

QUEENSLAND RECONSTRUCTION AUTHORITY

QUEENSLAND MULTICULTURAL ACTION PLAN REPORT FOR 2025-2026

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
Promote and support local councils to implement culturally and linguistically diverse community engagement programs and activities for disaster preparedness.	Delivered	Yes	With \$1.5 million in Australian Government funding through the National Emergency Management Agency’s Disaster Risk Reduction package, The Queensland Reconstruction Authority has developed nationally accessible preparedness resources covering seven natural hazards in eight languages, supported by Easy Read English content. These include hazard-specific factsheets and short and long-form, text and video explainers, as well as all-hazards content. The resources will launch nationally on 7 September 2026, supported by a joint media release from Queensland Minister for Multicultural Affairs Fiona Simpson and Australian Government Minister for Emergency Management Kristy McBain. Content is now live on the Get Ready Queensland (GRQ) website and was distributed through GRQ communication channels, Queensland’s local government areas, national Get Ready websites, the MyAus App and community networks. In-language promotional leaflets, posters and fridge magnets will also be distributed to the CALD communities that participated in the project’s development and testing.

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
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	No	Culturally and linguistically diverse employee representation again showed improvement this year, with Aurion Equal Employment Opportunity data increasing from 10 per cent to 11.93 per cent and Working for Queensland data rising from 13 per cent to 14 per cent, exceeding the 2026 target of 12 per cent. QRA is committed to building awareness around the importance of sharing diversity data and encouraging our people to share their information, so we can better understand and support our workforce. This message has been consistently reinforced throughout the year using multiple education channels and initiatives, ensuring it remains front of mind. QRA will continue to support its culturally and linguistically diverse workforce in line with its Equity & Diversity Plan.
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	QRA is committed to fostering a workplace that embraces cultural diversity and inclusion. To support this, we share monthly 'Dates for Your Diary'—drawing from the Diversity Council of Australia's calendar—to highlight culturally significant events and promote ongoing education and awareness across our workforce. We promote all dates and highlight a specific date each month to provide further education. QRA has celebrated workplace cultural diversity and inclusion in a number of ways: • International Women's Day Panel Event

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
			- Acknowledgement of Country guide - Reconciliation week education - NAIDOC Week activations - Multicultural Queensland Month - Delivery of bespoke Cultural Responsiveness Training (First Nations lens)
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	Not applicable.
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 report on the diversity of Queensland Government bodies. ¹	Delivered	No	Not applicable.

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.

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
The Queensland Reconstruction Authority does not have commitments under this focus area.	Choose a status	Choose a response	

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
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	QRA is committed to fostering a workplace against racism. To support this, QRA actively promotes anti-racism initiatives, dates and events including: • Harmony Week • Multicultural Queensland Month • Internal staff engagements attending The Unbroken Spirit of the Kalkadoons and Through Mununjali eyes: photojournalist Wayne Coolwell exhibitions at State Library Queensland. • QRA internal knowledge sharing channel disseminating nationally accessible preparedness resources covering seven natural hazards in eight languages, supported by Easy Read English content. These include hazard-specific factsheets and short and long-form, text and video explainers, as well as all-hazards content. • QRA intranet updates to promote and host live links to nationally accessible preparedness resources on Get Ready Queensland (GRQ) website.