Background

- **Our story, our future** is the Queensland Government’s Multicultural 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:
  - achieving culturally responsive government
  - supporting inclusive, harmonious and united communities
  - improving economic opportunities.
- The policy and action plan are a requirement of the [Multicultural Recognition Act 2016](#) and represents one of three key provisions of the Act, together with establishing 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 attached report fulfils this requirement for 2018-19 for [Queensland Treasury](#).

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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<th>Action</th>
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| Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector. | All departments | 2016–19 | Completed | • With 15.43% of employees (accurate as at 31 March 2019) identifying as coming from a non-English speaking background (public sector target 10%), Treasury celebrates its diversity as a multicultural employer of choice.  
• Treasury’s Executive Leadership Team agreed on specific people priorities, including the improvement of its performance against its Equal Employment Opportunity (EEO) targets.  
• Treasury celebrated a number of multicultural dates and events including Harmony Day and Queensland’s Multicultural Month.  
• Treasury sought new membership for its Diversity and Inclusion Employee Network with a revitalised agenda per its people priorities.  
• Treasury established a new Diversity and Inclusion Steering Committee, chaired by the Under Treasurer. The committee is responsible for the overarching diversity and inclusion strategies and policies across Treasury.  
• Treasury has been reviewing its data and current attraction and selection processes to ensure equitable and fair access to all applicants, particularly those who identify as a member of an EEO target group.  
• Treasury has also been reviewing current EEO data collection processes and will be actioning changes to its induction process in an effort to improve its EEO census response rate. |