



Multicultural Queensland – making a world of difference in Education and the Arts

Part of the commitment of the
Department of Education and the Arts
in implementing the policy –

Multicultural Queensland – making a world of difference

2005 – 2006



**Queensland
Government**
Department of
Education and the Arts

Queensland the Smart State



This Action Plan is the commitment of the Department of Education and the Arts to developing and supporting a culturally diverse Queensland.

In December 2004 the Queensland Government endorsed the new *Multicultural Queensland – making a world of difference* policy and required all government departments to develop an annual multicultural action plan.

This plan outlines the key priorities, specific actions and outcomes that will be achieved as the department works towards its implementation of the *Multicultural Queensland – making a world of difference* policy.

Schools in particular play a critical role in upholding our universal ideals of human rights and the formation of values and attitudes that will shape our future society. This action plan is focused on developing values of inclusion and respect for cultural difference across the department, its schools and arts organisations. This means that different cultures will be supported in their freedom to express, share and value one another's cultural heritage.

The process of developing this inaugural Action Plan has assisted the department in focusing its current work and future planning in developing awareness and responses to the multicultural nature of our organisation, schools, arts organisations and the communities in which we work and serve. It is important that all parts of our organisation have strategies in place to ensure equality of opportunity for everyone to benefit from, and to contribute to, all aspects of life without prejudice or discrimination.

This Action Plan is the beginning of a process that will continue with further identification of actions and the formulation of initiatives that will enhance the possibility of *making a world of difference in Education and the Arts*.

Regardless of our cultural, ethnic or religious background, each one of us has a role to play and a responsibility to ensure inclusive practices are developed in our work environments. This plan will help us all be mindful of that responsibility as we carry out our daily work.

Ken Smith
Director-General
Department of Education and the Arts

The Department of Education and the Arts is committed to:

- Professionalism
- Respect
- Innovation and Creativity
- Diversity and Inclusiveness
- Excellence

Productive diversity – economic strategy

Strategies

Improve the diversity of the department's workforce so that it better reflects the cultural and linguistic diversity of Queensland

Maximise the benefits of internationalisation for Queensland state schools and their communities

Actions

- Conduct audits of non-English-speaking background employee base through the Equal Employment Opportunity census
- Target recruitment of non-English-speaking background personnel using a merit framework
- Review and develop a new non-English-speaking background Employment Strategy 2006-2008
- Encourage participation in the Migrant Work Experience Program
- Deliver Overseas Trained Teachers' Pre-Service Orientation Program
- Promote the excellence of the Queensland education system internationally
- Explore opportunities to exchange resources that target students from culturally and linguistically diverse backgrounds
- Support growth and opportunity for Queensland artists to operate internationally

Lead responsibility

Strategic Human Resources and Learning

Shared Services

International, Non-State and Higher Education

Arts Queensland

Performance measures

Percentage of departmental employees that are of non-English-speaking background and born outside Australia or non-English-speaking background and born in Australia to parents whose first language is a language other than English

Percentage of Education Queensland International employees born outside Australia

Percentage increase in growth of the international student cohort in the state system

Strengthening multiculturalism in the public sector

Strategies

Improve the knowledge and skills of the workforce to meet the needs of culturally and linguistically diverse communities

Improve the accessibility of literature and communication for people from culturally and linguistically diverse backgrounds

Actions

- Conduct Valuing Diversity training
- Conduct cross-cultural training
- Promote Teacher Exchange program
- Maintain culturally and linguistically diverse representation and encourage applicants from culturally and linguistically diverse backgrounds in the Arts Queensland Grants Program
- Audit departmental documents available in languages other than English
- Expand multilingual options on the corporate website
- Promote across the department the telephone translating service
- Consult with multicultural communities for information/communication needs
- Promote the use of the Working with Interpreters Kit in schools and offices

Lead responsibility

Strategic HR and Learning

International, Non-State and Higher Education

Arts Queensland

Corporate Communication and Marketing

Shared Services

Performance measures

Number of workforce trained in Valuing Diversity

Number of recipients whose first language is a language other than English in the Arts Queensland Grants Program

Supporting communities

Strategies

Encourage the involvement of people from culturally and linguistically diverse backgrounds in funded Arts programs throughout the state

Enhance the educational success of students from culturally and linguistically diverse backgrounds

Embed inclusive education practices at all state schools

Promote culturally and linguistically diverse programs and events in schools and communities

Actions

- Promote Arts Queensland Cultural Grants Programs, particularly the Regional Arts Development Fund Program
- Promote the use of internationally recognised curriculum and inclusive practices for international students
- Implement the use of the Inclusive Education Statement in all state schools
- Promote initiatives to develop and share practices to meet emerging needs in multicultural students
- Distribute and monitor English as a Second Language Program and refugee funds
- Encourage and support LOTE studies
- Encourage participation in Multicultural forums and Multicultural Festival Schools' Day
- Promote International Student Days, Immersion Programs, After Hours Ethnic Schools Program and Access Asia Program
- Support the Brisbane Multicultural Arts Centre (BEMAC)

Lead responsibility

Arts Queensland

Curriculum Strategy Branch

Office of Student Services

Education Queensland regions and schools

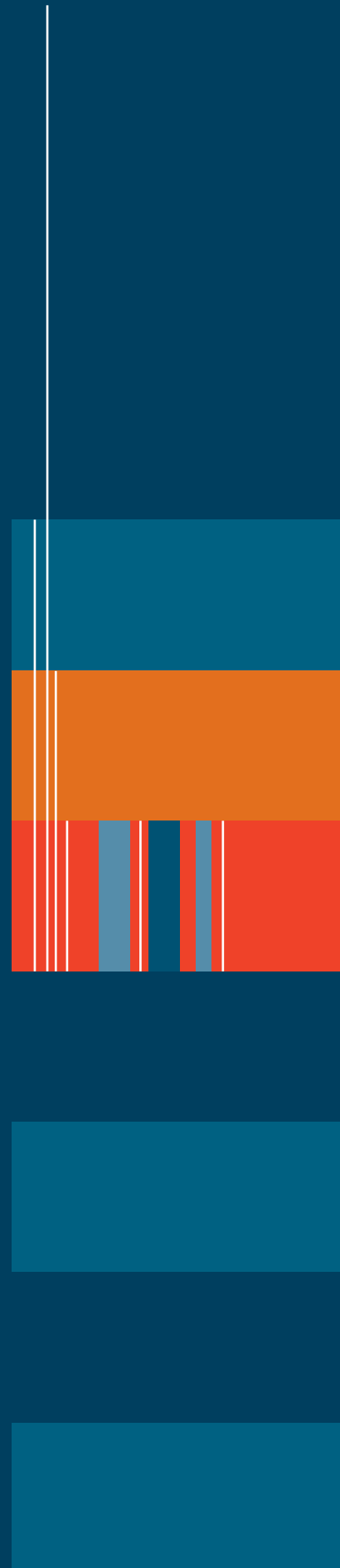
International, Non-State and Higher Education

Performance measures

The number of people who have self-identified as being from culturally and linguistically diverse backgrounds involved in the Regional Arts Development Fund Program

Number of schools reporting at 'Planning and Implementation Exists' level on the Inclusive Education Indicators evaluation tool

Percentage of students from non-English-speaking backgrounds achieving the national benchmarks in the Year 3, 5 and 7 Tests



Community relations and anti-racism

Strategy

Support and enhance community relations with people from diverse linguistic and cultural backgrounds

Actions

- Promote the Guest Teacher Program
- Support reciprocal international student exchange programs
- Promote and offer teacher and student in-country scholarships
- Conduct 'Under the Skin' anti-racism training
- Implement community development strategies that support access to education services for newly arrived refugees

Lead responsibility

International, Non-State and Higher Education

Education Queensland

Performance measure

Number of participants in the 'Under the Skin' Train the Trainer program

The Department of Education and the Arts is committed to the ongoing process of reviewing and enhancing planning and actions to support the government policy *Multicultural Queensland – making a world of difference*.

This inaugural Action Plan contains primarily the current actions of parts of the department. In reviewing this plan there is a commitment to identifying initiatives to enhance the actions and associated outcomes within the department.

There is also a commitment to continued consultation within the department, with Multicultural Affairs Queensland and with peak bodies that represent multicultural communities of Queensland.

The Department of Education and the Arts recognises the three-year nature of this project.

The years ahead ...

Action plans for 2005–06 finalised by Departments	By October 2005
Presentations on action plans at the Interdepartmental Committee meeting	November 2005
Departmental multicultural initiatives in Annual Reports	Sept – Dec 2005
Selected presentations on action plan progress at Interdepartmental Committee meetings	March and June 2006
New action plans for 2006–07 finalised by Departments	June 2006
Departments report to Multicultural Affairs Queensland on 2005–06 progress	August 2006
Departmental multicultural initiatives in Annual Reports	Sept – Dec 2006
New action plans for 2007–08 finalised by Departments	June 2007
Departments report to Multicultural Affairs Queensland on past annual progress	August 2007
Departmental multicultural initiatives in Annual Reports	Sept – Dec 2007
New action plans for 2008–09 finalised by Departments	June 2008
Departmental multicultural initiatives in Annual Reports	Sept – Dec 2008