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 Policy is being implemented through a three-year Queensland Multicultural Action Plan 2019-20 to 2021-22 (the Action Plan).
- The Policy and Action Plan are a requirement of the Multicultural Recognition Act 2016 (the Act).
- 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 2020-21 for the Department of Environment and Science.

Notes

- See page 11 of the Queensland Multicultural Action Plan 2019-20 to 2021-22 for a list of Government entities covered under ‘All agencies’.
- Actions marked with the symbol are broad actions with related agency sub-actions that can be viewed on the DCYJMA website here. All sub-actions, where relevant, for the Department of Environment and Science have been listed in this template for ease of reporting.
- For the purposes of this report, all references to diversity within the Action Plan relate specifically to people from culturally and linguistically diverse backgrounds.
- 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:
### Priority area 1: Culturally responsive government

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

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| Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. | | All agencies | 2019–22 | DES continues to offer a range of cultural capability training opportunities on iLearn including:  
- SBS Inclusion suite including modules on age, gender, LGBTIQ+, culture, Indigenous and disability inclusion.  
- Inclusive Leadership program.  
- Share our Pride video and resources.  
- What is casual Racism?  
- Work with diverse people – Cultural Capability  
- An Introduction to Cultural Integrity – Cultural Capability. | Please provide commentary (e.g. 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant. |
| Offer cultural capability training programs to staff on iLearn. | DES | 2019–22 | ON TRACK - meaningful activity has begun | DES received a complimentary membership to the Diversity Council of Australia for the 2020-21 financial year. |
| Facilitate employee resource groups comprising employees that identify as being from diverse cultural backgrounds or for Aboriginal peoples and Torres Strait Islander peoples to support and promote workplace diversity and inclusion. | DES | 2019–22 | YET TO COMMENCE - no meaningful activity has begun | Following a formal review of the DES Employee Resource Groups (ERGs) in the 2020-21 cycle, DES has a plan to refresh the ERGs. The relaunch has been developed and will commence in 2021-22. |
| Purchase annual Diversity Council of Australia membership and share information and resources with staff regularly. | DES | 2019–22 | ON TRACK - meaningful activity has begun | DES successfully celebrated NAIDOC week and Reconciliation week during the reporting period. Harmony Week was also recognised. |
| Celebrate key events throughout Multicultural Queensland Month and on Harmony Day. | DES | 2019–22 | ON TRACK - meaningful activity has begun | To increase awareness of our Multicultural Action Plan and celebrate Harmony Day, in March 2021 we partnered with the Refugee Council of Australia to deliver an online awareness session. A refugee from Syria shared his story with us. This session was |
Commit to increasing all forms of diversity on Queensland Government boards.

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|        | 🟢  | All agencies        | 2019–22   | ON TRACK - meaningful activity has begun | DES continues to connect with Board recruiters on a monthly basis. During each monthly meeting, items discussed include:  
- upcoming recruitment needs  
- current board composition  
- strategies to improve diversity  
- successes and lessons they can share.  
Following achieving gender parity in December 2019, DES has been working with our boards to improve representation of First Nations peoples, LGBTIQ+ and people with disability.  
During the 2020-21 period, we celebrated the appointment of two Rainforest Aboriginal women to the Wet Tropics Management Authority Board (see case study for more details). |

The Wet Tropics Management Authority is celebrating the appointment of two Rainforest Aboriginal women to its Board.

An Eastern Kuku Yalanji woman has been appointed as the new incoming Chair, while Ms Ailsa Lively, a Gunggandji woman, has been appointed as a Director of the Wet Tropics Management Authority Board.

Ms Chrissy Grant, who has more than 35 years’ experience working with national and international issues of World Heritage, Indigenous Peoples, natural and cultural management and biological diversity, will become the Authority’s first ever Indigenous Chair of the Board of Directors as of 24 September 2021.

The appointment was made following a joint nomination by the Honourable Sussan Ley MP, Federal Minister for the Environment and the Honourable Meaghan Scanlon MP, Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs.

Outgoing Chair, Ms Leslie Shirreffs, said the appointment would ensure continuity, based on Ms Grant’s extensive World Heritage experience, capacity and knowledge of the Authority’s business.

“Ms Grant is an existing Director of the board and has a breadth of knowledge that is an asset to management of the Wet Tropics World Heritage Area. She has worked with communities on cultural and natural resource management and with Traditional Custodians to identify their cultural values, heritage management, conservation, and protection,” Ms Shirreffs said.

“A previous Director with the Australian Heritage Commission Ms Grant has a strong knowledge of all aspects of cultural heritage identification, management, conservation, protection and promotion of the Register of the National Estate for Aboriginal and Torres Strait Islander peoples.”

“Ms Grant is also a founding member and current chair of the International Indigenous Peoples’ Forum on World Heritage - providing a voice for Indigenous peoples about nominations, policy and reports at World Heritage Committee meetings,” she said.
Minister Scanlon and Minister Ley have also endorsed Ms Ailsa Lively, from Yarrabah, east of Cairns, as their joint appointment for the Indigenous Identified Director position.

Ms Lively is a Gunggandji woman with strong cultural connections to both the Wet Tropics and Great Barrier Reef World Heritage Areas.

In welcoming the appointment, Ms Shirreffs said “Ms Lively has extensive board and committee experience and has been involved in significant community development and leadership work with the Yarrabah community.

“She has broad experience across Indigenous organisations and local government, including as former Deputy CEO of Yarrabah Aboriginal Shire Council,” she said.

“As the current CEO of a complex organisation and director on two Prescribed Bodies Corporate, Ailsa has a sound understanding of the role and function of boards, with strong governance and financial management skills.”

The Wet Tropics Management Authority Board’s key function is to implement programs to meet Australia’s international obligations for the World Heritage Area under the World Heritage Convention.

Persons are qualified for appointment as directors if they have qualifications or extensive experience in a field related to the Authority’s functions.

Ms Shirreffs has been Chair of the Authority Board for six years and, in accordance with the Wet Tropics legislation, will leave the position on 23 September 2021.

Photo kindly provided by Wet Tropics Images.

## 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

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<td>Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services.</td>
<td></td>
<td>All agencies</td>
<td>2019–22</td>
<td></td>
<td>The DES Cultural Diversity Intranet page includes information and links to the Multicultural Queensland Charter, Queensland Multicultural Policy and Queensland Multicultural Action Plan 2019–20 to 2021–22, along with links to further resources.</td>
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### Priority area 3: Economic opportunities

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

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<td>Provide pathways to employment in the Queensland Public Sector for migrants, refugees and people seeking asylum, such as through work experience, internships or targeted recruitment.</td>
<td>Multiple agencies including DES</td>
<td>2019–22</td>
<td>YET TO COMMENCE - no meaningful activity has begun</td>
<td>This initiative will be progressed in 2021-22.</td>
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5 Specific sub-actions, where nominated by agencies, can be viewed on the web version of the Queensland Multicultural Action Plan 2019–20 to 2021–22.