

Our story, our future
 Queensland Multicultural Policy and Queensland Multicultural Action Plan 2016-17 – 2018-19
 ANNUAL REPORT
DEPARTMENT OF SCIENCE, INFORMATION TECHNOLOGY AND INNOVATION

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; and 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 **Department of Science, Information Technology and Innovation**.

Priority area 1: Culturally responsive government					
Outcome	Action	Lead agency	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence • Ceased (include reason in notes) 	Progress/achievements/outcomes for culturally diverse Queenslanders Please provide commentary e.g. 3-4 dot points of advice on progress and achievements. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason in notes.</i>
Culturally capable services and programs	Ensure diversity in recruitment for qualitative research and quantitative studies when undertaking community research to inform and improve government services.	DSITI	2016–19	On track	<ul style="list-style-type: none"> • In 2016-17, more than one in three customers engaged by the One-Stop Shop Strategy and Implementation Office to participate in Queensland Government service delivery research activities identified as being from a culturally diverse background.
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	<ul style="list-style-type: none"> • DSITI's percentage for non-English speaking background for 2016-17 was 15.44% against the 2022 target of 15.38%.
	Deliver agency-specific workforce inclusion and diversity strategies that identify priority areas for action to improve participation rates for diverse Queenslanders.	DEHP DET DJAG DSITI DEWS DCCSDS DHPW	2016–17	On track	<ul style="list-style-type: none"> • DSITI has developed a Diversity and Inclusion Strategy 2017-19 which focuses on targeted initiatives to continue to build a department that is committed to an inclusive workplace that values diversity. The strategy covers six key areas: gender diversity, employees with a disability, Aboriginal and Torres Strait Islander employees, non-English speaking backgrounds, LGBTIQ+ and a multi-generational workforce. • For 2017-18 the priority focus areas will be gender equity, Aboriginal and Torres Strait Islander workforce participation and employees with a disability.

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Priority area 2: Inclusive, harmonious and united communities					
Outcome	Action	Lead agency	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence Ceased (include reason in notes)	Progress/achievements/outcomes for culturally diverse Queenslanders Please provide commentary e.g. 3-4 dot points of advice on progress and achievements. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason in notes.</i>
Queenslanders celebrate our multicultural identity	Celebrate events that promote cultural respect and understanding, increase awareness of Queensland's multicultural identity and address racism.	DSITI RTA DET	2016–19	On track	<ul style="list-style-type: none"> • To recognise National Reconciliation Week, Queensland State Archives (QSA) held an event, "Referendum, Records and Rights - in conversation with Aunty Lesley Williams". Respected elder, Aunty Lesley Williams, spoke of her experiences growing up in Cherbourg, as a young domestic worker and her research into the records to claim her rights and wages. • QSA presented at the Royal Historical Society of Queensland seminar and launch of their exhibition "Ties that Bind – Lebanese in Queensland" on 22 April 2017.
	Showcase Queensland's rich multicultural heritage and archival records through social media.	DSITI (Queensland State Archives)	2016–17	On track	<ul style="list-style-type: none"> • Photographic material relating to Queensland's multicultural history is regularly displayed as part of QSA's commitment to connecting all Queenslanders with the past by making its collection of public records available through social media channels such as Flickr.

Priority area 3: Economic opportunities					
Outcome	Action	Lead agency	Timeframe	Progress status Legend: <ul style="list-style-type: none"> • On track • Completed • Yet to commence Ceased (include reason in notes)	Progress/achievements/outcomes for culturally diverse Queenslanders Please provide commentary e.g. 3-4 dot points of advice on progress and achievements. Include qualitative and quantitative data if available/relevant. <i>If action has ceased please include reason in notes.</i>
Queensland gets the most benefit from our diversity and global connections	Deliver the Advance Queensland Community Digital Champions Pilot Program to encourage all Queenslanders to participate in the global digital economy.	DSITI	2016–17	On track	<ul style="list-style-type: none"> • Following a successful program pilot in 2015-16, the Advance Queensland (AQ) Community Digital Champions Program expanded in 2016-17. • A total of 37 new champions were recognised in 2016-17, bringing the total number to 92. Champions have conducted

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					<p>more than 250 activities across the state to increase digital awareness and capabilities.</p> <ul style="list-style-type: none"> • Activities are delivered through a variety of mechanisms, including face-to-face computer lessons for new migrants and refugees. • Of the 37 Champions selected in 2016-17, two identify as coming from a non-English speaking background
	<p>All Queenslanders are encouraged to foster innovation to build a new economy that creates jobs through the \$420 million Advance Queensland initiative, which will support innovators, start-ups, small business, industry and researchers and prepare generations of Queenslanders for the jobs of the future.</p>	DSITI	2016–19	On track	<ul style="list-style-type: none"> • Through AQ, DSITI is delivering several global innovation collaborations that build strong economic and cultural bridges with Queensland’s innovation partners. For example, DSITI partnered with Queensland University of Technology (QUT) to support the Massachusetts Institute of Technology (MIT) Bootcamp. The bootcamp condenses a one-year MIT course into an intensive, one-week learning experience. More than 110 participants from across 35 countries attended the event in March 2017. Queensland was the second international location the bootcamp was held in after Seoul, South Korea in 2016. • Initiatives such as the 3 Day Startup (“3DS”), a partnership between the Queensland Government and 3DS which is based in Austin, Texas, provided Queensland university students with better opportunities to learn entrepreneurial skills. • AQ supports collaboration between Queensland and international innovators by offering graduates, researchers and entrepreneurs the chance to learn directly from overseas successes. One such program is the Commercialisation Partnership Program which places Queensland innovators in Chinese incubators to collaborate with global expertise, access top facilities and accelerate commercial outcomes. • AQ has also provided funding to expand and grow the Startup Catalyst program, which is designed to equip participants with a deeper understanding of what is involved in launching a globally successful tech startup business and to assist participants to make global connections which may assist them in finding new investors and new markets. Missions include a Youth Mission for tech-savvy youths for a fully-sponsored two-week intensive mission to Silicon Valley; a Startup Community Leaders Mission which saw Queensland startup community leaders from accelerators, co-working spaces, founder groups, and universities visit their counterparts in the United States; and a mission to Europe for startups and investors to participate in London Tech Week and Berlin’s innovation hot spots. • The AQ Hot DesQ program, an Australian-first initiative provides an injection of startup talent into Queensland, bringing with them new knowledge and experience, while also broadening our connections and opening up access to global markets. • The Queensland Government’s three year sponsorship with MYRIAD Live will deliver annual events from 2017-19. The

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					<p>innovation and technology festival brings together a world class line up of speakers, entertainment, entrepreneurs, investors, business owners, tech-lovers, government and innovators, providing a platform to maximise and harness the opportunities innovation can offer to Queensland.</p> <ul style="list-style-type: none"> • Overall, there has been great progress since AQ was launched in July 2015. As at 30 June 2017, AQ has committed more than \$205 million to back 1650 innovators across Queensland. Their projects will drive 4821 jobs. Of the 4821 jobs reported, 2726 (56%) are attributable to regionally based recipients. • For specific information on various AQ programs including program recipients, refer to the Advance Queensland website: advance.qld.gov.au
Individuals supported to participate in the economy	Explore service delivery options to make it easier for people to settle in Queensland by connecting them to the support and services they need to achieve meaningful employment.	DSITI	2016–17	On track	<ul style="list-style-type: none"> • Delivered a pilot online joined up service to make it easier for people to settle in Queensland by connecting them to the support and services they need. This pilot site can be located at https://www.welcome-to-qld.services.qld.gov.au/#/ • The pilot will be evaluated in 2017-18.