

MULTICULTURAL ACTION PLAN

2007/08

Commissioner's Message

Multicultural Action Plan 2007/08

The Anti-Discrimination Commission Queensland is committed to multiculturalism in Queensland. We also believe in practising multiculturalism in our workplace. For us, this involves a set of principles and values which demonstrate behaviours, attitudes, policies and structures which will enable us to work effectively cross-culturally.

The Commission also believes anti-racism strategies are inherent in promoting multiculturalism principles.

This is our third multicultural action plan.

The plan involves a commitment from our staff to achieve the outcomes of treating all our clients and work colleagues with respect and dignity, and to ensure equal opportunity across the board. Sometimes, this will involve a more general awareness, and sometimes the use of special measures to 'level the playing field'.

We encourage you to read our plan which we hope will make the Commission a more multiculturally-aware organisation.

Susan Booth
Anti-Discrimination Commissioner
Queensland

KEY OUTCOME AREA 1

to identify human rights issues in Queensland and then influence, advocate and effect change through innovative, proactive, independent leadership.

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
Community liaison and anti-racism	Distribution of racial vilification rights cards	Community Relations	Numbers of cards distributed (in Arabic, Bosnian, Farsi and Indonesian)	Ongoing
Strengthening multi-culturalism in the public sector	Cross-cultural training for all staff, including use of interpreters.	Community Relations	Include as part of individual professional development reviews Feedback from staff on their ability to work with CALD clients after training.	Ongoing
Strengthening multi-culturalism in the public sector	Develop staff register for language skills.	Community Relations	Use of staff language skills in work.	June 2007
Strengthening multi-culturalism in the public sector	Ensure TIS information (poster and card) are available from reception area at each office	Community Relations		December 2007
Strengthening multi-culturalism in the public sector	Conduct staff survey re culturally and linguistically diverse backgrounds of staff (in addition to EEO survey)	Support Services/ Community Relations	Evaluate survey	June 2008

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
	Discuss with CALD staff: <ul style="list-style-type: none"> • progression in ADCQ • ways of contributing to greater cultural awareness of non-CALD staff 			
Strengthening multi-culturalism in the public sector	Subsidise financial costs involved in staff learning English as a second language study under SARAS	Support Services/ Community relations	Numbers of staff undertaking study	June 2008

KEY OUTCOME AREA 2

to promote understanding, acceptance and public discussion of human rights

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
Community liaison and anti-racism	Involvement in combined Commissions project –Queensland government complaints agencies working with CALD communities	Community Relations	<ul style="list-style-type: none"> • demand for jointly produced resources (brochures/posters) • numbers of enquiries • numbers of complaints 	Ongoing
Community Liaison and anti-racism	Conduct anti-racism training for all staff over three years	Community Relations	<p>staff to undertake training</p> <p>Feedback from staff on the course</p>	June 2008
Community liaison and anti-racism	<p>Involvement in <i>Play by the Rules</i> and <i>Harassment Free Sport</i> training – project to get the discrimination / harassment / vilification message across, via sport</p> <ul style="list-style-type: none"> • Target a specific sport, eg soccer • Target particular behaviours eg vilification • Contract with Australian Sports Commission to provide training. 	Community Relations	<ul style="list-style-type: none"> • demand for training/ information sessions • statistical information via online training program • number of people participating in training/ info sessions 	Ongoing
Community liaison and anti-racism	Participate in <i>ECCQ/QPS Cup</i> . Present runner-up trophy.	Community Relations	<ul style="list-style-type: none"> • merchandise distributed 	May 2008

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
Community liaison and anti-racism	Involvement in a range of committees/projects: <ul style="list-style-type: none"> • Police Ethnic Advisory Group • IDC on Multicultural Affairs • Working Group on African and Pacific Islander communities action plan • Confronting Racism in Communities 	Community Relations	<ul style="list-style-type: none"> • outcomes from individual groups 	Ongoing
Community liaison and anti-racism	Radio 4EB project <ul style="list-style-type: none"> • series of interviews on discrimination/vilification issues • purchase of community announcements to targeted communities 	Community Relations	<ul style="list-style-type: none"> • response to interviews • response to community announcements 	Annually
Community liaison and anti-racism	Staff participation in cultural awareness activities and celebrating multi-culturalism: <ul style="list-style-type: none"> • Refugee Week • Multicultural festival • ECCQ/QPS Soccer Cup • Lunch/other activity to celebrate national day 	Community Relations	<ul style="list-style-type: none"> • involvement in activities 	Ongoing
Community liaison and anti-racism	<ul style="list-style-type: none"> • deliver information sessions to multicultural community agencies and multicultural communities 	Community Relations	<ul style="list-style-type: none"> • number of sessions to agencies • feedback from sessions • number of sessions to communities • feedback from sessions 	Ongoing

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
Strengthening multi-culturalism in the public sector	Provide work experience opportunities to CALD students/trainees.	Support Services	<ul style="list-style-type: none"> • numbers of CALD student/trainees engaged 	Ongoing
Community liaison and anti-racism	Conduct a staff/Commission-subsidised project/event for young CALD people, eg. Swimming lessons for school students eg. Purchase of equipment for after-school activities/study eg. Sponsoring young women to attend International Women's Day breakfast eg. Linking with other project (such as YANQ – sporting needs for young Muslim women)	Community Relations	<ul style="list-style-type: none"> • completion of project • numbers of students involved 	June 2008
Community liaison and anti-racism	Investigate partnership with multicultural community organisation,/university research project	Community Relations	<ul style="list-style-type: none"> • depends on nature of project 	June 2008

KEY OUTCOME AREA 4

to facilitate an organisational culture of performance, management accountability, staff capability and capacity for change

Multicultural policy strategy	Action	Lead responsibility	Performance measures	Timeframe
Strengthening multi-culturalism in the public sector	Ensure all vacant positions are advertised via CALD and ASSI communities and networks.	Support Services	<ul style="list-style-type: none"> ▪ numbers of applications 	Ongoing
	Investigate provision of information to CALD applicants re recruitment/selection processes	Support Services	<ul style="list-style-type: none"> ▪ numbers of positions filled with people from CALD and ASSI backgrounds ▪ numbers of people provided with information 	Ongoing