



Queensland Corrective Services

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

Annual Report 2017-18



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 – (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 2016-17 – 2018-19.
- The policy and action plan are a requirement of the *Multicultural Recognition Act 2016* (the Act) and represent 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 2017-18 for Queensland Corrective Services (QCS).

Priority area 1: Culturally responsive government

Outcome	Action	Lead	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased 	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. <i>If action has ceased please include reason.</i>
Culturally capable services and programs	Ensure equitable access to religious visitors for people of different faiths in correctional facilities	QCS	2016–19	On track	<p>QCS has approved five Specialist Religious Visitors from the Islamic Council of Queensland (ICQ)</p> <p>QCS has arranged for the ICQ to deliver educational sessions to staff at Wolston Correctional Centre to increase awareness of Islamic culture and practice.</p> <p>A three month trial of an enhanced service delivery model has also commenced in South East Queensland at the Wolston and Southern Queensland Correctional Centres where approved representatives attend the centres on a weekly basis.</p> <p>QCS will undertake a review of chaplaincy services in 2018-19 to ensure that QCS utilises a fair and representative model that supports a broader range of faiths equitably.</p>
A productive culturally capable and diverse workforce	Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector	All departments	2016–19	On track	<p>QCS has continued to work towards achieving all diversity targets as it builds a workforce which reflects the diversity of the prisoner and offender populations and the community as a whole.</p> <p>QCS has revised its advertising and selection processes to encourage a broader demographic of candidates.</p> <p>As at 30 June 2018, 4.9% of all staff and 3.7% of custodial staff were from non-English speaking backgrounds.</p> <p>QCS is currently revising its recruitment and selection processes to improve its performance against all diversity targets.</p>