


**Queensland Multicultural Policy ‘Our story, our future’
Queensland Multicultural Action Plan 2019-20 – 2021-22**

**Annual Reporting for 2021-22
DEPARTMENT OF TOURISM, INNOVATION AND SPORT**

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 2021-22 for the **Department of Tourism, Innovation and Sport**.

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 Tourism, Innovation and Sport** 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.



**Queensland Multicultural Policy ‘Our story, our future’
Queensland Multicultural Action Plan 2019-20 – 2021-22**

**Annual Reporting for 2021-22
DEPARTMENT OF TOURISM, INNOVATION AND SPORT**

Priority area 1: Culturally responsive government

Outcomes:

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

Action	Responsible agency	Timeframe	Progress status for 2021-22	Achievements and outcomes for people from culturally and linguistically diverse communities <small>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</small>
Foster cross-sector partnerships to increase participation of people from culturally diverse backgrounds in government and community services. 	DTIS and DCHDE (SLQ)	2019–22		
<ul style="list-style-type: none"> • Work in partnership with community organisations to enhance participation of people from culturally diverse backgrounds in physical activity. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	The Department of Tourism, Innovation and Sport (DTIS) has supported community initiatives including Logan Together, Pushing Barriers, and Connecting Through Sport (see case studies below).
Increase cultural understanding and capability of staff by providing access to events, training and development opportunities. 	All agencies	2019–22		
<ul style="list-style-type: none"> • Provide access to training for staff on unconscious bias and on the use of respectful and inclusive language. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	DTIS has now consolidated its e-Learning platforms to one product, ensuring staff have consistent training access, including the Introduction to the <i>Human Rights Act 2019</i> module. DTIS is currently developing its capability framework and available courses to ensure appropriate training options are available, including unconscious bias training.
Commit to increasing all forms of diversity on Queensland Government boards.	All agencies	2019–22	COMPLETED - for duration of Action Plan	DTIS supports the Queensland Government’s commitment to ensuring diverse and inclusive community representation on government boards and encourages community members to register their interest to join a board/committee through https://www.qld.gov.au/about/join-a-board .
Case Study – Logan Together				
<ul style="list-style-type: none"> • Logan Together was co-funded \$995,000 over three years (2019-22) by DTIS under the Community Active Partnerships fund. • This is a place-based collaborative project with 63 organisations that aims to provide physical activity opportunities for community members in Logan who are most in need, with a focus on Eagleby, Kingston and Woodridge. • A COVID Adaption Plan was developed, providing over 1500 physical activity packs containing important information, essential sports equipment and play resources to help families engage in physical activity. • An online ‘Stronger Together Logan Portal’ was created, containing 192 activity resources and 116 physical activity videos/episodes. • 430 children and 230 adults participated in a 16-week outreach program delivered to residents in Eagleby, Slacks Creek and Woodridge. • 247 Logan-based professionals were involved in professional development initiatives. • Children across Logan, including from three local primary schools (St. Pauls Primary School, Berrinba East State School, Eagleby South State School), have participated through Child’s Voice Workshops (Eagleby), Neighbourhood Play Day Events (Eagleby), Loose Parts Play areas, Logan Mums and Bubs Playgroup, The Family Place Messy Play Day (Woodridge) and Eagleby Neighbourhood Centre’s Netball and Basketball Sports Competition (Eagleby). 				

Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2019-20 – 2021-22

Annual Reporting for 2021-22
DEPARTMENT OF TOURISM, INNOVATION AND SPORT

Case Study – Pushing Barriers

- Pushing Barriers is a not-for-profit charity with the primary objective to advance the lives and welfare of refugee youth, by providing them opportunities and funding to be included and welcomed into Australian culture and society through sport.
- Pushing Barriers does this by partnering with sporting clubs to cover the cost of club fees, uniforms and equipment, and providing transport to and from sporting events and training as required.
- Through FairPlay vouchers, Active Clubs and Active Clubs Kickstart funding, DTIS has provided the organisation and its members much-needed funding.
- In August 2021, Pushing Barriers was awarded the Multicultural Queensland Award for Diversity and Inclusion, a well-deserved recognition for their tireless efforts to help refugee youth engage with community sport.

Case Study – Connecting Through Sport

- Multicultural Australia (MA) is delivering a two-year program known as Connecting Through Sport which targets people from culturally and linguistically diverse backgrounds to participate in community sport.
- The initiative involved several strategies beginning with the launch of the program at the Welcome Sports Festival 2021 on 6-7 March 2021 at the Toowoomba Sports Ground and the Queensland Sports and Athletics Centre (QSAC) at Nathan.
- Following the launch, a four-week introductory sports program was conducted across four sport codes in 27 clubs in South-East Queensland along with cultural awareness training provided to club members through Welcoming Australia.
- To assist with the transition to participate in sport within their local community, DTIS made available up to 100 Fair Play Vouchers to participants of the program and offered reduced rates at the Toowoomba Sports Ground and QSAC.
- Over 1000 people attended the sports festival and 1 in 5 participants signed up to the 4-week free sports program, of which 42 percent were female.


Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2019-20 – 2021-22

Annual Reporting for 2021-22
DEPARTMENT OF TOURISM, INNOVATION AND SPORT

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	Responsible agency	Timeframe	Progress status for 2021-22	Achievements and outcomes for people from culturally and linguistically diverse communities <small>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</small>
Promote the Multicultural Queensland Charter to government agency staff and consider its principles when developing policies or providing services. 	All agencies	2019–22		
<ul style="list-style-type: none"> • Ensure Sport and Recreation representation on the Multicultural Employee Reference Group. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	This action is replicated from an action assigned to the former Department of National Parks, Sport and Racing. It is not applicable to DTIS, as the department does not have a Multicultural Employee Reference Group and is therefore unable to be reported upon.
<ul style="list-style-type: none"> • Promote inclusion best practice in all sport and recreation policy and service delivery, such as by embedding principles of the Multicultural Queensland Charter in funding agreements. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	Active Industry Fund agreements include a requirement for State Level Sporting Organisations and Industry Peak Bodies to have a policy in relation to inclusive sport which may include reference to people with a disability, gender, race, cultural and linguistic background, religion and sexual orientation.
<ul style="list-style-type: none"> • Influence the active industry and partners to consider inclusion best practice in all policy and service delivery. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	DTIS supports and promotes Play By the Rules (PBTR) to the active industry. PBTR provides information, resources, tools and free online training to increase capacity and capability of administrators, coaches, officials, parents and spectators. This assists in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport. DTIS also meets with Access Community Services at least twice per year to provide advice and support to their Multicultural Sports Club, which provides pathways and supports for young people to participate in sports and activities.
<ul style="list-style-type: none"> • Display the Multicultural Queensland Charter in all business locations. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	Coordinated by ODDG, Corporate Services, DTIS to ensure the Multicultural Queensland Charter is display in all business location across the agency.

Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2019-20 – 2021-22

Annual Reporting for 2021-22
DEPARTMENT OF TOURISM, INNOVATION AND SPORT

Action	Responsible agency	Timeframe	Progress status for 2021-22	Achievements and outcomes for people from culturally and linguistically diverse communities <small>Please provide commentary (e.g.: 3-4 dot points of advice) on achievements and outcomes. Include qualitative and quantitative data if available/relevant.</small>
<ul style="list-style-type: none"> Review human resource policies and procedures to embed principles of inclusivity as embodied in the Multicultural Queensland Charter. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	Work continues on the review of DTIS human resource (HR) policies and procedures with a significant amount of work completed. Further to that a dedicated resource has been engaged to continue this work and ensure the principle of inclusivity is embedded in all.
Assist in reducing financial barriers to physical activity for eligible children and young people, including those from culturally diverse backgrounds, through a subsidy program.	DTIS	2019–22	COMPLETED - for duration of Action Plan	Under FairPlay (Rounds 5 and 6) in the 2021-22 financial year, 11,310 vouchers were redeemed (with a total value of \$1.684 million) by activity providers for eligible children and young people who have migrated or whose parents have migrated to Australia.
Celebrate and promote Queensland's multicultural identity, such as through government publications and communication. 	All agencies	2019–22		
<ul style="list-style-type: none"> Embed inclusive language in the agency's talent and resource management principles. 	DTIS	2019–22	COMPLETED - for duration of Action Plan	Work continues on the review of DTIS HR policies and procedures with a significant amount of work completed. Further to that a dedicated resource has been engaged to continue this work and ensure the principle of inclusivity is embedded in all.
Sign up and participate in the Australian Human Rights Commission <i>Racism. It stops with me</i> campaign ¹ . 	DTIS	2019–22	COMPLETED - for duration of Action Plan	DTIS is registered with the <i>Racism. It stops with me</i> campaign and has committed to undertaking a workplace assessment of its cultural diversity. DTIS HR have also programmed a number of activities and events in its calendar including Harmony Day and Multicultural month.

¹ 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*.

Queensland Multicultural Policy 'Our story, our future'
Queensland Multicultural Action Plan 2019-20 – 2021-22

Annual Reporting for 2021-22
 DEPARTMENT OF TOURISM, INNOVATION AND SPORT

Priority area 3: Economic opportunities

Outcomes:

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

Action	Responsible agency	Timeframe	Progress status for 2021-22	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.
Ensure future investments in sport and recreation infrastructure and programs are best practice and generate social benefits for the community, where appropriate, to meet the needs of people from culturally diverse backgrounds.	DTIS	2019–22	COMPLETED - for duration of Action Plan	The DTIS Active Community Infrastructure initiative aims to provide fit-for-purpose, universally designed infrastructure to communities that need it most. Active Community Infrastructure identifies projects that: <ul style="list-style-type: none"> • demonstrate community collaboration by connecting clubs and organisations to each other and the broader community; • support diverse and inclusive needs; and • activate community spaces to encourage more Queenslanders to get more active, more often. There are currently 19 ongoing Active Community Infrastructure projects.