



Multicultural Action Plan 2006 – 2007

Part of the commitment of the
Department of Education, Training and the Arts
in implementing the policy

Multicultural Queensland – making a world of difference



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

Queensland the Smart State



The Multicultural Action Plan 2006-07 is the commitment by this Department to developing and supporting a culturally diverse Queensland.

The Queensland Government has endorsed the policy *Multicultural Queensland – making a world of difference* that requires all government departments to develop an annual multicultural action plan.

Our plan outlines the specific activities that will be undertaken during the year as the Department works towards implementation of the policy.

We are building on the values of inclusion and respect for cultural diversity across the Department, in state schools, training institutions and arts organisations. It is important that all parts of our organisation have strategies in place to ensure equality of opportunity for everyone.

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 to be mindful of that responsibility as we carry out our work.

A handwritten signature in blue ink that reads "Rachel Hunter". The signature is stylized and fluid.

Rachel Hunter
Director-General
Department of Education, Training and the Arts

The Department of Education, Training and the Arts is committed to:

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

Productive diversity – economic strategy

Actions	Key activities	Lead responsibility
Promote increased trade in Queensland's education expertise, products and services	<ul style="list-style-type: none"> Promote to international audiences the education and professional training programs available in Queensland institutions In partnership with Queensland's higher education institutions, develop cooperative relationships with other international higher education institutions Tender for international commercial and aid/development projects Expand Unilearn University Foundation Programs and Year 10 Offshore Programs 	<ul style="list-style-type: none"> Office of International, Non-State and Higher Education
Support growth and opportunity for Queensland artists to operate internationally	<ul style="list-style-type: none"> Support cultural exchange through collaborative initiatives with Queensland arts and cultural enterprises. Support individual artists, small to medium arts organisations and the major performing arts companies to extend their activities nationally and internationally 	<ul style="list-style-type: none"> Arts Queensland Arts Queensland
Support skills recognition of Queensland workers	<ul style="list-style-type: none"> Improve evaluation of overseas skills qualifications 	<ul style="list-style-type: none"> Training
Support settlement of skilled migrant workers in regional areas of Queensland	<ul style="list-style-type: none"> Develop 'introduction to education in Queensland' orientation package for companies and skilled migrant employees 	<ul style="list-style-type: none"> Student Services Strategic Human Resources Branch

Supporting communities strategy

Actions	Key activities	Lead responsibility
Build an arts and cultural sector that reflects the diversity of our community	<ul style="list-style-type: none"> Support projects between artists and people from culturally and linguistically diverse backgrounds in partnership with Multicultural Affairs Queensland Investigate ways to increase the involvement of people from culturally and linguistically diverse communities in grant programs and initiatives Support the Brisbane Multicultural Arts Centre 	<ul style="list-style-type: none"> Arts Queensland Arts Queensland Arts Queensland
Support the education and learning of Culturally and Linguistically Diverse (CALD) students	<ul style="list-style-type: none"> Provide English as a Second Language (ESL) support for students of non-English-speaking backgrounds Evaluate Refugee Support Funding Program Lead development of cross-government strategy to support refugee students in Queensland schools and TAFE institutes Support initiatives in District Youth Achievement Plans under the Access to Pathways Funding Program Support the Queensland Program to Assist Survivors of Torture and Trauma (QPASTT) Homework Club and Annerley Literacy Centre Homework Club Develop pilot programs to support ESL development and learning pathways for refugee students in the Senior Phase of school Support After Hours Ethnic Schooling Program Support reciprocal international student exchange programs Promote the use of the Working with Interpreters Kit in schools 	<ul style="list-style-type: none"> School Resourcing and Administration Branch Student Services TAFE Qld (TELLS) Student Services Student Services TAFE Qld School and Commonwealth Resourcing Student Services TAFE (TELLS) Student Services Queensland LOTE Centre International, Non-State and Higher Education Corporate Communication and Marketing Branch
Support a strong Languages Other Than English (LOTE) program in schools	<ul style="list-style-type: none"> Encourage and support studies in LOTE Support operation of LOTE Immersion Programs in Queensland State Schools Provide professional development activities for teachers of LOTE Develop online LOTE through Learning Professional Development Project Promote International Student Days 	<ul style="list-style-type: none"> Curriculum Strategy Branch Queensland LOTE Centre

Strengthening multiculturalism in the Queensland public service

Actions	Key activities	Lead responsibility
<p>Promote respect for the value of multiculturalism within the Department</p>	<ul style="list-style-type: none"> • Conduct <i>Valuing Diversity Awareness Training</i> throughout the Department • Develop and support a statewide <i>Valuing Diversity Awareness Facilitators Network</i> • Develop and support an <i>Equity Contact Officer Network</i> • Increase awareness of the activities of the Multicultural Action Plan Reference Group and the Queensland Multicultural Policy • Participate in Queensland's Migrant Work Experience Program • Conduct Teacher Exchange Program 	<ul style="list-style-type: none"> • Strategic Human Resources Branch • Strategic Human Resources Branch • Strategic Human Resources Branch • Strategic Planning Branch • Strategic Human Resources Branch/ Training • Office of International, Non-State and Higher Education
<p>Improve the diversity of the Department's workforce so that it better reflects the cultural and linguistic diversity of Queensland</p>	<ul style="list-style-type: none"> • Implement Education Queensland's <i>Workforce Diversity and Equity Framework For Action 2006–07 – 2008–09</i> • Monitor representation of CALD employees using the annual Equal Employment Opportunity census • Establish employment targets for CALD employees in non-teaching roles for each region • Implement teacher staffing guidelines with a non-English-speaking background focus • Deliver the Pre-Employment and Professional Development program for teachers from a non-English-speaking background • Increase representation of culturally and linguistically diverse staff within the CALD network • Support CALD staff to participate in the HR Strategy and Performance, Leadership Development Training Program • Consult with stakeholders to progress multicultural initiatives and support CALD network • Implement workshops for CALD employees on 'How to address selection criteria' and 'Interview skills' • Implement Arts Queensland's <i>Equity & Diversity Plan 2006–07</i> • Deliver the Overseas-trained Teachers Program 	<ul style="list-style-type: none"> • Strategic Human Resources Branch • Strategic Human Resources Branch/ Training • Strategic Human Resources Branch • Strategic Human Resources Branch • Strategic Human Resources Branch • Training • Training • Training • Training • Arts Queensland • Strategic Human Resources Branch • TAFE

Actions	Key activities	Lead responsibility
	<ul style="list-style-type: none"> Support workplace experience for African teachers in partnership with Department of Employment and Industrial Relations (DEIR) Participate in University Internship Programs with international universities Source international graduates to support the implementation of the Government's Shared Service Initiative Engage with interpreters and translators in Business Areas, Regions and TAFE Institutes Support staff to gain qualifications from the National Accreditation Authority for Translators and Interpreters (NAATI) 	<ul style="list-style-type: none"> Strategic Human Resources Branch Office of Higher Education Corporate Governance Branch Training Training

Community relations and anti-racism strategy

Action	Key activities	Lead responsibility
Support and enhance relations between communities and the Department	<ul style="list-style-type: none"> Conduct community consultation and information-sharing processes to inform program and policy development regarding CALD students and refugee students Support <i>Queensland 2006 Multicultural Festival 'Connecting Cultures'</i> and participation in <i>Diversity Rocks!</i> and <i>Harmony Day</i> Conduct <i>Showcase Awards Excellence in Schools</i> and promote work of participating schools in categories supporting inclusive education and industry and community partnerships Promote and facilitate Queensland content in www.multiculturalaustralia.edu.au website Promote and offer teacher and student in-country scholarships Promote multicultural programs and events in schools and communities 	<ul style="list-style-type: none"> Student Services, Office of Education Queensland Corporate Communication and Marketing Training Corporate Communication and Marketing Curriculum Strategy Branch Office of International, Non-State and Higher Education Corporate Communication and Marketing Curriculum Strategy Branch