# Public Sector Commission Queensland Multicultural Action Plan Annual Report 2025-26

## Background

The Queensland Government's Multicultural Policy promotes an inclusive, harmonious and united Queensland.

The Queensland Multicultural Action Plan 2024-2027 was created in consultation with all Queensland government agencies. The Action Plan includes a combination of four actions accepted by all agencies, and actions specific to individual agencies.

## Focus Area One: Deliver Culturally Responsive Services

The Queensland Government remains committed to ensuring all government initiatives and services, including funded services, are culturally responsive, accessible and inclusive of all people across Queensland.

| **Agency actions supporting** Focus Area One | **Progress status for 2025-2026** | **Targeted inclusion of CALD cohort** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
|---|---|---|---|
| Develop a plan for building practical skills in community engagement, facilitation and public communication across the Public Sector, including consideration for accessible and appropriate engagement with culturally and linguistically diverse communities. | • Delivered | • No | • In November 2025, the PSC launched Collaboration connect: Collaborating in government, a dedicated hub and easy-to-use tools, resources and practical guidance to enhance collaboration across the public sector. The design and delivery of this initiative included engaging with culturally and linguistically diverse public servants and reflects the Queensland Government's commitment to empowering our people to work together creatively and effectively to respond to the increasingly complex challenges facing Queensland.<br>• PSC provides advice on and champions reflection of diversity and intersectionality in executive recruitment practices such as recruitment panel composition, when consulted on the recruitment strategy for senior executive positions for the Queensland public service. This action contributes towards ensuring the public service reflects the diversity of the community we serve. |

# Focus Area Two: Drive Diversity and Inclusion across the Public Sector

A diverse and inclusive workforce that is representative of the community we serve is essential to ensuring we are a culturally responsive government.

| **Agency actions supporting** Focus Area Two | **Progress status for 2025-2026** | **Targeted inclusion of CALD cohort** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
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| **All Agencies Action –** Monitor data related to culturally and linguistically diverse employee representation and deliver strategies to achieve the whole-of-government target of 12 per cent for employees who speak a language other than English at home. | • Delivered | • Yes | • The Minimum Obligatory Human Resource Information (MOHRI) data for the Public Sector Commission as at March 2026 shows 8.11% of employees identify as being from culturally and linguistically diverse, which in the MOHRI collection is defined as speaking a language other than English at home.<br>• However:<br>  ○ 1.35% of employees selected 'I do not wish to provide this information'<br>  ○ 5.41% of employees left the question unanswered<br>  ○ 12.16% of employees did not return the diversity census form.<br>• PSC has a small number of employees (74 total) making this data particularly volatile year-on-year. |
| **All Agencies Action –** Monitor Working for Queensland survey results relevant to cultural diversity and inclusion and deliver strategies to improve inclusion for culturally and linguistically diverse employees, including Australian South Sea Islander peoples. | • Delivered | • No | • In 2025, 72 employees of the Public Sector Commission responded to the Working for Queensland survey.<br>  ○ Less than 10 respondents identified as speaking a language other than English at home.<br>  ○ 10 respondents identified as being born outside Australia (13.8%).<br>  ○ Less than 10 respondents use a language other than English with their family and/or community. |

| **Agency actions supporting** Focus Area Two | **Progress status for 2025-2026** | **Targeted inclusion of CALD cohort** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
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| | | | • All Public Sector Commission respondents were asked about cultural safety for culturally and linguistically diverse employees – these questions were new in 2025:<br>  ○ 54% agreed that their workgroup proactively discusses strategies to ensure the cultural safety of culturally and linguistically diverse colleagues.<br>  ○ 61% agreed that their manager or supervisor displays accountability for ensuring the cultural safety of employees from culturally and linguistically diverse backgrounds.<br>  ○ 52% agreed that in their organisation employees at all levels display accountability for ensuring the cultural safe work environment for employees from culturally and linguistically diverse backgrounds.<br>• 74% agreed that employees of all cultural backgrounds have an equal opportunity to succeed in their workplace. |
| **All Agencies Action** – Using the *Diversity and Inclusion on Boards Toolkit*, implement targeted actions to increase the cultural and linguistic diversity of representation on Queensland Government boards. | • Delivered | • No | • The Public Sector Governance Council, established under Part 7 of the Public Sector Act 2022 (the Act), is to provide system leadership and stewardship of the public sector and to oversee public sector governance.<br>• The Council currently consists of seven members including two community representatives.<br>• Membership of the Council reflects gender diversity however the CALD status of members is not currently captured. |
| **All Agencies Action** – Agencies will provide DPC with data on the cultural and linguistic diversity of Queensland Government boards to enable Government to monitor and | • Not delivered | • Yes | • Data is not currently being reported for the Public Sector Governance Council. |

| **Agency actions supporting** Focus Area Two | **Progress status for 2025-2026** | **Targeted inclusion of CALD cohort** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
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| report on the diversity of Queensland Government bodies.[1] | | | |
| Report annually on the experiences of culturally and linguistically diverse employees across the Public Sector, including monitoring representation, inclusion and engagement in the State of the Sector report. | • Delivered | • No | • The 2026 State of the Sector report (the report) was published on Tuesday, 23 June 2026.<br>• Statistics and analysis are included on the whole of sector, with a number of diverse cohorts specifically outlined within the 'A culture of diversity, respect and inclusion' chapter.<br>• The experience of people that are culturally and linguistically diverse are as follows:<br>○ March 2026 MOHRI data showed 9.42% of employees identify as being people from culturally and linguistically diverse backgrounds – an increase from 8.96% in March 2025 but still falling short of the current 12% target.<br>• According to the 2025 Working for Queensland Survey results, employees who speak a language other than English at home are more engaged (71%) than their English-speaking colleagues (60%). |
| Review Working for Queensland survey questions to ensure they capture the experience of culturally and linguistically diverse employees, that definitions align | • Delivered | • No | • The Public Sector Commission undertakes a review of the survey instrument on an annual basis.<br>• A significant review of the demographic questions relating to cultural and linguistic diversity was undertaken in preparation for the 2024 survey. |

[1] **Please note** – If your agency does not have any boards, as defined by the category of boards, then agencies can put N/A for the 2025-26 progress status and in the outcomes achieved column.

| **Agency actions supporting** Focus Area Two | **Progress status for 2025-2026** | **Targeted inclusion of CALD cohort** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
|---|---|---|---|
| with contemporary recommendations and that the survey provides actionable insights. | | | • Questions relating to the cultural safety of culturally and linguistically diverse employees were updated for the 2025 Working for Queensland survey.<br>• No further changes are proposed for the 2026 survey. |
| Deliver a public campaign to promote the diverse employment opportunities that exist across the public sector and clearly explain why the sector is a great place to build a career, including targeted communications for culturally and linguistically diverse groups. | • Ongoing | • No | • A key focus of the PSC-managed Queensland Government LinkedIn account is promoting the breadth and diversity of career opportunities available across the Queensland public sector.<br>• Through employee stories, career profiles, and vacancy promotion, the account showcases the wide range of professions, industries and pathways available to current and prospective employees. Communications are designed to highlight the benefits of a public sector career, including meaningful work, professional development opportunities, flexible working arrangements and the ability to contribute to Queensland communities. |
| Implement a new sector-wide program for non-frontline graduate recruitment aimed at launching and supporting meaningful public sector careers, including a target for graduates from culturally and linguistically diverse backgrounds. | • Not delivered | • No | • Delivery of the sector-wide, non-frontline graduate recruitment program is now led by the Department of the Premier and Cabinet through the Future Leaders Graduate program.<br>• The PSC continues to support graduate recruitment across the sector through website coordination, and guidance and advisory services. |

## Focus Area Three: Strengthen Our Economy

The Queensland Government will take specific actions to identify and address the barriers that people from culturally and linguistically diverse backgrounds face to participate in economic opportunities in line with their skills and ambitions.

| **Agency actions supporting** Focus Area Three | **Progress status for 2025-2026** | **Targeted inclusion of CALD** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
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| The Public Sector Commission does not have commitments under this focus area. | N/A | N/A | The Public Sector Commission does not have commitments under this focus area. |

# Focus Area Four: Promote Social Cohesion

All Queenslanders have a responsibility to foster social cohesion in our communities. The Queensland Government will take action to respect and celebrate the contributions of Queenslanders from diverse backgrounds.

| **Agency actions supporting** Focus Area Four | **Progress status for 2025-2026** | **Targeted inclusion of CALD** | **Outcomes achieved for people from culturally and linguistically diverse backgrounds** |
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| **All Agencies Action –** Take a strong stance against racism, and actively promote anti-racism messages to staff, clients and communities in line with each agency's unique context. | • Delivered | • No | The Public Sector Commission:<br>• continues to action and support commitments towards an inclusive, diverse and culturally capable workforce in the Queensland Multicultural Action Plan 2023–24.<br>• delivered four diversity scholarships to the Public Sector Management Program (Post-graduate Certificate in Business) that includes employees from culturally and linguistically diverse backgrounds.<br>• regularly promotes and acknowledges dates of cultural significance (such as Multicultural Queensland Month) with its employees and across the sector, through the sharing of social media articles and sector-wide platforms.<br>• is exploring anti-racism training to be delivered within the agency, to support employees to better identify and take action against racism in the workplace and enable culturally safe and appropriate engagement with the sector.<br>• engaged trained facilitators and people with lived experience to develop a session for the Inclusion and Diversity Community of Practice to promote anti-racism (which was delivered in July 2026). |