' interest in participating in the UQ project, investigating the intersection between different religions and cultures in Queensland.</p>

A respectful and inclusive narrative about diversity

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<p>Deliver a suite of initiatives and programs to support culturally diverse audiences and artists and promote our state's multicultural stories.</p>	<p>Queensland Theatre Company</p>	<p>2016–19</p>	<p>Completed</p>	<p>Queensland Theatre (QT) has a programming focus that includes works by, and works with a focus on people with CALD backgrounds:</p> <ul style="list-style-type: none"> • <i>Good Muslim Boy</i>, mainstage play about the life story of Osamah Sami an Iraqi refugee, written by Osamah. • Diverse casting and creative teams in all eight shows in 2019. <i>Antigone</i> (November 2019) is a new adaptation of the original play by Merlynn Tong. Two shows have been written by First Nations artists (<i>Barbara and the Camp Dogs</i> and <i>City of Gold</i>) and will have casts with predominantly First Nations artists. • The Council of Asian Australian Performers initiative is shared between QT, Melbourne Theatre Company and Sydney Theatre Company. QT will work with five local Asian Australian directors Shari Indriani, Nasim Khosravi, Ngoc Phan, Ling-Hsueh Tang and Merlynn Tong. Shari Indriani and Merlynn Tong are working as Assistant Directors on two shows in 2019. • Isaac Drandic is QT dramaturg and based in Cairns to seek out and support First Nations' storytellers and their connection to QT.